

**CONFERENCE PROCEEDING**

# **INTERNATIONAL CONFERENCE ON GOVERNANCE, LEADERSHIP AND SOCIAL TRANSFORMATION - ICGLST'23**

**THEME:**

**Advancing Knowledge for Social  
Transformation in a Dynamic Global World**

**This Conference is organised by Mzumbe University in  
collaboration with Kabale University and University of  
Johannesburg, South Africa**



**Hotel Seascope Dar es Salaam Tanzania  
11<sup>th</sup> – 13<sup>th</sup> MAY 2023**

# PHOTO GALLERY



*"Tujifunze kwa Maendeleo ya Watu"*



# **ICGLST23 CONFERENCE PROCEEDING AS PER THE CONFERENCE PROGRAMME**

---

*“Tujifunze kwa Maendeleo ya Watu”*

## TABLE OF CONTENTS

<b>ABOUT THE CONFERENCE</b> .....	<b>1</b>
University Governance and Management.....	2
Local Governance and Decentralization. ....	2
Economic Governance.....	2
<b>ABOUT THE ORGANISER</b> .....	<b>4</b>
<b>MZUMBE UNIVERSITY</b> .....	<b>4</b>
<b>ABOUT CO-ORGANIZERS</b> .....	<b>5</b>
<b>KABALE UNIVERSITY</b> .....	<b>5</b>
<b>UNIVERSITY OF JOHANNESBURG</b> .....	<b>6</b>
Governance for Socio-Economic Development in Africa: The Strategic Role of the AUDA/ NEPAD Development Agency .....	41
The African Corruption Enigma: Dissecting Chapter Fourteen (14) of the National Development Plan (NDP) Vision 2030. Will South Africa have weathered the Storm?.....	43
Elected and Appointed Officials’ Attitudes and their Interaction in Development Projects Implementation in Local Governments. A Case of Morogoro District Council.....	45
Potential Challenges and Solutions of Improved Opportunities and Obstacles to Development in Tanzania Local Government Authorities .....	46
Participation of Community Governance Structures in the Strategic Purchasing at the Local level.....	47
Coping Strategies for Health Care Financing in Dar es Salaam, Tanzania: A Qualitative Study with Informal Sector Workers .....	48
Administrative decentralization, Representative Bureaucracy and Service delivery: The Study of Planning, Budgeting and Service Delivery in West A. Municipality Council in Zanzibar .....	50
Emerging sustainability and co-creation perspectives in public sector governance: The case of Zimbabwe.....	52
Ghost Workers on the Payroll in Tanzania: Counting the Cost.....	53
Bad Governance in Revenue Generating Institutions: The bane of Nigeria’s Development.....	54



Long-term Alternative Strategies for Implementation in Water Stressed Informal Settlements: A Case Study of Skiti in Mquma Local Municipality .....	56
Human Rights-Based Approach to Development in Tanzania: A Myth or Realizable Prospect? .....	57
Global Best Practices on Public-Private Partnerships in the Education Sector and Lessons for Zimbabwe.....	58
Roles and Survival of the Ankole Pottery in Marriage .....	59
Enhancing the Role of Parliament in the Budget Making Processes .....	60
Conflicts Among Councilors in the Local Government Authorities: A Tale of Msalala District Council.....	62
Determinants of Continuous Quality Improvement Initiatives Implementation of HIV Rapid Tests in Selected Health Facilities in Dar es Salaam, Tanzania .....	63
Democracy, the Rule of Law and Human Rights – Comparative Lessons Between Uganda and South Africa.....	65
Understanding Pro-poor and Rural-friendly Policy Goals through Digital Stories..	66
A bibliometric analysis on the effects of Digital Media among Children in the time of COVID-19 Pandemic .....	68
Determinants of Self-referral from Primary to Secondary Level Health Facilities among outpatients in Tanzania: A cross-sectional Study at Katavi Region in Tanzania.....	70
Occupational Safety and Health Inspectors Obstacles in Management of Safety and Health on construction sites in Tanzania.....	72
Influence of Social media use on body Shape Dissatisfaction among Adolescent College Girls aged 15-19 at Mwanza City Council, Tanzania.....	73
Dynamic Capabilities as the Basis for “Intelligent Interventions” for SMEs using Mobile Apps. ....	74
Enhancing Innovation and Creative Capacities for Social and Economic Transformation: The Praxis of art Education .....	75
Digital Technologies Opportunities for Enhancing Councilors to uphold Democratic Governance at the Local level: A case of Shinyanga Municipal and Nzega District Councils.....	76
Decoding the Politics of Climate Change Adaptation among the Iparakuyo Maasai: Unveiling the Power of Social Differentiation and Resilience Strategies. ....	77

