



Tanganyika  
Law Society

# **TLS ANNUAL**

## REPORT 2019



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## ACRONYMS AND ABBREVIATIONS

ADR	Alternative Dispute Resolution
AGM	Annual General Meeting
Cap	Chapter
CAG	Controller and Auditor General
CLE	Continuing Legal Education
COSTECH	Commission for Science and Technology
CSO	Civil Society Organization
DATF	Deceased Advocate Trust Fund
DPP	Director of Public Prosecutions
EALS	East African Law Society
FCT	Fair Competition Tribunal
FOD	Facilitation for Organization Development
GBV	Gender-based violence
GoT	Government of Tanzania
G.N.	Government Notice.
HAGM	Half Annual General Meeting
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
IBA	International Bar Association
ICT	information and communication technology
ID	Identity card
LAAC	Legal Aid Advocacy Centre
MoCLA	Ministry of Constitutional and Legal Affairs
NGO	Non-governmental organization
PALU	Pan African Law Union
TAMS	Tanzania Advocates Management System
TIAC	Tanzania International Arbitration Centre
TIC	Tanzania Investment Centre
TLS	Tanganyika Law Society
ROCA	Rapid Organization Capacity Assessment
SACCOS	Saving and Credit Co-operative Society
SADCLA	Southern African Development Community Lawyers' Association
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund

## ABOUT TLS

The Tanganyika Law Society abbreviated as TLS is a statutory professional organization established by an Act of Parliament, namely the Tanganyika Law Society Ordinance of 1954. Currently, TLS is governed by the Tanganyika Law Society Act, Cap 307 as amended.

TLS statutory mandate include:

- a) to maintain and improve the standards of conduct and learning of the legal profession in Tanzania;
- b) to facilitate the acquisition of legal knowledge by members of the legal profession and others;
- c) to assist the Government, the Courts and the Parliament in all matters affecting legislation, and the administration and practice of the law in Tanzania;
- d) to represent, protect and assist members of the legal profession in Tanzania as regards conditions of practice and otherwise;
- e) to protect and assist the public in Tanzania in all matters touching, ancillary or incidental to the law;
- f) to acquire, hold, develop or dispose of properties of all kinds, whether movable or immovable, and to derive capital or income from them, for all or any of the foregoing objects;
- g) to raise or borrow money for all or any of the foregoing objects in any manner and upon any security which may from time to time be determined by the Society;
- h) to invest and deal with moneys of the Society not immediately required in any manner which may from time to time be determined by the Society;
- i) to do all other things which are incidental or conducive to the attainment of the foregoing objects or any of them.

To keep focus on the above statutory objectives, TLS translated the statutory objectives into actionable short-term, medium-term and long-term interventions in the Strategic Plan 2014 - 2019. The Strategic Plan consists of TLS vision, mission, core values, goal and four strategic objectives.

## **TLS Vision**

A Society Where Justice is Upheld

## **TLS Mission**

To Promote and Protect Access to Justice, Good Governance and Rule of Law for All with Sustained Professional Standards

## **TLS Core Values**

### **Professionalism**

The entire business of TLS shall be guided by the highest standards of international best practices; with its staff and members ensuring impartiality and a fair balance of competing interests; upholding ethical approaches to their business in public and private circles; and seeking all the time to promote the common good in the society while preserving professional solidarity

### **Integrity**

TLS staff, members and agents must at all times maintain the highest standards of honesty, rightfulness and incorruptibility in the conduct of their professional and personal business. Their actions must reflect ethical standards at all times. No member, staff member or agent shall act or fail to act in such a manner as to bring disrepute to the name of the profession and TLS.

### **Professional Solidarity**

All members of TLS shall exercise solidarity with each other on all official matters of the profession. Members shall constantly pursue a shared professional understanding of issues in society, voluntarily provide peer support to each other and ethically stand up for each other on matters affecting the profession.

### **Transparency**

From its core TLS has always endeavoured to share its learning and failures. With time, this has developed into a more defined goal and principle. Thus, our future as TLS has to be valued on the things that we have not been completely open and the things that we might have been too open. The more the government, the public and all stakeholders see what we are doing, the more assurance we feed them and more confidence we build. This way TLS chooses transparency as part of its core value.

### **Volunteerism**

From the early development of the profession, law has been more

service rather than business. As a profession we have always sought of ways to make lives of our fellow countrymen better. By upholding justice we actually mean that we will work together to achieve justice by all means and so we put volunteerism at the heart of the legal profession

### **Respect for Equity**

This takes also gender above and Respect for Diversity. Gender Equity – In all its affairs and relationships with other agencies and individuals, TLS shall maintain equality for all human beings and shall maintain no tolerance for discrimination of any kind, especially on the basis of one's gender. TLS will promote equity for men and women 32 33 within its institution and in its contact with other parties

### **Respect for Diversity**

TLS recognizes the inevitable diversity in Tanzanian society and in the entire world. In the exercise of its affairs and in dealing with other parties, all members, staff and agents of TLS must recognize, respect and embrace with the requisite sensitivity the unique and special needs and concerns of people with different abilities, backgrounds, gender and ages. TLS shall actively promote access to opportunities for all peoples of all kinds, ensuring that minority groups receive adequate attention in all the affairs of TLS and those dominant groups of any category do not unfairly receive advantages over other groups.

## **TLS Strategic Objectives**

### **Strategic Objective 01.**

To Deliver Membership Development Services and Ensure Compliance

### **Strategic Objective 02.**

To Promote Access to Justice and the Rule of Law

### **Strategic Objective 03.**

To Facilitate Knowledge Creation while Promoting ICT and Publicity of TLS

### **Strategic Objective 04**

To Facilitate Service Delivery and Institutional Development of the TLS



## EXECUTIVE SUMMARY

This Annual Report highlights the progress and results achieved by TLS during the calendar year 2019. It outlines some of notable accomplishments and initiatives undertaken by TLS in line with its core mandate provided in the Tanganyika Law Society Act, Cap 307 (as amended).

When the new Governing Council took over in April 2019, TLS was finalizing the implementation of its Strategic Plan (2014 – 2019). Hence, the Council spent better part of 2019 focusing on consolidating the successes of the previous years under this Strategic Plan, assessing the progress made, and starting to define priorities for the future. In the strategic plan 2014 – 2019, the focus was on members' service development and compliance, promoting access to justice and the rule of law, legal knowledge creation and institutional capacity of TLS.

For the period between April and December 2019, the focus was on finalizing the implementation of the Strategic Plan 2014 – 2019 which ended in December 2019. During that period the notable achievements include the inauguration of the Wakili House, Registration of Arbitration Centre, strengthening of media engagement, appointment of Committees Members, and strengthening of the provision of Continuing Legal Education (CLE) Committee.

Other notable achievements in that period include: organizing a colloquium on Tanzania's Withdrawal of Access to the African Court by individuals and non-governmental organizations (NGOS), improving communication, coordination and cooperation between TLS Chapters and Justice Sector Institutions such as the Judiciary, National Prosecutions Services, Tanzania Prisons Service and Police Force. Other accomplishments include collaborating with state organs on matters relating to the administration of justice, participating in legislative advocacy, building partnerships and influencing Criminal Legal Reforms.

The Governing Council also spent better part of 2019 laying out new TLS Strategic Plan 2020 – 2024. The new Strategic Plan serves as an inspiration for achieving TLS Statutory Objectives by defining TLS strategic priorities in the next five years. The implementation of this plan will start in January, 2020.



## MESSAGE FROM THE PRESIDENT



On behalf of the Governing Council, I am delighted to present to you the TLS Annual Report for the year 2019. This report highlights some of the significant events, accomplishments, and activities of Tanganyika Law Society during the year 2019.

By any measure, 2019 was both very successful and challenging year for TLS. In terms of success, TLS continued to strengthen collaborations with like-minded stakeholders in the administration of justice. It engaged in regular meetings with the Chief Justice of Tanzania, the Speaker of the National Assembly, the Attorney-General, the Permanent Secretary in the Ministry of Constitutional and Legal Affairs and other senior officials in the government to discuss the workings of the Society and how these key stakeholders could support it to ensure that TLS and its members play a key role in the administration of justice. TLS will continue to maintain these existing relationships and develop others, with like-minded stakeholders, as one of the ways of fostering and enhancing adherence to the rule of law in our country.

TLS continued to advocate for the respect of the rule of law where everyone (including the State) is accountable to the laws of the land, and where the laws are equally enforced and independently adjudicated. It used various platforms to do this including the media. An article in the East African newspaper of May 1 2019 '*Tanzania Needs Judicial Reforms to Uphold Rule of Law*' attests to this effort.

In year 2019 TLS also focused in implementing initiatives that are responsive to the need of our stakeholders, in particular, its members. Initiatives undertaken include: strengthening the Secretariat, extending TLS presence geographically by increasing number of TLS's regional Chapters from 14 to 21, using existing platforms especially the social media, to listen and seek guidance from its members on what is relevant and important to them, strengthening its engagement with Civil Society Organizations (CSOs) and other non-state actors, supporting technology and innovation in the legal profession, and developing a new five year- strategic plan (2020 – 2024). It also took important steps to improve access to justice through publication of easy to read legal education/ awareness materials.

However, the year 2019 had its challenges. The most notable challenge for TLS was the Written Laws (Miscellaneous Amendment) Act No. 8 of 2019 that among other things amended some provisions in the Tanganyika Law Society

Act Cap 307. The Amendments have expanded the leadership of the Society which stands to increase the operational costs on one hand and also has limited the membership participation in the Annual General Meeting of the Society.

Despite all these TLS has shown its agility by adapting and moving forward in executing its core mission and achieving its objectives. It has tapped into its members' resourcefulness and ingenuity to perform its activities and render services to its four key constituents i.e. judiciary, government, parliament, and the public. It has also shown that it is a resilient institution that is able to weather the storm, overcome challenges and threats it is facing, and advocate for a better future. It has further shown it is a Society able run free and fair election of its leadership. All these have engendered huge public confidence to it.

Along with successes and challenges, it is important to acknowledge sorrowful events. The Governing Council was saddened to learn of untimely passing away of our 27 members in 2019. They were men and women of great character and achievers and they will be truly and greatly missed by the legal profession, family, friends, and colleagues. We do pray to Almighty God to rest their souls into eternal peace. Amen.

**Dr. Rugemeleza A.K. Nshala**  
President  
Tanganyika Law Society

## FROM THE CEO DESK



I am inviting you to read this report to see the accomplishments, which the Tanganyika Law Society (TLS) has achieved during the year under review. As you may notice, some of the specific progress so far made include; the official inauguration of the Wakili House; the finalization of the previous Strategic Plan (2014 – 2019), and development of new Strategic Plan (2020 – 2024).

During the reporting period, TLS has constantly delivered sustainable services to its members. The services include expanding TLS physical presence across Tanzania through Chapters, developing successful innovations such as Wakili database to facilitate the provision of services to TLS members and creation of several forums (for instance, Young Lawyers' Forum) which are key drivers to members' involvement in TLS' activities and creating opportunities to network and learn.

The Governing Council through the Secretariat continued to focus on improving TLS services to its members and stakeholders responsibly. To fulfil this ambition, We have endeavoured to provide our members quality and timely services. We have ensured CLE programmes are competency based, we have worked with DATF to improve its efficiency, we have increased number of platforms to share information with our members and supported Chapters' strengthening.

In addition, TLS continued to strengthen its engagement with state and non-state actors to protect human rights, promote rule of law and access to justice, and participate in legislative advocacy and advocating for law reform.

Thank you for your continued support.

**Kaleb Gamaya**

Chief Executive Officer

## PART ONE

### The 2019 Governing Council's Interventions

This Part presents the summary of key decisions, initiatives, and activities of the Governing Council during the calendar year April, 2019. It highlights progress made by the Governing Council in implementing the Annual General Meeting (AGM) and the Half Annual General Meeting (HAGM) directives and resolutions, initiatives taken by TLS on strengthening the delivery of services to its members, and activities implemented to promote the legal profession, advocating for the rule of law, and; advancing equality and the human rights.

### An overview of the Governing Council

The Governing Council is a policy-making body of TLS. It comprises of the President, the Vice-President, the Honorary Treasurer and other seven members elected by TLS members during TLS General Elections held annually. The Governing Council derives its mandate from the Tanganyika Law Society Act, Cap 307. A number of committees and chapters are subordinated to it and report to the Council on their work. The Governing Council is answerable to the members of the TLS. Below is the summary of activities conducted by the Governing Council during the calendar year starting from April, 2019.

### Meetings of the Governing Council

The Governing Council held twelve (12) meetings in 2019 and out of the twelve meetings held, three (3) were ordinary meetings and nine (9) were extraordinary meetings.



*Figure 1: Left, Members of the Governing Council participating in one of GC meetings during the reporting period. Right, members of Executive Committee deliberating before GC meeting*

## Attendance of the Governing Council Meetings

Monitoring the Council members meetings attendance is an essential governance practice. Regular meeting attendance is key for enabling the Council reach required quorum to make decisions and reporting the effectiveness of Council's oversight activities. Below is the table which shows the summary of the Council members' attendance record in Council meetings.

**Table 1: Ordinary Meetings Attendance Record**

Sn	Name of Council Member	Position	Number of ordinary meetings held	Number of Meetings Attended by Council Members
1.	Dr. Rugemeleza Nshalla	President	3	3
2.	Mpale Mpoki	Vice President	3	3
3.	CPA Nicholas Duhia	Honorary Treasurer	3	3
4.	Baraka Mbwilo	Member	3	3
5.	Stephen Ally Mwakibolwa	Member	3	3
6.	Jebra Kambole	Member	3	2
7.	Tike Mwambipile	Member	3	1
8.	Paul Kaunda	Member	3	2
9.	Harold Sungusia	Member	3	1
10.	Angelista Nashon	Member	3	1

**Table 2: Extraordinary Meetings Attendance Record**

Sn	Name of Council Member	Position	Number of ordinary meetings held	Number of Meetings Attended by Council Members
1.	Dr. Rugemeleza Nshalla	President	9	9
2.	Mpale Mpoki	Vice President	9	8
3.	CPA Nicholas Duhia	Honorary Treasurer	9	5
4.	Baraka Mbwilo	Member	9	9
5.	Stephen Ally Mwakibolwa	Member	9	9
6.	Jebra Kambole	Member	9	8
7.	Tike Mwambipile	Member	9	8
8.	Paul Kaunda	Member	9	9
9.	Harold Sungusia	Member	9	5
10.	Angelista Nashon	Member	9	4



## Key Decisions of the Governing Council

From the ordinary and extra ordinary meetings held by the Governing Council several major decisions were made. Below is the summary of topics deliberated, major decisions taken, and progress made.

### 1. The Deceased Advocates Trust Fund Loan Agreement

A non-compliance of majority of TLS members to pay their obligation in respect of the Wakili House fee and as per AGM Resolution No. 3.5.14 of the 2018 that TLS should not take loan from the Bank to finalise the project, the Governing Council had no other option than securing a loan worth of TZS. 524,000,000/- (Five Hundred Twenty Four Million Tanzanian Shillings) from the Deceased Advocates Trust Fund (DATF) to facilitate the completion of the Wakili House and meet the contractual obligation with the contractor. TLS financial records show that as at April, 2020 up to two thousand one hundred eighty eight (2,188) TLS members had completely defaulted contributing to the Wakili House project while one thousand three hundred seventy three (1,373) had partially contributed.

The DATF extended this loan to TLS during the calendar year 2019 after a meeting with members of the Governing Council to deliberate on TLS request and several other contentious issues in the administration of the DATF. The loan agreement includes ten per cent (10%) interest rate charge per annum.

The Governing Council is grateful to the trustees of the DATF for responding favourably to TLS critical financial needs, as a result of which the Wakili House completion became a reality whereby in November 2019, the Wakili House was inaugurated. This was a very encouraging achievement for TLS as our long-held dream of having our own Wakili House was finally fulfilled.

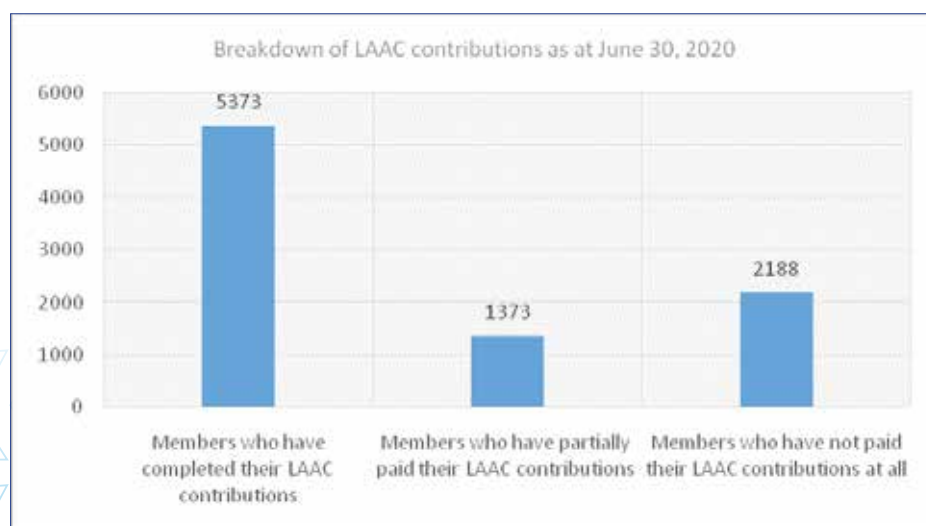


Figure 2: LAAC Contributions from TLS Members During the Reporting Period

## 2. Inauguration of the Wakili House

The ceremony to inaugurate the Wakili House was held in Dar es Salaam on November 1, 2019 following the Resolution by the Governing Council to officially inaugurate the Wakili House before the end of 2019 calendar year. The Resolution to inaugurate the Wakili House was adopted by the Governing Council during its second Ordinary Meeting that was held on July 27, 2019 at TLS Secretariat in Dar es Salaam.

The Chief Justice of Tanzania his Lordship Hon. Prof. Ibrahim Hamis Juma inaugurated the Wakili House as a guest of honour. A large group of interested audience including High Court Judges, TLS past presidents, TLS members, representatives of civil society and the media gathered to witness the inauguration ceremony and listened to the speech of the guest of honour. Speaking at the inauguration ceremony, the Chief Justice Juma congratulated TLS for completing the construction of the Wakili House despite encountering many challenges during the construction phase. He said TLS is a key actor in the administration of justice and having a physical office where justice actors and justice seekers can visit and get service is a very important step towards promoting access to justice.

Overall, the inauguration ceremony was a great success with the participants and the media provided positive feedback on the Chief Justice's speech and the inauguration event.



*Figure 3: His Lordship Hon. Prof. Ibrahim Hamis Juma - the Chief Justice of Tanzania Officiating the Inauguration of the Wakili House*



### 3. Development of New Strategic Plan (2020 – 2024)

During the induction seminar to the members of the Governing Council held at African Dreams hotel in Dodoma in May, 2019, the Council adopted a resolution to initiate a process for the development of new TLS Strategic Plan (2020- 2024) because the current Strategic Plan at that time (2014 – 2019) was going to end in December, 2019. The process for the development of the new TLS Strategic Plan involved three major phases; creation of the strategic planning task force, development of the Strategic Plan 2020 – 2024, and operationalisation of the strategic plan.

The task force (that comprised members of TLS Secretariat and the Governing Council) was charged with responsibilities such as recruiting the strategic planning expert to facilitate planning activities, assess TLS previous Strategic Plan documents and reviewed related literature, and; collected inputs from stakeholders including members of TLS, Chapters and committees. The task force was also required to work collaboratively with the consultant (strategic planning expert), and engaged stakeholders to translate inputs collected from stakeholders and reviewed literatures into mission and vision statements, develop and create strategic objectives and a set of actionable priorities to guide TLS operations in the next five years (2020 – 2024).



*Figure 4: Members of TLS Secretariat participating in initial stages during the development of TLS new Strategic Plan 2020 - 2024*

The development of the new TLS Strategic Plan 2020 – 2024 involved call for inputs from members, and included validation workshops at the Secretariat level, chapter level and the AGM level. TLS constructed its Strategic Plan around five core values; professionalism and solidarity, audacity for rule of law, integrity and transparency, altruism and volunteerism and respect for diversity. TLS vision is to become an independent bar association for a just society and mission is to create a conducive environment for the legal fraternity, facilitate the acquisition of legal knowledge, represent, promote and protect members; to support the State Organs in legislation and administration of the rule of law; and assist the public to access justice in sustainable professional standards. The Strategic Plan (2020 – 2024) outlines four (4) key strategic objectives to execute TLS mission and achieve TLS vision in the next five years. These are:

1. To enhance professional quality and timely services to TLS members and stakeholders to achieve minimum score of 75% annually
2. To increase Society revenue by 40% annually
3. To Strengthen 95% of TLS governance, human resources and administration system to support service delivery
4. To create awareness of TLS goods and services to clients resulting to 14% increase in brand value



*Figure 5: Advocate Harold Sungusia (member of the Governing Council) presenting TLS new Strategic Plan (2020 - 2024) to TLS members during 2019 HAGM held in Arusha on November 7, 2019*

After going through the validation processes including a presentation of the draft Strategic Plan during 2019 HAGM for members' comments, the Governing Council eventually approved TLS new Strategic Plan during its third Ordinary Meeting held at TLS Secretariat on December 4<sup>th</sup> and 5<sup>th</sup>, 2019. Alongside the Strategic Plan, the Governing Council also approved TLS Strategy Action Plan 2020/22 and TLS annual budget for the financial year 2020. The operationalisation of the new Strategic Plan started in January, 2020.

#### **4 Human Resource Audit**

In responding to the ever-changing human resource needs at TLS, the Governing Council directed the Secretariat to engage an experienced human resources auditor to conduct an audit of TLS human resource structures, practices, strategies, policies and procedures. The auditor was also required to examine staff workload and provide recommendations that will strengthen TLS human resources practices and policies. The decision to engage human resource auditor was taken by the Governing Council in May, 2019 during the Governing Council's induction seminar held at African Dreams Hotel in Dodoma.

Following The Council's directive, the Auditor was recruited. The auditor thoroughly examined TLS human resource practices and policy as per terms of reference. Furthermore, the auditor reviewed the Tanganyika Law Society Act, Cap 307 (as amended) to assess TLS compliance to the guidance provided in the Act especially on the proposed new structure which comprise of the AGM, Composition of the Governing Council, Establishment and recognition of Chapter Zones, Chapters and the Secretariat.

#### **5 Registration of Tanzania International Arbitration Centre**

A new dawn in dispute resolution was witnessed in Tanzania following the registration of the Tanzania International Arbitration Centre (TIAC) in December 2019. TIAC is the arbitration wing of TLS and is housed at Wakili House, Plot 391, Chato Street, Regent Estate in Dar es Salaam. TIAC will be conducting hearing to settle disputes involving both domestic and international practitioners.

For many years experience shows that in Tanzania, resolution of commercial and non-commercial disputes mostly go through litigation by courts of law contributing to caseload/workload to the court and delays in making decisions. Through TLS arbitration wing, TIAC, the business community, the Government and the public are provided with an opportunity to resolve their disputes (commercial and non-commercial) through non-litigation means.

TIAC activities will be guided by the framework provided by the Arbitration Act of 2020 (Act No. 2 of 2020). This legislation provides the legal framework

for settling both domestic and international disputes within Tanzania through arbitration. Furthermore, the legislation stipulates process for appointment of arbitrators, evidential hearing and enforcement of arbitration agreement.

#### **6. Strengthening Partnership with Sister Bar Associations**

In May 2019, during the induction seminar to the members of the Governing Council held at African Dreams hotel in Dodoma, the Council adopted a resolution to strengthen TLS engagement with sister Bar associations at regional and global level. The Council views engagement with sister Bar associations as a must do initiative to promote networking and learning opportunity for TLS members and cross-border marketing of Tanzanian lawyers. The Council also perceive constructive engagement with sister Bar associations as an interesting opportunity for resource mobilization and partnership on issues of common interest such as provision of service to members, engaging with other justice actors, promoting access to justice and protecting public interests.

As part of its engagement strategy, TLS continued to fulfil its membership obligation to the Pan African Lawyers Union (PALU), the East African Law Society (EALS), SADC Lawyers' Association (SADCLA), the International Bar Association (IBA) and others. In 2019, TLS members were encouraged to attend AGMs organized by the mentioned bar associations . During AGMs conducted by sister Bar associations at least three members of TLS were elected into leadership positions of sister Bar associations. These were Rugemeleza Nshala (current TLS President who serves as member of the Governing Council in East Africa Law Society, Paul Kaunda (member of TLS Governing Council currently serving as Pan African Lawyers Union Vice President for Eastern Africa) and Sarah Mhamilawa who serves as East Africa Law Society Vice-President.



*Figure 6: From left members of TLS Paul Kaunda (Pan African Lawyers Union Vice President for Eastern Africa), Dr. Rugemeleza Nshala (member of East Africa Law Society Governing Council and Sarah Mhamilawa Vice-President East Africa Law Society)*



## **7. Media Engagement**

The Governing Council recognizes the significant role the media plays in promoting the rule of law and access to justice, advocating for legislative reforms and providing legal and human rights education to the public. The media is also an important tool for building TLS brand that is viewed favourably by the public.

During the reporting period, the Governing Council set a mechanism that enabled TLS engagement with the media (local and international). TLS used media platform to raise awareness, advocate for the rule of law, or presenting certain legal position. In 2019 calendar year the Governing Council produced four (4) media statements, organized two (2) press conferences, published articles, and editorial opinions in several print media such as the East African and Citizen Newspaper. The articles in the media included 'Tanzania Needs Judicial Reforms to Uphold Rule of Law' published in the East African on May 1, 2019.

The media also paid special attention on TLS main events such as TLS General Election held in April 2019, TLS Annual Conference and the General Meeting held in April 2019,

## **8. Appointment of Committees Members**

Under Section 17 of the Tanganyika Law Society Act, Cap 307, TLS Governing Council is given powers to appoint committees consisting members of the Society and may delegate some of its functions, duties and powers to these committees. The mandate of the committees can range from providing oversight and advising the Council on a specific time-limited projects such as the Wakili House to substantive issues such as law reform and members welfare. Part 2 below provide a summary of all Governing Council standing committees and their members appointed by the Council to serve in those committees for a one-year tenure

## PART TWO

### Standing Committees

Seventeen (17) TLS standing committees assist TLS Governing Council oversight responsibilities. The committees convene their meetings at least once per quarter and make recommendations to the Governing Council for further action regarding topics of particular interest to TLS. This section lists all standing committees of the Governing Council, members appointed to serve in the committees, composition of members by gender and Chapter and committees responsibilities.

#### Continuing Legal Education Committee

CLE Committee advises the Council on TLS members' professional development programming and provides oversight on CLE events including seminars, workshop and conferences. The committee also is responsible for CLE point allocation, and may advise the Council to exempt from the CLE requirement members who fulfill exemption requirements. The committee consists of ten (10) members listed in the table below.

**Table 5: CLE Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Abdallah Gonzi	Male	Dar es salaam	Chairperson
2	Aderickson H. Njuwa	Male	Dar es salaam	Member
3	Dr. Edward Hosea	Male	Dar es salaam	Member
4	Kheri Mbiro	Male	Dar es salaam	Member
5	Noel Chikwindo	Male	Dodoma	Member
6	Fatma Seif	Female	Dar es salaam	Member
7	Flaviana Charles	Female	Dar es salaam	Member
8	Mary Richard	Female	Dar es salaam	Member
9	Amne Kagasheki	Female	Dar es salaam	Member
10	Beatus Malima	Male	Dar es Salaam	Member

#### Ethics Committee

Ethics Committee is responsible for promoting professional conduct of advocates, providing oversight and support to members in areas of compliance and ethics, and; enforcing Advocates (Professional Conduct and Etiquette) Regulations, of 2018. The Committee is composed of ten (10) members listed in the Table below.

**Table 6: Ethics Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Capt (Rtd). Ibrahim Bendera	Male	Dar es salaam	Chairperson
2	Hon. Justice (Rtd) Frederick Werema	Male	Dar es salaam	Member
3	Hon. Judge (Rtd) Engela Kilewo	Female	Dar es salaam	Member
4	Hezron Mwankenja	Male	Dar es salaam	Member
5	Dr. Eventius Mugyabuso	Male	Dar es salaam	Member
6	Francis Stolla	Male	Dar es salaam	Member
7	Saidi Mwema	Male	Dar es salaam	Member
8	Ali Jamal	Male	Dar es salaam	Member
9	Gloria Mafole	Female	Dar es salaam	Member
10	Zainabu Mwatawala	Female	Morogoro	Member

### **Audit Committee**

The Audit Committee provides an oversight to TLS financial reporting practices, the audit process, and TLS systems of internal controls (including risk management). The Committee is also responsible for oversight of the quality and integrity of TLS financial statements and reports (including ensuring compliance with applicable legal and regulatory requirements that affect the financial statements).

In fulfilling their duties, the Audit Committee relies on TLS management, the internal auditor and the external auditor. The management is responsible for preparing TLS financial statements while the audit function is the responsibility of internal and external auditors. The Committee has eight (8) members listed in the Table below.