Designing Digital Services that Create Impact for Farming Communities – Adapting Monitoring and Evaluation tools to put farmers at the Center of Product Design .....	78
Utilization of Technical Vocational Education and Training Equipment and Acquisition of Employable Skills in Uganda. A Case of Uganda Technical College - Elgon.....	79
Arts entrepreneurship in Postcolonial Zimbabwe: Developing a Base for Youth Empowerment and Enterprise Management .....	81
Soft Skills Development in Higher Education Institutions: Students’ Perceived Role of Universities and their Self-initiatives to bridge the Soft Skill gap.....	83
The influence of Organizational Resources on Implementation of Strategic Plans in Tanzanian’s Local Government Authorities .....	84
Performance Appraisal for Employee Result Oriented Management in Uganda: A Case of Kabale Municipality Local Government, Kabale District.....	85
The Influence of Information and Communication Technology on the Performance of Local Government Employees in Tanzania.....	86
The Leadership Effectiveness of Executive Directors of Local Government Authorities in Tanzania .....	87
Employee Performance Appraisal and Employees’ Performance in Uganda: A Case of Kabale Municipality, Kabale District .....	89
The Influence of Leadership on Implementation of Strategic Plans in Tanzania’s Local Government Authorities .....	90
Financial Deepening and Inclusion Nexus in Uganda: Reflections on Promotion of Digital Payments Among Smallholder Tea Farmers in Kanungu District, Uganda .....	91
Developing and Sustaining Industrial Economy of Emerging Markets: Examining the Role of Leadership.....	93
Corporate Financing and Risk Management in the Banking Sector in East Africa During and Post Covid-19. Evidence from Kabale District in Uganda .....	95
The Effect of Product Innovation on the Performance of Women Entrepreneurs in Small Scale Food Processing .....	97
Obligation to Protect and Preserve Marine Environment from Land Based Sources of Pollution: A Case of Tanzania.....	99

Public Procurement as an Enabler of Budgeting in Low- and Middle- Income Countries: A Trend Analysis of Uganda’s Contract Awards Across Selects Service Sectors for the year 2019/2022 .....	100
Public Procurement Reforms: Governance of Force Account Procurement Method in Construction of Buildings in Tanzania: The Case of Selected Local Government Authorities in Dodoma region.....	102
Women Participation in Political Governance in Tanzania: The Case of Women Participation in the 2020 Elections.....	104
Mainstreaming Gender in Development Programs to Eradicate Gender-Based Violence. A Review .....	105
Towards Female Academic’s Career Development: Testimonies from Senior Female Academics.....	106
Inclusion of Independent Candidates in the Electoral System in Tanzania: A Monster to Men and Women Contenders?.....	107
Gender Gap in Administrative Leadership Positions within Tanzania. Are Women Reluctant to Take Positions?.....	108
Women Political Empowerment via Digital Technologies. Opportunities and Challenges: A Case of Morogoro Municipality.....	109
Improving Livelihoods of Rural Women through Development Funds: Evidence from Babati District Council - Tanzania.....	111
Causes, Implications and Responses to Gender - Based Violence during the Covid-19 Pandemic in South Africa.....	113
Decentralization and Job Satisfaction in Local Government: Some Empirical Evidence from Dodoma City Council, Tanzania.....	114
Blockchain Technology in Lands Registration - A Systematic Literature Review	115
The Effect of Planned Change on the Implementation of e-learning Technologies in the Selected Tanzanian Universities. ....	116
Contribution of Electronic Laboratory Information Management System on HIV Viral Load Sample Tracking and Results Management .....	117
Factors Determine the Adoption of Online Teaching in Tanzania’s Universities During COVID-19 Pandemic. ....	118
Post-COVID-19 Era and the Challenges of Online Learning in Nigerian Public Higher Institutions: A Case of Obafemi Awolowo University, Nigeria .....	120