**Table 7: Audit Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	CPA. Nicholaus Duhia	Male	Arusha	Chairperson
2	CPA. Rwekamwa Andrea Rweikiza	Male	Dar es Salaam	Member
3	Xavery Makwi	Male	Dar es Salaam	Member
4	Casmir Nkuba	Male	Dar es Salaam	Member
5	CPA. Frederick Msumali	Male	Dar es Salaam	Member
6	Emmanuel Laurian Kalibashubao	Male	Dar es Salaam	Member
7	Adamson Geoffrey Kariwa	Male	Dar es Salaam	Member
8	Stella Modest Rweikiza	Female	Dar es Salaam	Member

### Constitutional and Legal Affairs Committee

The Constitutional and Legal Affairs Committee conduct TLS legislative work. It is responsible for examining government proposed Bills to the Parliament and comment on them (the Government shares most Bills to TLS for comments). The Committee is also responsible for matters relating to the administration of justice (including law reforms), human rights and the rule of law. The Committee is composed of twelve (12) members listed in the Table below

**Table 8: Constitution and Legal Affairs Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Daimu Halfan	Male	Dar es Salaam	Chairperson
2	Fulgence Massawe	Male	Dar es Salaam	Member
3	Fatma Karume	Female	Dar es Salaam	Member
4	Novatus M. Muhangwa	Male	Dar es Salaam	Member
5	Neema Mhina	Female	Dar es Salaam	Member
6	Jeremiah Mtobesya	Male	Dar es Salaam	Member
7	Aziza O. Msangi	Female	Dar es Salaam	Member
8	Hekima Mwasipu	Male	Dar es Salaam	Member
9	Elizabeth M. Mhagama	Female	Dar es Salaam	Member
10	Deogratus T. Bwire	Male	Dar es Salaam	Member
11	Annmarie Mavenjina Nkelame	Female	Dar es Salaam	Member
12	Edson Kilatu	Male	Dar es Salaam	Member

### Research and Publications Committee

Research and Publications Committee brings together renowned scholars in the legal practice who have interests in researching and publishing. They respond to the needs of justice actors by promoting knowledge generation through research and the committee also is responsible for quality assurance of TLS publications including journals, books and reports. The Committee comprises of eleven (11) members listed in the table below.

**Table 9: Research and Publication Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Prof. Dr. Alex B. Makulilo	Male	Dar es Salaam	Chairperson
2	Prof. Cyriacus Binamungu	Male	Morogoro	Member
3	Dr. Ukena John	Male	Morogoro	Member
4	Parent C. Borhara	Male	Dar es Salaam	Member
5	Clement Mubanga	Male	Dar es Salaam	Member
6	Dr. Eugene Mniwasa	Male	Dar es Salaam	Member
7	Frank Mchomvu	Male	Mbeya	Member
8	Hamidu Milulu	Male	Dar es Salaam	Member
9	Isabela Warioba	Female	Morogoro	Member
10	Innocent Kibadu	Male	Iringa	Member
11	Frank E. Sina	Male	Dodoma	Member

### Regional and International Affairs Committee

Regional and International Affairs Committee follows closely the developments of legal practice in Eastern Africa, Southern Africa, Africa, and outside the continent. The committee pays attention to actors beyond Tanzanian borders on matters such as rule of law, human rights and good governance. The Committee also promotes engagement and long lasting relations between TLS and like-minded stakeholders at regional, continental and global level. The committee has ten (10) members listed in the Table below

**Table 10: Regional and International Affairs Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Sarah Mhamilawa	Female	Dar es Salaam	Chairperson
2	Humphrey Mtuy	Male	Arusha	Member
3	Regina Sinamtwa	Female	Dar es Salaam	Member
4	Omari Kilwanda	Male	Dar es Salaam	Member
5	David B. Wasonga	Male	Dodoma	Member
6	Achilleus R. Romward	Male	Dar es Salaam	Member
7	Simon Patrick	Male	Dar es Salaam	Member
8	Nyachiriga K.B. Msalya	Male	Dar es Salaam	Member
9	Urso Luoga	Male	Dar es Salaam	Member
10	Hassan Mussa	Male	Dar es Salaam	Member

### **Advocates' Remuneration and Regulatory Committee**

Advocates' Remuneration and Regulatory Committee's role is to assist the Governing Council in creating awareness to the members on Advocates Remuneration Order of 2015, (G.N. No 264 of 2015). The Committee also is responsible for monitoring members' compliance to the provisions of the said Order and advising the Council on best practices related to advocates' remuneration borrowing lessons from other jurisdictions and social-economic realities in Tanzania. The Committee consists of six (6) members whose names are listed in the Table below.

**Table 11: Advocates' Remuneration and Regulatory Committee and Members Composition**

<b>S/n</b>	<b>Name</b>	<b>Gender</b>	<b>Chapter</b>	<b>Position</b>
1	Ayoub Mtafya	Male	Dar es Salaam	Chairperson
2	Casmir Nkuba	Male	Dar es Salaam	Member
3	Angela Mndolwa	Female	Dar es Salaam	Member
4	Iddi Kamazima	Male	Dar es Salaam	Member
5	Edson Mkisi	Male	Dar es Salaam	Member
6	Amne Kagasheki	Female	Dar es Salaam	Member

### **Members' Welfare Committee**

Members' Welfare Committee plays a critical role in planning and advising the Governing Council to implement policies and strategies that will ensure the continued well-being of TLS members. The Committee also campaigns on several welfare issues by working with the Governing Council to bring to TLS welfare-related platforms such as Health Insurance, advocating timely delivery of DATF contributions to the family of deceased advocates, and promoting economic well-being of members through Wakili Saving and Credit Co-operative Society (SACCOS). The Committee consists of twelve members listed in the Table below.

**Table 12: Members' Welfare Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Novatus Muhangwa	M. Male	Dar es Salaam	Chairperson
2	Safari Kimboka	Male	Dar es Salaam	Member
3	Ali Jamal	Male	Dar es Salaam	Member
4	Baraka E. Sulus	Male	Dar es Salaam	Member
5	Sisty A. Massawe	Male	Dar es Salaam	Member
6	Atranus Method	Male	Dar es Salaam	Member
7	Hassan Mussa	Male	Dar es Salaam	Member
8	Arnold Teemba	Male	Dar es Salaam	Member
9	Wilson Mukebez	Male	Dar es Salaam	Member
10	Magdalena Sylister	Female	Arusha	Member
11	Angela Mbonde	Female	Dar es Salaam	Member
12	Josephine Arnold	Female	Dar es Salaam	Member

### Investment Committee

The Investment Committee advises the Governing Council on TLS investment plans and provides oversights on the management and effectiveness of TLS investments. The Committee also supports the Council due diligence process for selecting and monitoring TLS investment options. The Committee consists of seven (7) members. Their names are listed in the Table below.

**Table 13: Investment Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Charles Rwechungura	Male	Dar es Salaam	Chairperson
2	Fatma Karume	Female	Dar es Salaam	Member
3	Dr Eugene Mniwasa	Male	Dar es Salaam	Member
4	Edward Mrosso	Male	Dar es Salaam	Member
5	Jonathan Njau	Male	Dar es Salaam	Member
6	Martha Maeda	Female	Dar es Salaam	Member
7	Godfrey Wasonga	Male	Dodoma	Member

### Drafting Committee

In accordance of Section 31 of the Tanganyika Society Act, Cap 307 (as amended), the Governing Council has powers to make certain regulations binding members of the Society. The Drafting Committee assists the Governing Council in fulfilling the mandate provided by the Act. The Committee submits all draft regulations to the Governing Council for consideration. The Drafting Committee consists of nine(9) members listed in the Table below.

**Table 14: Drafting Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Lulu Imelda Urrio	Male	Dar es Salaam	Chairperson
2	Deusdedit Simbakalia	Male	Dar es Salaam	Member
3	Francis Stolla	Male	Dar es Salaam	Member
4	Kheri Mbiro	Male	Dar es Salaam	Member
5	Daimu Halfan	Male	Dar es Salaam	Member
6	Cecilia Assey	Female	Dar es Salaam	Member
7	Happiness Mchaki	Female	Dar es Salaam	Member
8	Fatma Karume	Female	Dar es Salaam	Member
9	Peter Kibatala	Male	Dar es Salaam	Member

### **Junior Lawyers Professional Development Committee**

This Committee advises the Governing Council on policy and strategies that ensure junior advocates (TLS members with less than 5 years legal practice experience) are afforded with the meaningful and engaging opportunities that add value to their professional growth in terms of experience and skills. Together with CLE Committee, this Committee coordinates the development and delivery of professional development programmes such as seminars, mentorship, coaching, and exchange programmes all targeting junior members. The Committee consists of eleven (11) members listed in the Table below.

**Table 15: Junior Lawyers Professional Development Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Dr. Kibuta Ong'wahumana	Male	Dar es Salaam	Member
2	Prof. Angelo Mapunda	Male	Dar es Salaam	Member
3	Amb. Mwanaidi Maajar	Female	Dar es Salaam	Member
4	Victoria Revocati	Female	Dodoma	Member
5	Judith Kapinga	Female	Dar es Salaam	Member
6	Charles Tumaini	Male	Dar es Salaam	Chairperson
7	Abbriaty Kivea	Female	Dar es Salaam	Member
8	Deodatus P. Soka	Male	Dar es Salaam	Member
9	Mutandzi A. Matovelo	Male	Dar es Salaam	Member
10	Trofmo O. Tarimo	Male	Dar es Salaam	Member
11	Shelida Edward	Female	Dar es Salaam	Member

### **The Editorial Board of Law Report**

The Editorial Board of Tanganyika Law Society Law Report consists of renowned group of experts in the field of law in Tanzania. The Board peer reviews court decisions (selected decisions of the High Court of Tanzania and the Court of Appeal of Tanzania) and make these decisions available to legal practitioners

and others worldwide through the Tanganyika Law Society Law Reports. The Editorial Board of Tanganyika Law Society Law Report is composed of ten (10) members listed in the table below.

**Table 16: The Editorial Board of Law Report and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Prof. Cyriacus Binamungu	Male	Morogoro	Vice chair person
2	Prof. Chris Peter Maina	Male	Zanzibar	Chair person
3	Prof. Hamudi Majamba	Male	Dar es Salaam	Member
4	Dr. Wilbert Kapinga	Male	Dar es Salaam	Member
5	Dr. Ukena John	Male	Morogoro	Member
6	Matojo M. Cosatta	Male	Dar es Salaam	Member
7	Denis Maringo	Male	Dar es Salaam	Member
8	Jackson Katabaro	Male	Mwanza	Member
9	Ally Kileo	Male	Dar es Salaam	Member
10	Advera Kamuzora	Female	Dar es Salaam	Member

### **The Excellence Award Committee**

The Excellence Award Committee is responsible for selecting recipients of TLS Excellence Award. This award is awarded to the individual TLS members to recognize their outstanding contribution and accomplishment in legal practice. All TLS members are eligible for this award provided they fulfill requirements established by the Excellence Award Committee.

By recognizing the accomplishments of its members in the legal practice, TLS seeks to reinforce the importance of legal profession and legal practitioners and the challenges they face in fulfilling in their noble duty. The Excellence Award Committee consists of eight (8) members mentioned in the Table below.

**Table 17: The Excellence Award Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Charles Rwechungura	Male	Dar es Salaam	Chairperson
2	Edna Kamaleki	Female	Dar es Salaam	Member
3	Aisha Sinda	Female	Dar es Salaam	Member
4	Peter Kibatala	Male	Dar es Salaam	Member
5	Sarah Mhamilawa	Female	Dar es Salaam	Member
6	Daniel Welwel	Male	Dar es Salaam	Member
7	Fayaz Bhojan	Male	Dar es Salaam	Member
8	Fulgence Massawe	Male	Dar es Salaam	Member



### Gender and HIV-AIDS Committee

Gender and HIV-AIDS Committee is a thematic Committee. It assists the Governing Council on issues of gender mainstreaming, promotes effective HIV-AIDS interventions within Law Society and advice on relevant policies on the same topics. Further, the Committee raises awareness to TLS members on issues pertaining to HIV-AIDS, gender and diversity within TLS. The Committee is comprised of ten (10) members listed in the Table below.

**Table 18: Gender and HIV-AIDS Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Judith Z. Nyasebwa	Female	Dar es Salaam	Member
2	Elizabeth J. Mlemeta	Female	Dar es Salaam	Member
3	Annmarie Mavunjina Nkelame	Female	Dar es Salaam	Member
4	Angela G. Mbonde	Female	Dar es Salaam	Chairperson
5	Mary G. Mosha	Female	Dar es Salaam	Member
6	Hassan Ruhwanya	Male	Dar es Salaam	Member
7	Advera Kamuzora	Female	Dar es Salaam	Member
8	Herman Lupogo	Male	Dar es Salaam	Member
9	Leila Hawkins	Female	Dar es Salaam	Member
10	Gloria Mafole	Female	Dar es Salaam	Member

### Members with Disabilities Committee

This Committee advises the Council to ensure that TLS policies, programs, and services are user-friendly and accessible to members with disabilities. The Committee also promotes collaboration between members with disabilities and those without disabilities in TLS. In addition, the Committee runs awareness programmes on disability rights targeting TLS members, policy makers, and the public. The Committee has eight (8) members listed in the Table below.

**Table 19: Members with Disabilities Committee and Members Composition**

S/n	Name	Gender	Chapter	Position
1	Novath Rukwago	Male	Dar es Salaam	Chairperson
2	Janeth Amon Sekajingo	Female	Dar es Salaam	Member
3	Daniel Lema	Male	Dar es Salaam	Member
4	Mwesigwa Muhingo	Male	Dar es Salaam	Member
5	Daudi Magacha	Male	Dar es Salaam	Member
6	Maulid Kikondo	Male	Dar es Salaam	Member
7	Jasson Johnson	Male	Dar es Salaam	Member
8	Golda Emmanuel	Male	Dar es Salaam	Member



### **Nomination Committee**

Nomination Committee is responsible for supervision and coordination of TLS elections at Chapter level and Society as general. The Committee vets all candidates aspiring to contest in TLS elections to ensure if they are of good standing. The Committee consists of:

**Table 20: The Nomination Committee and Members Composition**

<b>Sn</b>	<b>Name</b>	<b>Gender</b>	<b>Chapter</b>	<b>Position</b>
1	Bahame Tom Nyanduda	Male	Dar es Salaam	Chairperson
2	Hon. Judge (Rtd) Robert Vincent Makaramba	Male	Dar es Salaam	Vice Chairperson
3	Capt. Ibrahim Bendera	Male	Dar es Salaam	Member
4	Dosca Mutabuzi	Female	Dar es Salaam	Member
5	Joyce Kasebwa	Female	Mbeya	Member

In 2019, the Nomination Committee oversaw the Governing Council election, which was conducted in April, 2019 at the Arusha International Conference Centre, Arusha during TLS AGM. The positions that were contested were; the President, the Vice President, the Honourary Treasurer, and other seven (7) members of the Governing Council. Below is the list of TLS candidates who were elected to serve in the Governing Council for one-year period.

**Table 21: Members of the Governing Council who were elected in an election that was supervised by TLS Nomination Committee**

<b>No.</b>	<b>Name</b>	<b>Position</b>
1	Rugemeleza Nshala	President
2	Mpale Mpoki	Vice President
3	Nicholus Duhia	Honorary Treasurer
4	Harold Sungusia	Governing Council Member
5	Tike Mwambipile	Governing Council Member
6	Paul Kaunda	Governing Council Member
7	Baraka Mbwilo	Governing Council Member
8	Stephano Ally Mwakibolwa	Governing Council Member
9	Jebra Kambole	Governing Council Member
10	Angelista Nashon	Governing Council Member

The Nomination Committee also coordinated TLS elections in twelve (12) Chapters namely Iringa, Mbeya, Ruvuma, Mtwara, Dar es Salaam, Arusha, Kilimanjaro, Tabora, Dodoma, Shinyanga, Kagera and Morogoro. TLS Chapters held elections in their respective regions/chapters to elect candidates who will

provide leadership in protecting the rule of law and represent the interest of TLS members and the legal fraternity at chapter level.

According to the Chapter Regulations, the Chapter leadership shall consist of seven (7) elected members; the Chapter Convener, the Vice Chapter Convener, the Chapter Treasurer, the Chairperson of Chapter Ethics Committee, the Chairperson of Chapter Pro bono Committee, the Chairperson of the Chapter Continuing Legal Committee and one (1) member appointed amongst members of the Chapter. Below is the list of the Chapter leaders who were elected in 2019 between the word elected and to serve in their respective Chapters

**Table 22: Chapters Leaders Elected in an Election Supervised by TLS Nomination Committee**

No	Chapter Name	Chapter Convener	Vice Chapter Convener	Chapter Treasurer
1.	Kilimanjaro	David Shilatu	Patrick Paul	Faygrace Sadallah
2.	Dar es Salaam	Emmanuel Augustino	Gloria Kalabamu	James Marenga
3.	Mwanza	Lenin Njau	Seleman Gilla	Steven Cleophace
4.	Dodoma	Mary Munissi	Joseph Matimbwi	Josephine Mnzava
5.	Arusha	Elibariki Maeda	George Njooka	Neema Mtayangulwa
6.	Mbeya	Dr. Tasco Luambano	Irene Mwakyusa	Lucy Kessy
7.	Ruvuma	Edson Mbogoro	Vincent Kassale	Angela Masesa
8.	Tabora	Theresia Fabian	Kanani Chombala	Dotto Banga
9.	Morogoro	Godfrey Mwansoho	Khadija Shaban	Azizi Mahenge
10.	Tanga	Tumaini Bakari	Eric Akaro	Neema Mustapha
11.	Iringa	Jane Massey	Stella Mwakingwe	Chance Luoga
12.	Mtwara	Rainery Songea	Rose Ndemereje	Alex Msalenge
13.	Shinyanga	Johannes Mbatina	Angelina Kalenzi	Vincent Masalu
14.	Kagera	Aaron Kabunga	Peter Kipfumu	Theresia Bujiku

## PART THREE

### Tanganyika Law Society's Chapters

In accordance to the Tanganyika Law Society Chapter Regulations of 2017, Chapters serve as branches of TLS to address issues of legal practice, welfare of TLS members, promote administration of justice at chapter level and link with like-minded stakeholders in their respective jurisdiction. This Part highlights activities carried out by TLS Chapters during the reporting period 2019. It describes successes, challenges, lessons learned and areas requiring further work from Chapter leaders, the Governing Council and the Secretariat.

#### An Overview of Chapter Performance

Regulation 5 of the Tanganyika Law Society Chapter Regulations stipulates several functions Chapters may carry out in enforcing Chapter Regulations. The functions range from coordination, implementation, representation and promotion. During the reporting period, TLS Chapters achieved major accomplishments for effectively carrying out their core functions. The accomplishments were;

- i. **Delivering Services to Members: During the reporting period,** TLS Chapters made great strides in working to deliver services to members. All TLS Chapters; Kagera, Tabora, Mbeya, Dar es Salaam, Dodoma, Mwanza, Mtwara, and Arusha, Shinyanga, Kilimanjaro, Morogoro and Ruvuma offered professional development service through CLE seminars and workshops, collaborated with Nomination Committee to organize chapter elections that were held at Chapter level. Furthermore, Chapters supported members to renew their practicing certificates and delivered members identity cards (IDs) to TLS members residing in their respective chapters. In addition, Chapter leaders and Chapter Secretariat ensured communication from TLS Headquarters reach members at Chapter level on time.
- ii. **Assisting Children in Conflict with Law:** Despite lack of funds, TLS Mbeya Chapter is still carrying out several interventions that were previously funded by the United Nations Children's Fund (UNICEF) Tanzania in a project titled "Children in Conflict with the Law." The project agreement with UNICEF Tanzania ended in 2018. However, in 2019, TLS Mbeya Chapter managed to provide court representation to fifty two (52) street children in conflict with the law without receiving funds from donors. Similar intervention was done in other four (4)

Chapters (namely Arusha, Dodoma, Mtwara and Mwanza) which was funded by the UNDP where a total number of 120 children were able to receive legal assistance.

- iii. Getting People's Voice Heard:** TLS Chapters run a number of community engagement platforms that provide the stage for members of the public irrespective of their status to constructively and lawfully contribute to the agenda of the administration of justice and law reform. A public dialogue is one of the platforms. During the reporting period, TLS organized public dialogues in its eight (8) Chapters namely Kagera, Tabora, Mbeya, Dar es Salaam, Dodoma, Mwanza, Mtwara, and Arusha. The dialogues provided opportunity to the public and justice actors to share experience regarding Tanzania Criminal Justice System. Participants examined several contentious issues such as criminalization of offenses, right to bail, powers of the Director of Public Prosecutions (DPP), and the effectiveness of criminal justice institutions. The views collected through public dialogues were incorporated into TLS report that was submitted to the Government of Tanzania (GoT) through the Ministry of Constitutional and Legal Affairs (MoCLA) during the GoT public consultation process on the Criminal Justice Review in 2019.
- iv. Improving communication, coordination and cooperation between Chapters and Justice Sector Institutions:** TLS Chapters have been playing a key role in facilitating coordination, communication and cooperation among different justice in their respective Chapters. During the reporting period, Chapters paid courtesy calls to the Offices of fourteen (14) Regional Commissioners in Tanzania as part of TLS information sharing strategy. Visits were also conducted to Civil Society Organizations (CSOs) at Chapter level. Chapters also managed to work collaboratively with criminal justice institutions such as Police and the Prison. Some TLS Chapters, Mbeya, Tabora and Morogoro in particular, have been playing an active role to ensure the operationalization of Regional Inter Agency Legal Aid Coordination Committee in their respective Chapters. This Committee, established by MoCLA, brings together legal aid providers at regional level to discuss issues affecting legal aid provisions and jointly discuss solutions.
- v. Promoting Access to Justice:** TLS Chapters promote access to justice in several ways; awareness creation, legal aid provision and strengthening collaboration with state and non-state actors (e.g. through Regional Inter Agency Legal Aid Coordination Committee) for joint initiatives in

promoting the rights of the poor and marginalized. In 2019 TLS Chapters, during Legal Aid Week in particular, reached to millions of Tanzanians to provide legal education through TV and Radio programmes. At least five (5) TLS Chapters (Mwanza, Dar es Salaam, Dodoma, Arusha and Mbeya) conducted media programmes targeting to raise legal awareness to the public on topics such as land rights, women rights, and children rights. As for legal aid provision, four hundred (400) indigent persons received legal aid service in TLS Chapters whereby eighty seven (87) were provided with legal representation. This number excludes indigents who received TLS legal service during the 2019 Legal Aid Week.

- vi. Working with the Judiciary and Other Justice Sector Institution to Speed Up Dispensation of Justice:** Speedy trial is a fundamental right of the defendant. During the reporting period, TLS Chapters have been vocal in advocating for speed dispensation of justice in their jurisdiction. All TLS Chapters participated in Case Flow Management sessions to deliberate with other actors, in particular the Judiciary, Police, National Prosecution Service and the Prisons on matters affecting the administration of justice including speeding up the dispensation of justice in their respective Chapters. High court Registry in these Chapters host Case flow Management. At least once per quarter, TLS Chapters also engage with the Judiciary through Bench – Bar Meetings. In these meetings, Chapters use Bench-Bar meetings to address several issues of interest affecting TLS members and their relationship with the Judiciary.
- vii. Building Partnerships:** Good cooperation with justice sector stakeholders at Chapter level is at the forefront of TLS Chapters agenda. TLS Chapters established working partnership with both state and non-state actor at Chapter level including the Police, Prison, Social Welfare Departments, legal aid providers (including paralegals) and other CSOs. TLS Chapters will continue to prioritize effective partnership with state and non-state actors at local and central government authorities in zonal, regional and district level.
- viii. Strengthening Media Engagement:** TLS Chapters conducted twenty (20) awareness-raising sessions through TV and radio programmes. Awareness sessions included information to the public on the availability of legal aid services in TLS Chapters, public education on Advocates (Professional Conduct and Etiquette) Regulations of 2018, and providing information to members and stakeholders about certain TLS activities such as public dialogues.



## ACTIVITIES CARRIED OUT AT CHAPTER LEVEL

In the calendar year 2019, TLS Chapters implemented several enabling activities for which the considerable outputs were attained. Below is the summary of activities implemented by TLS Chapters in their respective Chapters.

### **Legislative Engagement**

TLS members from all Chapters participated through chapter meetings to comment on the Written Laws (Miscellaneous Amendment) Act No. 8 of 2019 on amendments of the Tanganyika Law Society Act Cap 307. Chapter members views on the Bill were submitted to the Parliamentary Committees as the contribution from TLS.

### **Induction Seminar to Chapter Leaders**

In the year 2019, Dodoma Chapter hosted an induction seminar to TLS Chapter leaders from Morogoro, Dar es Salaam, Mwanza, Shinyanga, Ruvuma, Arusha, Kilimanjaro, Tanga, Mtwara, Mbeya, Iringa and Kagera. The seminar was held at African Dreams Hotel in Dodoma from May 2 to 4, 2019. A total of twenty eight (28) participants, mainly Chapter Conveners and Chapter Treasurers participated in this seminar. Leaders were taken through various TLS governance tools including Chapter regulations and financial policy.

### **Capacity Building to *Pro Bono* Advocates**

During the period under review, TLS conducted a series of capacity building sessions to *pro bono* advocates in five (5) TLS Chapters; Mbeya, Mtwara, Dodoma, Arusha, and Mwanza. The capacity building sessions were made possible through the generous support from the United Nations Development Programme (UNDP) Tanzania through the program called Legal Aid in Criminal Justice. A total of fifty (50) advocates were identified by TLS and provided the capacity building training on *pro bono* legal aid.

### **Assisting the Accused Persons in Detention Facilities**

Through UNDP supported project, TLS members in five (5) Chapters; Mbeya, Mtwara, Dodoma, Arusha, and Mwanza who were provided *pro bono* training applied the knowledge and skills they acquired by assisting four hundred and sixty persons (460) persons in detention facilities. TLS record shows that for the one year period, One Hundred and Sixty Seven (167) accused persons in detention facilities in Mbeya Chapter were assisted by TLS members, seventy (70) in Mtwara, one hundred and fifteen (115) in Mwanza, sixty (60) in Arusha and forty eight (48) in Dodoma.

## Capacity Building Training to Chapter Secretariat

On 2<sup>nd</sup> May through 5<sup>th</sup> May, 2019 members of TLS Secretariat from five (5) Chapters (Dodoma, Mtwara, Arusha, Mbeya and Mwanza) joined with Chapters leaders in an induction seminar that was held at African Dreams Hotel in Dodoma. During this seminar Secretariat members at Chapter level were oriented on several TLS key policy documents, in particular on financial policy and procedures. The seminar was meant to strengthen Chapter Secretariat knowledge of TLS financial procedures and other TLS key policy documents. In September 2019, members from Chapter Secretariat participated in a two days capacity building session that was meant to increase their understanding of the Legal Aid Act of 2017 and the Legal Aid Regulations of 2018. Proper understanding of the Legal Aid Act is key for effective engagement of TLS chapters in the provision of legal aid and strengthening collaboration with justice actors at the Chapter level.

## Participation in Legal Aid Week 2019

From 21<sup>st</sup> – 25<sup>th</sup> October 2019, TLS joined other justice actors in Tanzania to participate in the Legal Aid Week Celebrations. The Legal Aid Week is a yearly event organized by the GoT through MoCLA since 2018. Legal Aid Week official celebrations at national level were held in Simiyu Region. The celebrations were officially launched on 21<sup>st</sup> October 2019 by Hon. Anthony Mavunde, MP, the Deputy Minister of State in the Prime Minister's Office responsible for Policy, Parliamentary Affairs, Labour, Employment, Youth and the Disabled.

During Legal Aid Week Celebrations all fourteen (14) TLS Chapters joined justice actors countrywide to discuss, review, present and exhibit their legal aid activities to make the public aware about the accessibility, availability and sustainability of legal aid services targeting the poor and vulnerable groups in their respective regions. The celebrations were officially closed by Simiyu Regional Commissioner, Hon Antony Mtaka.



*Hon. Anthony Mavunde (left) officiating 2019 Legal Aid Week Celebrations in Simiyu, (right) TLS Chief Executive Officer, Advocate Kaleb Gamaya engaging in a discussion with some Primary Court assessors in Simiyu Region during the Legal Aid Week Celebrations*



### **Training to *Pro bono* Advocates to Assist the Street Connected Children**

During the reporting period, TLS organized a training session for advocates who were willing to undertake *pro bono* assignments to assist children who are in conflict with the law. This comprehensive, issue based specific training on the protection of street children was conducted in Dar es Salaam on 14<sup>th</sup> June, 2019 and attended by ten (10) advocates. Participants also learned the importance of providing legal assistance to the vulnerable groups ranging from advice to counseling, and from legal representation to legal education.

### **Participation in Law Week**

Law Week is an annual event that marks the beginning of the Judiciary's New Year in Tanzania. The Law Week is celebrated in the first week of February of every calendar year and celebrated in all High Court Zones across Tanzania. Activities during Law week celebrations included provision of legal aid and stakeholders debates on issues affecting administration of justice in Tanzania.