An Analysis of Regulation 363 of the National Health Act (61 of 2003) regarding the Management of Human Remains from the Perspective of Emerging Funeral Directors .....	121
The Genesis of Public Policy, Programme and Project Monitoring and Evaluation (M&E) Practices.....	123
Assessment of Youth Empowerment Fund on Unemployment in Ruangwa District .....	124
Towards Harnessing Job Creation and Self Employment Opportunities for the Youth in Developing Countries.....	126
Psychological Qualities in Youth Leadership Development A Literature Review	127
Career Choice among University Students: Experiences from Students in Selected Universities in Morogoro Municipality, Tanzania .....	128
<b>POSTER PRESENTATION.....</b>	<b>129</b>
<b>CONFERENCE ORGANIZING COMMITTEE.....</b>	<b>130</b>



## ABOUT THE CONFERENCE

The conference on Governance and Leadership, and sub-themed around ‘Advancing knowledge or Social Transformation in a Dynamic Global World’, is intended to share knowledge and experiences of both academics and practitioners on governance and leadership. Arguably, Good governance and effective leadership are the two most essential requirements for any organization to be successful in the eyes of all stakeholders in the 21<sup>st</sup> century.

There is a direct link between Good Governance, Effective Leadership, and Economic Prosperity or Societal Transformation. The difference between African and Asian countries, many of which started their history as states at the same point in the 1960s, is striking. Lack of effective leadership and good governance are the leading causes of Africa’s dismay and lagging behind the rest of the world. Professor Makoba (2018), in his analysis of African Leadership and the Management of African economies demonstrates how leadership can transform or destroy a country.

Before African leaders came to preoccupy themselves with corrupt practices of personal accumulation and enrichment of their supporters, the African continent had hope in leadership potential. Effective leadership and Good Governance are therefore intimately related. Without effective leadership, we may not envisage Good Governance in its totality. Without effective leadership and Good Governance at all levels in private, public, and civil organizations, it is arguably virtually impossible to achieve and to sustain effective administration, to achieve goals, to sustain quality, and deliver services. The increasing complexities and requirements arising from the constant change in society, coupled with the constant push for higher levels of productivity, require effective and ethical leadership.

The terms “governance” and “good governance” are being increasingly used in development literature. Bad governance (which is the opposite of good governance) is being increasingly regarded as one of the root causes of all evil within our societies. Major donors and international financial institutions (like World Bank and IMF) are increasingly basing their aid and loans on the condition that reforms that ensure “Governance” and “good governance” are undertaken.

A number of themes that are multi-disciplinary have been listed to provide important areas where the discourse on the importance of governance and leadership for social

transformation can be based. The conference has been organized to have special sessions and forums bringing together specialized participants in sessions unique to their contexts. The key discussion areas include;

### **University Governance and Management.**

The session anticipates bringing together members of the University leaders. The session dissects and discusses the governance of universities and Institutions, the Interface between the University Management and other stakeholders, performance management systems and oversight, compliance systems, and improvements.

### **Local Governance and Decentralization.**

This session and the special theme bring together district political and administrative leaders in the region and beyond to discuss local governance and decentralization challenges. The session is coordinated along with local Government ministries and associations.

### **Economic Governance.**

This session will bring together a group of economists and development practitioners to discuss economic governance challenges in resource-constrained countries and provide alternative policy proposals on how these challenges can be addressed.