*Figure 7: Law week celebration in pictures*

**Table 23: TLS Chapters that Participated in Law Week and No of Clients they served**

Chapter	No. of clients received legal aid
Dar es Salaam	1500
Dodoma	72
Iringa	90
Arusha	500
Kilimanjaro	27
Mbeya	78
Mtwara	2979
Mwanza	82
Tanga	550
Ruvuma	1447
Songea	1500
Morogoro	141

### **Conducting Public Dialogues**

In June and July 2019, TLS organized public dialogue sessions in eight (8) Chapters; Kagera, Tabora, Mbeya, Dar es Salaam, Dodoma, Mwanza, Mtwara, and Arusha. TLS organized these dialogues to give a platform to stakeholders especially members of the public to comment on and contribute to the Criminal Justice Review consultation process that the Government of Tanzania through the MoCLA was undertaking. More than seven hundred (700) participants attended the dialogues organized by TLS. TLS compiled comments gathered from these dialogues and incorporated them to TLS proposal of the Criminal Justice Review that was shared to the MoCLA.

### **Feedback Mechanisms between Tanganyika Law Society Headquarters and TLS Chapters**

Feedback mechanisms provide TLS with the perceptions of stakeholders regarding the quality and effectiveness of its operations including members' grievances, and the public project activities. During the reporting period, TLS successfully gathered feedback from chapters and disseminated back the information through variety of channels including self-assessments, progress reports, review meetings, committee meetings, visitations, monitoring and evaluation activities, emails, website, journals and newsletters. Between October and December 2019, for instance, TLS conducted rapid capacity assessment survey in all fourteen (14) chapters. The purpose for undertaking the survey was to get the perceptions of TLS members and stakeholders on chapters' capacity and readiness in providing services at chapter level, engaging with stakeholder,

and managing projects. In addition, the survey was meant to be a tool to help TLS identify key areas that need strengthening in its chapters.

### **Consultative Meetings between Bench-Bar Committees**

During the reporting period, TLS conducted several consultative meetings at chapter and national level in a view of strengthening engagement with other justice actors and promoting information sharing. For instance, in collaboration with SADCLA, TLS organized a consultative meeting to the MoCLA. The subject of the meeting was implementation of legal aid act and challenges associate with *pro bono* legal aid in SADC region. A number of other issues also emerged during the consultative meeting. One is that the dock brief system specified in the Legal Aid Act of 2017 has not in fact, moved out of the old criminal legal aid. Doubts were expressed that actual practice of the dock brief has not seen legal aid cases on gender-based violence (GBV) being assigned to advocates.

At Chapter level, five TLS Chapters namely Dodoma, Arusha, Mwanza, Mbeya, and Mtwara coordinated consultative meetings as a way of obtaining feedbacks from justice actors on several issues affecting the administration of justice. Participants in consultative meetings included Judiciary, TLS Chapters, and representatives from Police, Prison and Offices of Assistant Registrars.

The subjects that were mostly discussed during these consultative meetings included the implementation of the Legal Aid Act and its Regulations, and the role of each stakeholder in the management of both civil and criminal cases. From these meetings, it was agreed that TLS should find possibilities of hosting regional legal aid coordination team meetings (in consultation with Assistant Registrars) in the respective Chapters.

In addition, during Legal Aid Week Celebrations (October 2019) a total of fourteen (14) TLS Chapters were involved in a consultative process with other justice actors including Regional Mentor Organizations, Judiciary, Police and Prison to plan the implementation of legal aid week in their respective Chapters. At the national level, TLS participated in a meeting organized by the registrar of legal aid providers to plan and advise the implementation of the legal aid week.

### **Annual Review Meeting with Chapter Secretariat and Representative Executive Committees**

On September 4, 2019, TLS conducted an Annual Review Meeting to assess implementation of TLS activities at chapter level. The review meeting was held at Lush Garden Hotel in Arusha and was attended by twenty four (24) Chapter

leaders and 8 members of TLS Secretariat. The meeting assessed TLS success and challenges in achieving TLS Statutory objectives including services to members, engagement with judiciary and local government, and issues related to the administration of justice.

Among key observations during this meeting was that in Tanzania there is a significant gaps in data, research, and evaluation in the justice system - an area where TLS can help a lot of stakeholders. It was also observed that access to justice, in particular for vulnerable groups still poses a challenge. Discussion around this subject focused on how can situation be improved? Chapter leaders thought joint efforts with other justice actors including paralegals will significantly improve the situation. A resolution was made therefore for chapters to have work plan in place that will include visitation to paralegal units and agreement on areas where TLS and paralegals may collaborate. In addition, it was agreed that active participation in the Legal Aid Coordination Committee as crucial.

## PART FOUR

### **Tanganyika Law Society's Strategic Interventions**

The calendar year 2019 was very significant to TLS because it marked the end of the implementation of TLS Strategic Plan 2014 – 2019. This Part provides an update of accomplishments achieved by TLS in pursuit of strategic objectives outlined in the TLS Strategic Plan (2014 – 2019). It presents interventions implemented by TLS to achieve the following strategic objectives Members Services Development and Compliance; Access to Justice and the Rule of Law; Legal Knowledge Creation; and; TLS Institutional Capacity Development. A summary of implementation of the mentioned four strategic objectives in 2014 – 2019 Strategic Plan is given below.

### **Strategic Objective 1: Members Services Development and Compliance**

TLS attained significant accomplishments to enhance members' service development and compliance in the last year of 2014 – 2019 Strategic Plan. Several interventions carried out by TLS to achieve this strategic objective including challenges and lessons learned are reported below.

#### **Continuing Legal Education**

Continuing Legal Education is both a compliance issue and member's service development issue. It is a compliance issue because CLE Regulations requires an attainment of at least ten (10) CLE point for members to be able to renew their practicing certificate every calendar year. Moreover, it is a member's service issue because it contributes to the professional development of TLS members.

TLS runs a series of CLE programmes to facilitate professional development of its members and enable them achieve CLE compliance requirements. Every month, hundreds of TLS members participate in mandatory CLE programmes regularly organized by TLS or accredited institutions. TLS Secretariat with guidance and oversight of CLE Committee is responsible for maintaining CLE database including allocation of members' annual CLE points. During the calendar year, TLS managed to implement a total of eighty seven (87) CLE programmes. These CLE programmes were implemented in several TLS Chapters as shown in the Table below.

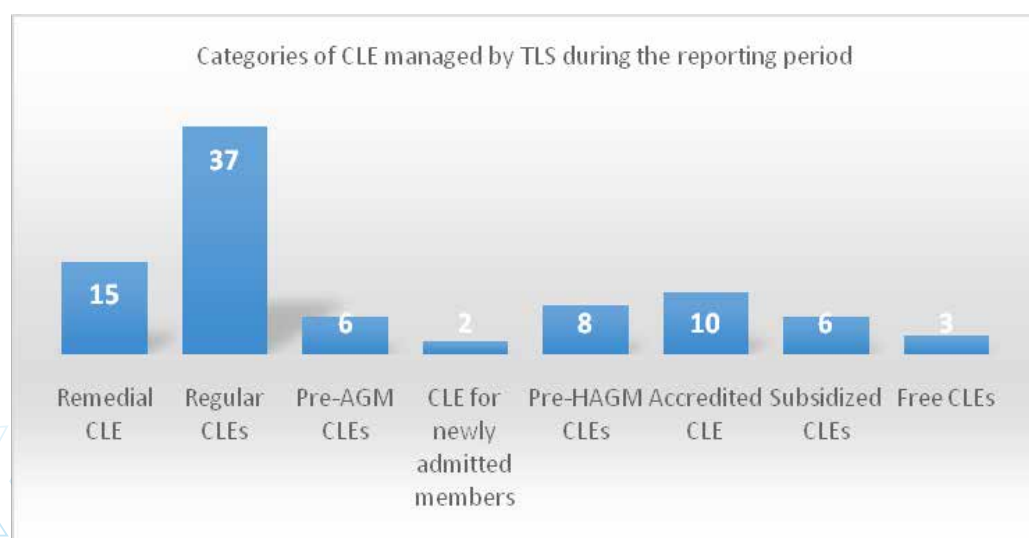


**Table 24: CLE Seminars Held During the Period under Review**

Chapter	Number of CLE Held
Arusha	15
Dar es Salaam	39
Dodoma	4
Iringa	4
Kagera	1
Kilimanjaro	4
Mbeya	5
Morogoro	1
Mtwara	3
Mwanza	3
Ruvuma	2
Shinyanga	3
Tabora	1
Tanga	2
Total	87

### Categories of Continuing Legal Education Programmes Conducted

During the reporting period, categories of CLE provided to members included remedial CLEs, regular CLEs, pre - AGM CLEs, pre -HAGM CLEs, CLE for newly admitted advocates, Accredited CLEs, Subsidized CLEs, and Free CLEs (usually approved by CLE Committee after members attended a specific event of public interest). The chart below shows different categories of CLEs managed by TLS.

**Figure 7: Categories of CLE conducted by TLS during the reporting period**

### Continuing Legal Education Topics

During the reporting period, CLE programmes managed by TLS featured a series of topics across many areas of legal practice thus, allowing TLS members the flexibility to select CLE topics related to their preferences and scope of practice. Below is the list of topics that were covered by TLS through its CLE programmes.

**Table 25: CLE Topics Conducted during the Reporting Period**

SN	TOPIC
1	Strategic negotiation skills
2	Leadership perspectives
3	Fraud Risk Assessment
4	Tactical communication dexterities
5	Introduction to identity theft and money laundering
6	Conflict resolution and management at the workplace
7	Legal and Practical Considerations in Insurance Compensation Claims And Dispute Resolution
8	Forex, Cryptocurrency and CFDs; Fundamental Precepts
9	Money Laundering and Terrorist Financing Risk Assessment by Lawyers: Practical Tips and Tools
10	How to prepare legal opinion for loan syndications and majority share acquisitions
11	Preparation of legal documents in assurance of municipal bonds and capital markets
12	Copyright Law in the Digital era
13	Fundamentals on Anti-Money Laundry and Asset Recovery
14	Tanzania starting business legal
15	framework: An opportunity for lawyers to engage with investors
16	Fiscal Regimes of Oil and Gas
17	Industry in Tanzania
18	The Law on Trust
19	Cyber Security Awareness to Law practitioners
20	Civil Practice and Procedure; Procedural technicalities curable by Overriding Objectives.
21	Tax Compliance in Legal Practice: New developments in Tax laws and Practice.
22	New Procedures and Challenges in Migration Matters and work permits
23	Procedures for Appeal to the Court Of Appeal on Matters Originating from Primary Court
24	The Microfinance Legislation- Salient Issues
25	Online Registration of Companies and Business Names

26	Introduction to insurance law, principles and practice and the practical considerations in insurance dispute resolution
27	Money Laundering: Concept, Investigation, Prosecution and Recovery of Proceeds of Crime
28	Legal consideration in credit transactions
29	The Bolts and Nuts of Online Content Regulation in Tanzania
30	Family protection under the law in post-divorce
31	Practice and procedure in conducting election petitions in Tanzania
32	Legal position and practice on Plea Bargaining in Tanzania with comparative analysis from other countries
33	Practice and Procedure in Grant of Probate and Administration of Estate in Tanzania Mainland
34	Procedures for investing through TIC and EPZA/SEZ
35	Appeal Procedure under Fair Competition Tribunal (FTC) rules
36	Executions of decrees and orders in particular cases
37	Legal Aspect of Mergers & Acquisitions in Tanzania
38	Admissibility of Electronic evidence in contemporary time
39	The role of deposit Insurance Board on liquidation of commercial banks
40	Legal framework governing court brokers and process servers in Tanzania
41	Practical legal aspect of electronic evidence and its admissibility in Tanzania
42	Practical Aspects of joint venture contracts and related agreements with special attention to dispute resolution clause and management agreements
43	Employment contracts and their termination on ground of misconduct
44	Practical aspects of the Contract of Insurance: Terms and conditions affecting Insured's rights
45	Practicability of arbitration law in Tanzania: Avoiding the Common Pitfalls in Drafting Arbitration Agreements
46	Contractual Landscape of project financing of infrastructure projects
47	Enforcement of International Arbitration Agreements in Tanzania
48	Independence and impartiality of arbitrators in Tanzania
49	Introduction to insurance law, principles and practice and the practical considerations in insurance dispute resolution
50	Laying the foundation for proof in Trial Process.
51	Law Firm Management and Practice
52	Role of Advocates in Advising and facilitating foreign Clients in applications for work permits, residence and National IDs.
53	Keeping Abreast Developments in the Law: Recent Changes.
54	Bilateral investment Treaties: What are they and why are they Important
55	Step by step Procedures for obtaining Government Investment Licenses, Permits and Starting Investment Companies in Tanzania

56	Investment Arbitration and Arbitrating with Governments: Catching up with recent Changes in the Laws and Practice.
57	The Practical aspects of the Contract of Insurance and Insurance Litigation strategy: The “How” and “What” Matters
58	Corporate Incentives offered to Foreign Direct Investments/Investors: Legal and practical contradictions of the related laws that lawyers have to take note to mitigate risks and enhance compliance by investors.
59	Regulating the Microfinance Business in Tanzania: Opportunities and Practical tips for Lawyers.
60	A Review of the amendments to the Companies Act No.12 of 2002 under the Written Laws ( miscellaneous Amendments (No.3) Act, 2019
61	Court Advocacy: Some Tips on the Delivery of Effective Submissions
62	Mediation to parties and duties of Mediators and Parties
63	Tanzania Wildlife Crime Training and Mock Trial Competition
64	Legal issues in online contracting
65	Arrest of Ships in Tanzania
66	The e-Government Act No. 2 of 2019- what it contains and how it might affect you
67	Regulation of social media and online content
68	The International Criminal Court & Africa
69	The Law on Prevention of Maritime Pollution
70	Amendments to the Companies Act-section 400A and what gaps need be addressed, what to do if you are affected
71	Aspects of Commercial Arbitration friendly Legal and Related Environment
72	Environmental Impact Assessment processes: legal and practical engagement.
73	Emerging Chinese Arbitration International networks through Beijing Arbitration Commission and Shanghai International Economic and Trade Arbitration Commissions and unique cooperation with African countries

### Continuing Legal Education Compliance

The graph below gives a highlight of TLS members’ CLE compliance as at 31<sup>st</sup> December, 2019.

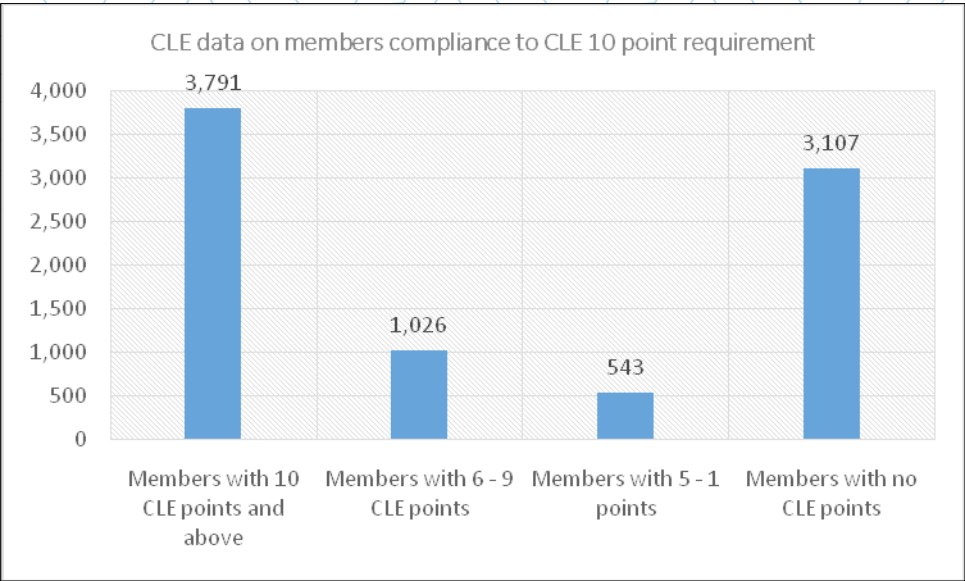
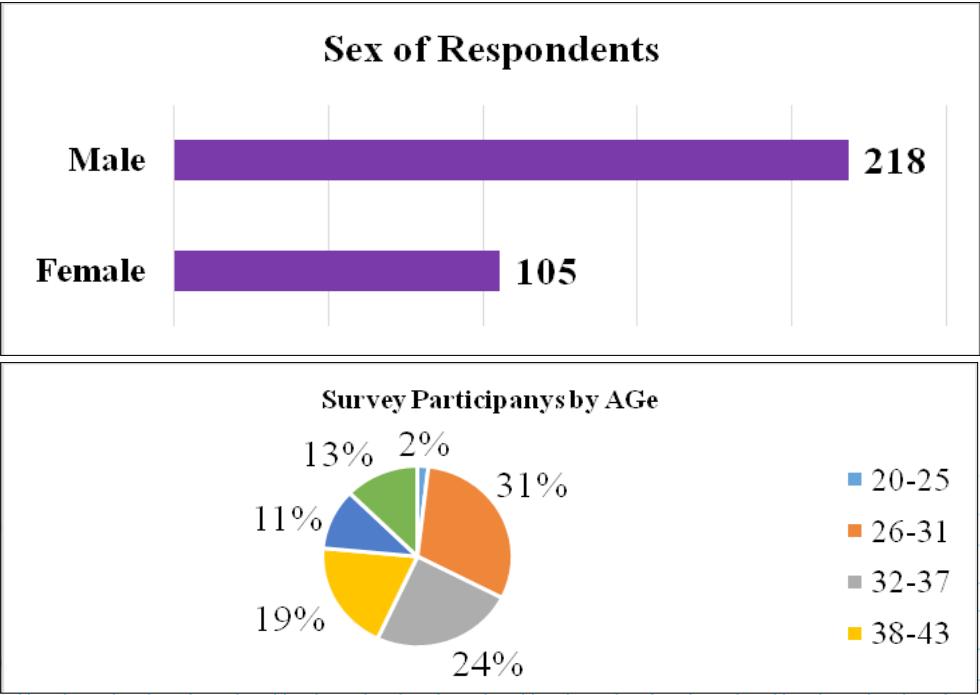


Figure 8: CLE Compliance

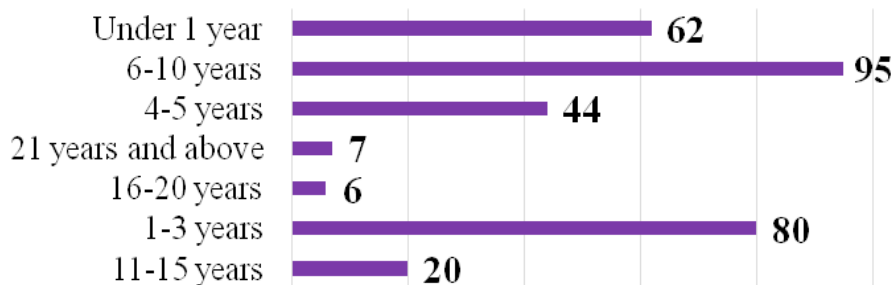
### Continued Legal Education Satisfaction Survey

TLS administered an online survey to collect data on the extent to which TLS members are satisfied with the CLE programmes. The online survey gathered three hundred and twenty three (323) responses. Below is the summary of responses from members who responded the online CLE satisfaction survey.

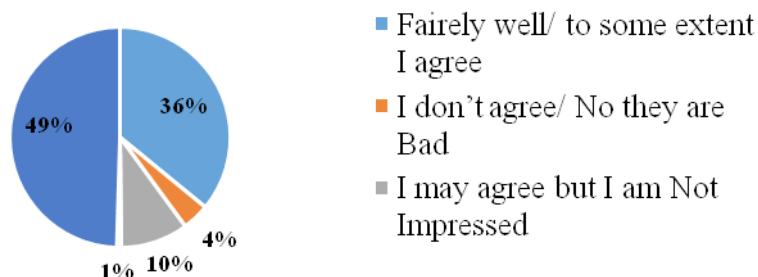




## Respondent's Experience in Legal Practice



## Participants who feel CLE Seminars are very relevant and important for the legal profession



## Participants who feel CLE are only important for renewal of Practicing Certificate



## Participants who feel CLE are important as sources of funds to TLS not necessarily capacity building of members



## Chapter Coordination

Chapter coordination is one of the important activities at TLS in line with the Strategic Objective 1 of the Strategic Plan (2014 - 2019) which is to deliver development services to members. TLS headquarters, through Chapter coordination Unit, support Chapters in a variety of ways technical and financial. Below is the summary of financial support TLS through its Chapter Coordination Unit provided to Chapters during the reporting period.

**Table 26: Fund disbursed to support operating cost**

Chapter	Amount disbursed
Kagera Chapter	3,000,000
Tanga Chapter	3,000,000
Kilimanjaro Chapter	3,000,000
Iringa Chapter	5,000,000
Mtwara Chapter	6,000,000
Dodoma Chapter	7,000,000
Arusha Chapter	6,000,000
Mwanza Chapter	6,000,000
Mbeya Chapter	5,000,000
Tabora Chapter	3,000,000
Dar es Salaam Chapter	6,000,000

**Table 27: Fund Disbursed to Facilitate Chapter Executive Committee and Pro Bono Committee Statutory Meetings**

Chapter	Amount disbursed
Dar es Salaam Chapter	2,000,000
Kagera Chapter	2,000,000
Tanga Chapter	2,000,000
Kilimanjaro Chapter	2,000,000
Iringa Chapter	2,000,000
Mtwara Chapter	2,000,000
Dodoma Chapter	2,000,000
Ruvuma Chapter	2,000,000
Arusha Chapter	2,000,000
Mwanza Chapter	2,000,000
Mbeya Chapter	2,000,000
Tabora Chapter	2,000,000
<b>Total</b>	<b>24,000,000</b>

**Table 28: Funds disbursed to chapter for supporting provision of legal aid through Criminal Justice Program under UNDP**

Chapter	Amount disbursed
Mtwara	3,000,000
Mwanza	3,000,000
Dodoma	3,000,000
Mbeya	3,000,000
Arusha	3,000,000
<b>Total</b>	<b>15,000,000</b>

### Chapter Visits

TLS headquarters Secretariat conducted visits to fourteen (14) TLS Chapters during the reporting period. Visits were held in March and April 2019 (during Chapter elections), in June, and September 2021. During these visits, issues affecting members' welfare are frequently discussed.

### Members with Disability Forum

The first ever forum to be conducted by TLS on members with disabilities was conducted on 4<sup>th</sup> April 2019. The theme of the forum was "Recognizing the Role of Members with Disabilities in Sustainability of the Tanganyika Law Society." The forum was graced with the presence of the Deputy Permanent Secretary in the Ministry of Constitutional and Legal Affairs (MoCLA) Hon. Amon Mpanju. The objective of the forum was to promote the contribution of members with disabilities and facilitate members with disabilities in realization of their role in the sustainability of the Bar association.

### Departed Members

During the reporting period (2019 – 2020) a total of 43 TLS members died. Below is the list of our members who died Between April 2019 and April 2020.

S/N	NAME OF THE DECEASED ADVOCATE	ROLL NO.
1.	DELPHINA J. KIMBORI	1008
2.	PENDO MARSHA SHAMTE	2105
3.	MARTIN D. MATUNDA	852
4.	HERBERT H.H. NYANGE	495
5.	ANAEL MASHULILE MBISE	2691
6.	STEPHANO B.M. CHAMRIHO	478
7.	SHUKURU A. MLWAFU	5098
8.	JUSTINE SENGUJI MSHANA	1484
9.	HAMID ALI SAID MBWEZELENI	1626
10	ANNA JOHN MINJA	2864
11	MOHAMEDALI G. PARDHAN	224

12	FELIX KIBODYA	557
13	FELISTER VICENT BISAMI	6948
14	MSAFIRI ABDUL MLANZI	553
15	WALTER NGONYANI WALTER	4861
16	ELIZEUS BINAMUNGU	5871
17	MARY N. MORRIS	5812
18	SARIA JOHN SUNGI	7719
19	JOHN MUTAKYAMIRWA KAGIRWA	688
20	EVARIST HUBERT MBUYA	365
21	CHARLES K. SEMNGALAWA	448
22	ROBERT MWAIGOMOLE	2291
23	AKONAY SIKALE MUHALE	446
24	STANLEY JULIUS	6988
25	GEORGE CHARLES RWENYAGIRA	884
26.	ALPHONCE MWITA WEREMA	786

## **Implementation of Advocates (Professional Conduct and Etiquette)**

### **Regulations of 2018**

During the reporting period, TLS carried out several activities as part of the initiative to implement the Advocates (Professional Conduct and Etiquette) Regulations of 2018, (G.N. No. 118 of 2018). The activities carried out by TLS included:

### **Awareness Raising through Media Programmes**

During 2019 calendar year, TLS managed to run a wide range of media programmes on Advocates Professional Conduct and Etiquette. These programmes were aired through Radio One and City Radio. The programme had a wide array of learning goals including: to raise public awareness on professional responsibility and ethics of advocates, promoting the integrity of the legal profession in the public sphere, and fulfilling TLS obligation to facilitate education to the public and members.

### **Ethics Training to Advocates**

While media programmes targeted the general public, TLS conducted several CLE seminars targeting its members to keep them up to date and have opportunities to better understand the Advocates (Professional Conduct and Etiquette) Regulations of 2018 and other ethics related issues.

## Suppressing the Practice of Law by Non-Lawyers and Advocates without Practising Certificates

In 2019, TLS initiated a campaign to suppress the practice of law by non-lawyers and members of TLS who do not have valid practising certificates. The initiative, dubbed as “the campaign against *vishoka*” involved creating public awareness through radio programmes and publications. The campaign attempted to stop such illegal practitioners from placing the public at risk. Awareness creation programme included letting the public aware of the available mechanisms that may help them identify advocates with authorised practising certificates through systems such as Tanzania Advocates Management System (TAMS).

## Complaints against Advocates

During 2019, TLS received one hundred and seventeen (117) clients who filed ethical complaints against some TLS members. The Secretariat assessed all complaints received to determine whether the complaints satisfy/meet the criteria of advocate’s ethical malpractice before forwarding them to the Ethics Committee for hearing. Of the complaints received, (forty five) 45 complaints thirty eight per cent (38%) were referred to the Ethics Committee for hearing while seventy two (72) complaints sixty two per cent (62%) were dismissed for failing to meet criteria of advocate’s ethical malpractice. Below is the summary of complaints against advocates filed by their clients.

Complaint	Total number filed in 2019
Forgery	5
Failure to represent the client after payment	30
Poor representation leading to loosing of a case	3
Advocate refusing to return client’s files	7

After the Secretariat referred to the Ethics Committee forty five (45) complaints filed by members of public against advocates, TLS Ethics Committee organized eleven (11) hearing sessions on alleged ethics violation by an advocate. Below is the outcome of hearing sessions held by the Ethics Committee.

Outcome	Number
Complaints settled	22
Complaints directed to Advocates Committee	8
Pending complaints	15



## Applications filed at the advocates committee in year 2019

S/N	APPLIC. NO.	APPLICANT'S NAME	RESPONDENT'S NAME	OUTCOME
1	01/2019	MZAIRE A. BARUGIZE	DANIEL H. NDUGUNGI	Withdrawn by applicant
	02/2019	ALFRED S. MAPUNDA	G.S UKWONG'A	Withdrawn by applicant
3	03/2019	DR. KHAMIS KIBOLA	ANTONY SHUMA	Pending for hearing
4	04/2019	DR. KHAMIS KIBOLA	KHADIJA TATI	Pending for hearing
5	05/2019	HYDRO X INDUSTRIAL LTD	RESPICIOUS DIDACE	Dismissed
6	06/2019	STANBIC BANK	PAUL KIBUUKA	Dismissed for want of prosecution
7	07/2019	STEP IN CO. LTD	SERAPIUS MDAMU	Withdrawn by applicant
8	08/2019	RAMADHANI MGALAWA	MOHAMED MAJALIWA	Advocate found guilty and ordered to refund the applicant Tshs. Two million six hundred and fifty four thousand.
9	09/2019	THOMAS KILONGO	DISMAS MAGANGA	Withdrawn by applicant
10	10/2019	TIRIMA ENTERPRISES LTD	DIANA KOKUSHABA	Ongoing with hearing
11	11/2019	ALBERT M. SOKONI	GREGORY LUGAILA	Withdrawn by applicant
12	12/2019	AYUBU MGUNYA	FREDRICK JONATHAN	Advocate found guilty and suspended from practice for three years and to refund the applicant Tsh two hundred thousand.
13	13/2019	ISACK ISACK MTENDA	RUTA BILAKWATA	Withdrawn by the applicant
14	14/2019	YAHAYA A.BWERA	ALOYCE KOMBA, MUSSA ROMAN & NASRA HASSAN	Rejected by Secretary
15	15/2019	MUSSA RASHIDI LILOMBO	REHEMA H. MICHAEL	Withdrawn by the applicant
16	16/2019	HAROLD E. MLAY	WILSON JACOB MALYA	Pending for hearing
17	17/2019	GADIEL L.J MTEMA	FRANK CHUNDU	Rejected by Secretary, no cause of action established.
18	18/2019	JOSEPH JUMA BIGAZI	MOHAMMED MKALI	Withdrawn by the applicant
19	19/2019	JUMA RASHIDI SILAHA	F.A.R. JUNDU	Rejected by the Secretary
20	20/2019	RESHMA AJAY CHAVDA	SILAS ADAM NZIKU	Pending for hearing
21	21/2019	ALOYCE FAUSTINE MVULA	NADIA KARAMA & ANOTHER	Dismissed
22	22/2019	THOMAS M. LUCMAY	DAUDI S. WAIRUMBE	Rejected by Secretary, no cause of action established.
23	23/2019	YAHAYA A. BWERA	ALOYCE KOMBA	Rejected by Secretary
24	24/2019	DABENCO ENTERPRISES	JUVENILE RWEGASIRA	Rejected by Secretary for noncompliance with rules
25	25/2019	HAWA SWALEHE	JOB KERARIO	Dismissed

26	26/2019	VICTOR FRANCIS ISHEBABI	ALPHONCE KATEMI	Rejected by Secretary as the applicant as no locus
27	27/2019	DICKKIE LUTHER ISHEBABI	ALPHONCE KATEMI	Pending for hearing
28	28/2019	ERASTO K. TUMBO	OPIYO MARCELLUS	Rejected by Secretary for non-compliance with rules
29	29/2018	HON. ATTORNEY GENERAL	FATMA KARUME	Advocate found guilty and Removed from the Roll of Advocates.
30	30/2019	RAJABU OMARI ESSIE	FRANCIS L. KITOPE	Pending for hearing
31	31/2019	HASHIMA K. MUHIDINI	ALLEN MWAKYOMA & ROBINSON MWAKANYAMALE	Advocate Robinson Mwakanyamale found guilty and ordered to refund applicant Tshs. Four million or to be suspended for three years. Advocate refund the applicants monies
32	32/2019	ASTRIDA G MWAKAPILA	NESTORY WANDIBA	Withdrawn by the applicant
33	33/2019	ERASTO K TUMBO	OPIYO MARCELLUS	Pending for hearing
34	33B/2019	SILVANUS E AKEYO	ADOLPH ULAYA	Dismissed for want of prosecution
35	34/2019	JOHN INNOCENT HUNGU	SERAPIUS N MDAMU	Pending for hearing
36	35/2019	JUMA MAULID & OTHERS	DESIDERY NDIBALEMA	Struck out

### Members Satisfaction Survey

During the reporting period, TLS conducted members' satisfaction survey to gather information about their perceptions, grievances and inputs regarding TLS services offered to its members. The online-administered survey was open to members from March 16, 2019 – May 5, 2019 attracted ninety nine (99) responses from members. Below is the summary of responses from members who responded to the questionnaires distributed.

## Strategic Objective 2: Access to Justice and Rule of Law

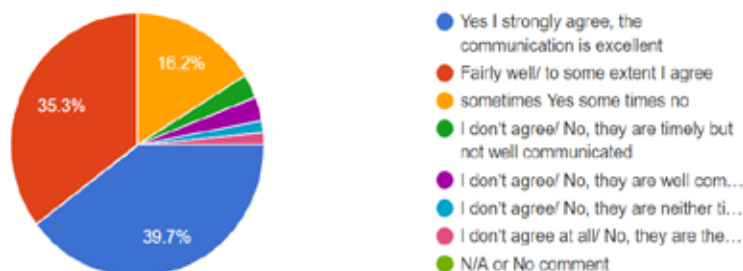
Facilitating access to justice is one of TLS statutory obligations. During 2019 calendar year TLS implemented a range of initiatives and activities to promote and facilitate access to justice, in particular for the poor and marginalized groups. Below is the summary of initiative and activities TLS employed to promote and facilitate access to justice in 2019.

### Legal Aid

Legal aid is a critical component of access to justice. With the guidance of the Constitutional and Legal Affairs Committee, TLS Legal Aid Unit is responsible

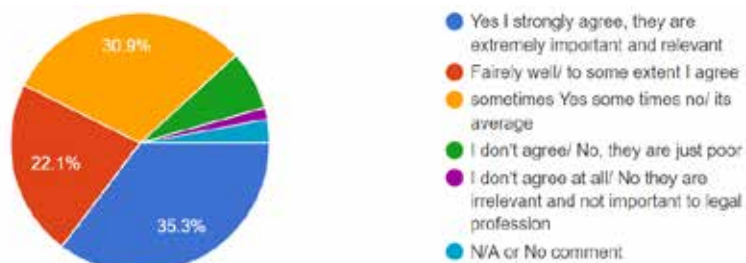
### Emails from the Secretariat are timely and well communicated

68 responses



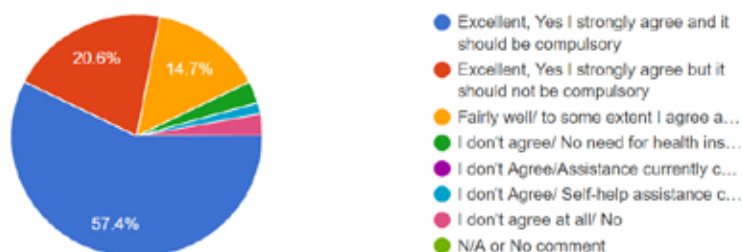
### CLE Seminars are very relevant and important for the legal profession

68 responses



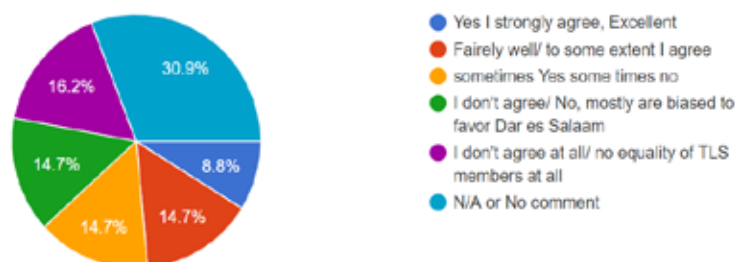
### TLS would be more relevant to members by providing social services including health insurance to members and their families which is helpful against illness or sickness

68 responses



### Members outside Dar es Salaam do access all relevant TLS services and information on equal terms with Dar es Salaam based Lawyers.

68 responses



for coordinating all TLS legal aid initiatives and activities. Across its fourteen (14) Chapters, TLS ensures accessibility and availability of legal aid services to the indigent and vulnerable groups in Tanzania.

### **Legal Awareness through Media Programmes**

TLS uses both print and broadcast media to channel its messages and information to the intended audiences be it the public, its members, the GoT, legal practitioners or CSOs. In 2019, TLS conducted seven (7) media programmes on TV, Radio and newspaper programmes that were used to raise public awareness such as the Law of Marriage Act of 1971, labour laws, land laws, and issues of women rights. Most programmes were aired through City Radio FM, Radio One, ITV, TBC, Radio free Africa, Kwanza TV, Channel ten, Azam TV, TBC Radio, TBC1-TV, East Africa Radio, Mlimani TV, Clouds TV, and Kwanza TV. At different time, City Radio FM and Radio One were also used by TLS to educate the public and TLS members on Advocates (Professional Conduct and Etiquette) Regulations of 2018.



*TLS Chief Executive Officer in an interview session Star TV team in October 2019.*

## **Fairs and Exhibitions**

In 2019, TLS participated in fairs and exhibitions and used such events to market its services and promote public awareness about their legal and human rights. In July 2019, TLS participated in the Dar es Salaam International Trade Fair that was held at the Sabasaba Ground, Kilwa Road in Dar es Salaam. In August, TLS participated in the Agricultural Exhibition popularly known as Nanenane. In both events, TLS used the platforms to conduct public education to persons who visited TLS pavilion

## **The SADCLA Pro Bono Forum**

TLS participated in the second SADC-LA Pro Bono Forum held in Johannesburg, South Africa on the 20th and 21st of November 2019. The Forum aimed at promoting pro bono in the region by creating a *pro bono* network of lawyers, NGOs and individuals working on issues of regional integration, poverty eradication through economic development, peace and security and human rights. The 2020 forum was focused on the role that technology plays in enhancing access to justice. The forum members had an opportunity to learn how South Africa courts have embraced technology to ensure that court processes are as efficient and prompt as practicable.

The South African courts are actively participating by maintaining court records electronically, enabling or even requiring electronic filing of pleadings and orders, and building high-tech courtrooms for evidence presentation. It was learnt that Tanzania and Namibia are the only other two countries that have migrated to electronic filing drawing lessons from South Africa. Lawyers were thus called upon to support court modernization as a way to ensure increased access to justice.

Importantly, it was also discussed in this conference on how the Law Society of South Africa has built partnership with the Witswatersrand University's Tshimologong Precinct, high-tech addresses in the district of Braamfontein, owned by the University of the Witwatersrand. Tshimologong provides space for the incubation of digital entrepreneurs, commercialization of research and the development of high-level digital skills for students, working professionals and unemployed youth takes place.

Innovators at Tshimologong have been able to develop highly innovation crime reporting applications that the Police are now actively using. Furthermore, innovators at Tshimologong have develops mobile apps that makes it easy to report cases of GBV in homes and other places. Such partnership can also be



replicated in Tanzania by looking into partnership possibilities with the Tanzania Commission For Science And Technology (COSTECH) innovation centers like the World Bank supported DATALAB center in Dar es Salaam.

Finally, the forum also had a session on how media practitioners and business entities can claim a space, working in partnership with lawyers to ensure increased access to justice for the marginalised communities where they work. All of these initiatives have occurred because there are proactive decisions to modernize in terms of technology and bringing more players. Indeed, the forum provided many lessons that Tanzania can start to think about replicating or improving in its own jurisdiction.

### **SADCLA in-Country Consultative Meeting**

The *pro bono* forum was then followed up by in country consultative meeting by pro bono committee of the SADCLA to understand country specific issues. In Tanzania, the in country consultation was conducted on 4<sup>th</sup> December 2019. A number of issues emerged during the in-country consultative meeting. One is that the dock brief system specified in the Legal Aid Act has not in fact, moved out of the old criminal legal aid.

Doubts were expressed that actual practice of the dock brief has not seen legal aid cases on GBV being assigned to Advocates. Perhaps TLS Chapter *pro bono* committees have a role to discuss with the Judiciary on this. The meeting also highlighted on the weakness of the Legal Aid Act 2017 that it does not recognise lawyers on individual capacity to initiate legal aid. The law makes it mandatory that legal aid brief can only reach to a lawyer through umbrella of a registered NGO or through a dock brief assigned by the a judge or magistrate.

Thus, lawyers in their own right are not recognised as initiators of legal aid brief yet there is real desire for *pro bono* uptake by individual lawyers on several fronts. One other key issue worth mentioning is the Tanzania withdrawal from the African Court of Human and Peoples Rights. The state decision is a matter of concern for the human rights community as it curtails individual's access to the court and limiting the chances of rights vindication above the purview of national courts. As matter of fact the African Court of Human and Peoples' Rights had already given ground breaking decision on the responsibility of the state with regards to lengthy of trial and investigation, bail, and death penalty. Increasingly, the African Court of Human and Peoples' Rights was likely to serve as a refuge for the marginalised individuals and communities in the country to address rights that would otherwise not be attainable under the current set up

of the national justice system. Thus, the forum provided an opportunity to reignite the discussion and engagement with the concerned national authorities.

### **The SADC Lawyers' Association Annual General Meeting and Conference**

In 2019, TLS participated in the AGM and Conference for members of the SADCLA that held in August 2019 at Victoria Falls in Zimbabwe. The forum brought together practising lawyers, judges, human rights activist and academics. Delegates debated on how the rule of law, protection of human rights and access to justice can be strengthened in the SADC region. They also shared experience on the best practice for collaboration among justice sector actors in their respective countries within the SADC region.

### **Monitoring the Implementation of Legal Aid Act**

During 2019, TLS put substantial efforts to monitor the implementation of the Legal Aid Act of 2017 and Legal Aid Regulations of 2018. Specific focus on monitoring work was put on institutional set-up to implement the Legal Aid Act and its regulations, response of actors, and public awareness. As part of its Legal Aid Act Monitoring Strategy, TLS held an annual review meeting to assess successes and challenges obtained in the implementation of the Legal Aid Act.

The meeting was held at Lush Garden Hotel, Arusha on September 4, 2019 and brought together a total of twenty four (24) TLS Chapter leaders from twelve (12) Chapters. Key observations during this meeting was that in Tanzania there is a significant gaps in data, research, and evaluation in the justice system - an area where TLS can help a lot of stakeholders. It was also observed that access to justice, in particular for vulnerable groups still poses a challenge. Discussions around this subject focused on how the situation could be improved.

### **Supporting Juvenile Justice**

Several forums that brought together key stakeholders who play a role in juvenile justice were organized by TLS in 2019. For instance, on June 13, 2019 TLS organized juvenile justice stakeholders meeting in Mwanza. This meeting was attended by juvenile justice stakeholder based in Mwanza. These were: Prisoner Officers, Social Work officers, representative from the office of the Attorney General, and some NGO representatives. Stakeholders in this meeting discussed facing actors in the juvenile justice system and the protection of street children and networking. TLS organized another juvenile justice stakeholders meeting in Dar es Salaam. Same category of stakeholders who attended Mwanza meeting but based in Dar es Salaam attended this meeting.

### **Participating in Legislative Reform**

Substantial efforts were made by TLS to promote reform of laws, policies and practices that improve operating environment for justice actors, and civil society, protect human rights and basic freedoms, and facilitate social and economic transformation of the country. In doing so, TLS engaged with the Parliament and the Government through various platforms to raise voice on behalf Tanzanian public on the following:

The MOCLA and the Parliament were engaged through courtesy visits in response to the proposed Written Laws (Miscellaneous Amendments) Act, (No. 8) of 2019 which, among other things, intended to amend the Tanganyika Law Society Act, Cap 307. Before courtesy visits to the MoCLA and the Parliament, TLS organized several consultative meetings with its members in all TLS Chapters to gather their inputs and with regard to the proposed Written Laws (Miscellaneous Amendments) Act, (No. 8) of 2019.

Apart from the Tanganyika Law Society Act, Cap 307, TLS gathered inputs from the following laws that were included for amendment in the Miscellaneous Amendments Act, (No. 8) of 2019. These were the Civil Procedure Code, Cap 33, the Criminal Procedure Act, Cap 20, the Dairy Industry Act, Cap 262, the Executive Agencies Act, Cap 245, the Fisheries Act, Cap 279, the Government Proceedings Act, Cap 5, the Law of the Child Act, Cap 13, the Local Government (District Authorities) Act, Cap 287, the Local Government (Urban Authorities) Act, Cap 288, the Meat Industry Act, Cap 421, the Penal Code, Cap 16, the Probate and Administration of Estates Act, Cap 352, and the Trustees Incorporation Act, Cap 318.

The Governing Council used inputs gathered from TLS members to engage with both the GoT through MoCLA and the Parliament seeking for inform the GoT and the Parliament on how the proposed amendment can be improved. TLS Advocacy efforts on the amendments of the Tanganyika Law Society Act, Cap 307 did not bear much fruit almost all proposed amendments were passed by the Parliament.

### **Colloquium on Tanzania Withdrawal of Access to the African Court by individuals and NGOS**

On December 19, 2019, TLS organized a colloquium to debate a decision of the Government of Tanzania to withdraw its declaration made under Article 34(6) of the Protocol of the African Charter on the Establishment of the African

Court on Human and Peoples' Rights TLS organized this colloquium in order to get inputs from stakeholders on the right path TLS can take in advising the government with regard to the decision it has taken.

Tanzania ratified the Protocol to the African Charter on Human and Peoples' Rights on the Establishment of the African Court on Human and Peoples' Rights in 2006 and made the Article 34(6) declaration in 2010, hence, giving a green right for individuals and NGOs to take cases against the United Republic of Tanzania directly to the African Court. A total of one hundred and eighty (180) participants attended this colloquium. Participants were dismayed by the fact that stakeholders were not consulted by the government before making a withdrawal decision. In their opinion, participants felt that the government decision violate the right of its citizen's to seek legal remedies outside domestic legal frameworks and infringe human rights, it sets a negative precedent for other African countries especially those with of authoritarian history and human rights violation record, and it destroy a good image of Tanzania in the international community. Participants urged TLS to engage the government and constructively discuss the benefits of to stay in the African Court to Tanzania over the withdrawal decision. In addition, participants also advised TLS to raise public awareness about the African Court and its functions.

### **Influencing Criminal Legal Reforms**

In June 2019, TLS administered an online questionnaire, held focus group discussions, conducted interviews and organized public dialogues in Tabora, Mbeya, Dar es Salaam, Dodoma, Mwanza, Mtwara, and Arusha to explore the perceptions and attitude of stakeholders towards criminal justice reform and barriers for reform facing criminal justice system and institutions in Tanzania. Our online survey garnered five hundred (500) responses and we managed to conduct fourteen (14) focus groups. Findings from the study were used by TLS to advocate for reform in the criminal justice system.

### **Extractive Sector Policy Week**

As a member of HakiRasilimali forum, TLS participated in the extractive sector policy week held in Dodoma on 23<sup>rd</sup> – 31<sup>st</sup> May 2019, which aimed at increasing pressure on duty bearers through advocating for the effective formulation of the reforms on policy and laws, governing the extractive industries in Tanzania and enhancing debates on the extractive revenue management and budget for financial year 2018/2019 and 2019/2020.

### **Strategic Litigation**

In a bid to protect public interest, human rights and the rule of law TLS pursued,

supported and/or joined in several strategic public interest litigation cases in 2019. TLS pursues strategic litigation cases as an advocacy strategy to bring a meaningful change and human rights protection through the courts of law. In 2019, TLS was involved in four (4) strategic litigation cases including three (3) old cases and one (1) new case. The Table below shows the list of strategic litigation cases pursued, supported or joined by TLS in 2019.

Sn	Parties	Court	Reason for filing a case	Status
1	Tanganyika Law Society vs. Ministry of Foreign Affairs and International Cooperation of the United Republic of Tanzania and The AG Misc. Civil Cause No.23/2014	High Court, Main Registry at Dar es Salaam		Completed
2	Dezydelius Patrick Mgoya versus the Attorney General Misc. Civil Cause No.19/2019	High Court, Main Registry at Dar es Salaam	The matter is for petition of declaration of the High Court on the proper interpretation of the meaning and effect of the provisions of Article 40 (2), 42(2) in connection with Article 13,21 and 22 (2) and also Article 40(2) in relation to Article 39 of the Constitution of United Republic of Tanzania. TLS applied to be joined as a party to the suit in this case on increase of Presidents tenure. The application was granted on 18th November, 2019	Mention on February 10, 2020



3	Jebra Kambole vs Attorney General Misc. Case No. 27/2018	High Court, Main Registry at Dar Salaam	This case was filed to challenge Section 17 and 15 of the Regional Administration Act No. 19 of 1997 which contravenes the provisions of the Constitution of the United Republic of Tanzania of 1977 as they infringe basic rights and give too many powers to Regional Commissioners.	The matter is now at the appeal stage in the Court of Appeal of Tanzania
4	Mpale Mpoki Vs. Attorney General Misc. Case No. 34/2018	High Court, Main Registry at Dar es Salaam	This matter was instituted to challenge the constitutionality of Sections 15, 23, and 31 of the Tanganyika Law Society Act and Section 5(2), 27(3) (5) of the Office of Attorney General (Discharge of Duties) Act 4 of 2005.	The matter is now at the appeal stage at the Court of Appeal.

### Strategic Objective 3: Legal Knowledge Creation

During the reporting period under review, several interventions carried out by TLS generate relevant knowledge for the good of legal profession. Below is the list of activities undertaken by TLS to generate knowledge.

#### Research and Publications Department

TLS Research and Publications Department implements the Society's Policy for Research and Publications. It is responsible for executing, promoting and sustaining research and publication activities at TLS under the oversight and guidance of the Research and Publication Committee. Below is the list of activities conducted by the Department during the reporting period.

#### Publication of Legal Aid Journal

In October 2019, TLS launched the first ever publication in East Africa presenting scholarly commentary of emerging and topical developments in legal aid sector. The publication "Legal Aid Journal" was launched on October 25, 2019 during the official closure of the Legal Aid Week celebrations that was held in Simiyu region.

The Journal contains five peer-reviewed articles on contemporary developments and limitations in the subject of legal aid and access to justice in Tanzania before, during and after the enactment of the Legal Aid Act 2017 and Legal

Aid Regulations of 2018. Immediately after the launch TLS started distributing copies of the Journal to various stakeholders.

### **Publication of Tanzania Lawyer Journal**

In 2019, TLS published two (2) issues of Tanzania Lawyers Journal. The first issue was published in April, 2019 and copies of the Journal were disseminated to members of TLS AGM during that was held in Arusha. The second issue of the Tanzania Lawyers Journal was published in September 2019 and its copies were distributed to TLS members during the HAGM that was held in Arusha in September, 2019.

The distribution of the copies of the Journal was also done to other actors within and outside legal profession such as CSOs, embassies, government ministries, agencies and departments, the Parliament, Judiciary of Tanzania, development partners and libraries of the University of Dar es Salaam, the University of Dodoma, the Mzumbe University, the National Library of Tanzania, all regional libraries in Tanzania, the SADCLA, and the library of the Congress in the United States.

### **Review of Haki na Usalama Publication**

Haki na Usalama is a coalition of organisations working to promote democratic policing in Tanzania. Members of Haki na Usalama Forum include Tanzania Police Force, the Commission for Human Rights and Good Governance, TLS, Civil Societies, and the Commonwealth Human Rights Initiative. Members of the forum held a stakeholders meeting on February 26, 2019 to discuss several development in the criminal justice system including the review of a public education booklet titled “101 Things you wanted to know about the police but were too afraid to ask.” This booklet was first launched in 2017. Members of the forum felt that due to some development in the criminal justice system in the last two years a review of the booklet was necessary.

### **Position Paper on Road Safety Legal and Policy Environment in Tanzania.**

TLS is a member of a coalitions working to advance road safety legislation that is known as the “Road Safety Coalition.” In February 2019, TLS in collaboration with members of the Road Safety Coalition launched a position paper on the Road Traffic Act, Chapter 168 R.E 2002. The paper was meant by members of coalition to serve as an advocacy tool to influence the legal and policy frameworks governing road safety in Tanzania. The paper among other things, presents the lessons learned from different stakeholders’ experiences with the road safety management system as the per Road Traffic Act.

Members of the Road Safety Coalition include TLS, Tanzania Lawyers Association, Tanzania Media Women’s Association, Child Rights Forum, AMEND, Tanzania Association of People with Disabilities, Tanzania Bus Owners

Association, National Institute of Transport, Tanzania Media Foundation, Safe Speed Foundation and Road Safety Ambassadors in Tanzania.

## **Strategic Objective 4: TLS Institutional Capacity Development**

This section provides an overview of the initiatives undertaken to strengthen TLS institutional capacity in terms of administration and human resources, staff training, planning and development, and policy adoption. Below is a summary of interventions carried out by TLS under this strategic objective.

### **Evaluation of TLS Strategic Plan 2014 – 2019**

From February through March 2019, TLS conducted an evaluation of its Strategic Plan 2014 – 2019. The evaluation exercise assessed the effectiveness of TLS strategies outlined in the Strategic Plan 2014 – 2019 in delivering TLS mandates to members and stakeholders. The evaluation concluded that while TLS has delivered most of the strategic objectives in the strategic plan 2014 – 2019, it was lagging behind in addressing the enabling objectives about resource mobilization stipulated in the Tanganyika Law Society Act. The evaluation report presented to the members during the HAGM held in Arusha in September 2019 proposed for the adoption of significant changes in regard to the diversification of TLS sources of funds, coordination of Chapters through zones, and responding to members demand.

### **Organizational Capacity Assessment of Chapters**

In March 2019, TLS conducted a Rapid Organization Capacity Assessment (ROCA) to its existing twelve (12) Chapters. The ROCA focus was on TLS Chapters' capacity to be, capacity to do and capacity to relate. The study examined the capacity of TLS Chapters in terms of strategic vision, project management, stakeholders' engagement, and resources mobilization.

### **Administration and Human Resources Management**

This section presents a summary of human resources management as well as administrative activities undertaken in 2019:

### **Review of Human Resource Policy and Manual 2017**

In the Financial Year 2019, the management proposed changes to the Human Resource Policy and Manual that were approved by the Governing Council. Areas that the review exercise focused on: safety of TLS properties, hours of work, leave allowance, relocation allowance, dealings with the Press or Public, office clothing, death of employee or immediate dependent, training and development.

**Staff Matters:**

As of December 31<sup>st</sup> 2019, TLS had a total of thirty six (36) staff members twenty (20) female and sixteen (16) male. Among them one staff is a volunteer, six (6) have contracts for specified period and twenty (29) have contracts for unspecified period of time. The said staff members are stationed in seven (7) TLS offices as indicated in the Table below:

SN	WORK STATION	NO. OF STAFF	SEX	
			M	F
1	Head office - DSM	28	13	15
2	TLS Mbeya office	2	1	1
4	TLS Dodoma office	2		2
5	TLS Mtwara office	1		1
6	TLS Arusha office	2	1	1
7	TLS Mwanza office	1	1	
<b>TOTAL</b>		<b>36</b>	<b>16</b>	<b>20</b>

**Staff Re-designation and Relocation:**

SN.	Name	Previous Position	New Position
1.	Mercy Kessy	Chapter Officer In - Charge - Mbeya	Program Officer - Parliamentary and Government Engagement - Dodoma Office
2.	Mackphason Buberwa	Program Officer - Parliamentary and Government Engagement - Dodoma Office	Program Officer - Arusha Chapter Office
3.	Lindi Kilimanjaro Shamba	Chapter Officer - In - Charge - Arusha	Chapter Officer- Member services and welfare for Arusha office.
4.	Flora Frank	Dodoma Chapter Officer - In - charge	Chapter Officer- Member services and welfare for Dodoma office

### **Staff Leaving Employment in 2019**

*Ms Mabhezya Rehani*, Assistant Programme Officer – Research and Publication Officer

### **Staff Employed in 2019**

*Ms Beatrice Cherdiel*, Assistant Programme Officer – Research and Publication Officer

### **Performance Management**

Performance Management was successfully carried out in the period under review. The performance benchmarks were established for each staff member through performance agreements at the beginning of the year and appraisals conducted for all staff towards the year end. Generally, due to strong followed from the management, staff performance has been managed at levels above average in all portfolios.

### **Staff Training**

During the reporting period year, TLS managed to conduct staff training needs assessment through various tools and fora such as self-reflection activities, annual performance agreement and appraisals, annual departmental performance reflections, the ROCA, human resource complaints, observations, informal discussions, feedback from clients and stakeholders. All these were used to inform human resource training plan and strategy.

Among the trainings done in the reporting period include the Facilitation for Organization Development (FOD) training conducted from 22 – 25 July 2019. This was done to all staff including chapter staff. Chapter staff members were further trained on “engagement with justice sector actors in the regions” conducted from 26<sup>th</sup> to 27<sup>th</sup> June 2019 in Dar es Salaam.

### **Administration:**

Notable issues in administration in the reporting period include:

- Purchase of working equipment including furniture and computers to ensure that all staff have proper workstations.
- Flooding of TLS offices in Dar es Salaam due to heavy rains on the 13<sup>th</sup> May 2019 causing serious damage to property including computers, furniture, network connectivity and documents all valued at TZS 47,120,000/=. This led to suspension of services to members and other TLS clients for several days. Claim was laid to the insurer to make good of the loss occasioned whereby the final settlement offer by the insurer upon assessment was TZS 11,498,500/=.
- Notably, TLS secretariat was able to successfully relocate the newly completed Wakili House building by 30<sup>th</sup> August 2019. However due to inadequate funds, furnishing of the workstations with new furniture could not be realised. That being the case the Secretariat



- had to move with the old furniture.
- In the period under review TLS administration was able to improve its information and communication technology (ICT) systems by migrating to cloud saver. This enhanced the performance of mail section, database services among others.
- The ICT Unit has on regular basis reviewed system and application logs.
- There have been improved management of staff benefits, and statutory deductions

### **Registration of Tanganyika Law Society's Institutions**

During the reporting period, year TLS successfully registered two (2) institutions. These are:

#### **a. Tanzania International Arbitration Centre**

TIAC is a company limited by guarantee established to provide ADR services, which include international and domestic commercial arbitration, adjudication, mediation and conciliation and is operationally independent from the GoT by maintaining a high quality panel of arbitrators and mediators, who are known for their integrity, impartiality and expertise for the effective resolution of disputes outside court.

TIAC was registered in November 2019. Its First Board of Directors include: Dr. Rugemeleza Nshala, Nicholas Duhia, Mpale Mpoki and Madeline Kimei. The Board has been appointed for a term of three years (from 2020 to 2022).

#### **b. The Mainland Tanzania Advocates Property Trust**

The Mainland Tanzania Advocates Property registered in December 2019. The Registered Trustees are: Dr Rugemeleza Nshala, Fatma Karume, Nicholas Duhia, Aisha Sinda and Walter Goodluck.





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Tanganyika  
Law Society

**Tanganyika Law Society**

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