The conference on Governance and leadership, and sub-themed around '*Advancing knowledge for Social Transformation in a Dynamic Global World*', intended to share knowledge and experiences was attended by a total of 110 participants from Uganda, South Africa, Kenya, Rwanda, Zimbabwe, Nigeria, Ghana, and Namibia who attended the conference physically and about 20 participants follow the sessions online. A total of 18 themes were covered during the conference and provided an opportunity for academics and practitioners to share knowledge and experiences on governance and leadership for social transformation. The scope of the conference cover academics and practitioners in several sessions that have been lined up under the themes that are multidisciplinary. The conference has been organized to have special sessions and forums bringing together specialized participants in sessions

unique to their contexts. The conference had 2 keynote experts who shared their experiences and expertise in university governance, leadership, governance, and decentralization. A total of 80 technical papers split into 10 oral panel sessions were presented in two rooms. In addition, the conference had 8 poster sessions. One of the outcomes of this conference is to create an immense resource and knowledge pool on leadership and governance for social transformation. The best paper presented in the conference are in the process of being published by the journals hosted by three institutions Mzumbe University, Kabale University and the University of Johannesburg. The ICGLST23 was closed on 13<sup>th</sup> May 2023 and will be organised in every after two years and will be on rotation basis.

## ABOUT THE ORGANISER

### MZUMBE UNIVERSITY



Mzumbe University was established by the Mzumbe University Charter, 2007 under Section 25 of the Universities Act. No. 7 of 2005 which repealed Mzumbe University Act. No 9 of 2001. As a Training Institute, the University boasts of over 50 years' experience of training in the administration of justice, business management, public administration, accountancy, finance, political science and good governance. Mzumbe University origin can be traced back to 1953 when the British Colonial Administration established a Local Government School in the country. The school was aimed at training local Chiefs, Native Authority Staff and Councilors. The level of training was elevated after Tanzania (Tanganyika) independence to include training of Central Government Officials, Rural Development Officers and local Court Magistrates. In 1972, the then Local Government School was merged with the Institute of Public Administration of the University of Dar es Salaam to form the Institute of Development Management (IDM-Mzumbe). IDM was a higher learning institution for training professional managers in the public and private sectors. Given the natural growth of the Institute over the years of successful operation and the changing national and international human resource needs. The Government transformed it into fully fledged public University. This was made under the Act of Parliament No.21 of 2001. In December 2006, the Mzumbe University Act No 21 of 2001 was repealed by the Universities Act of Tanzania No. 7 of 2005 and replaced by the Mzumbe University charter, 2007 which now guide the operations and management of the University. The mandate of the University as stipulated in the Mzumbe University Charter, 2007 focuses on training, research, publications and public service cum consultancy.

## ABOUT CO-ORGANIZERS

### KABALE UNIVERSITY



The Idea of Kabale University was born way back in 1995 under the umbrella of the Kigezi Development Association. In 1999, Kabale District Local Government signed and sealed a commitment deed confirming its donation of land in Kabale Municipality for the development of Kabale University. This contribution was fifty-three (53) acres of land and the developments on it at Kikungiri Hill and Nyabikoni. In the same year, an application to operate Kabale University as a centre of higher learning was submitted to the Ministry of Education and Sports (MoES). Kabale University is located on Plot 364 Block 3 Kikungiri Hill, in Kabale Municipality, about a kilometer off Kabale-Katuna-Kigali Highway. The Main Campus sits on 50 acres of land. The University can be accessed via Mukombe Road, which connects the Kikungiri Campus to the Highway. An additional Campus is located on Plots 66-76 in Nyabikoni Parish in the Central Division of Kabale Municipality. The University was established as a not-for-profit community institution, owned by the people of Kigezi. The University opened its gates in 2002 to forty-two (42) students and presently has an enrolment of about 3000: coming from all parts of Uganda, and the neighboring countries of Kenya, Tanzania, Rwanda, Burundi, Congo (DRC) and South Sudan. In 2015, Kabale University was transformed from a private to a public University under Statutory Instrument No. 36 of 16th July 2015, under the Universities and Other Tertiary Institutions Act 2001 (as amended). Prior to this change in legal status, the University had obtained a Charter in 2014 (Certificate No. UI.CH.008) – the last stage of accreditation by the Uganda National Council for Higher Education. Kabale University is therefore a unique institution in Uganda, enjoying the status of being the first institution of its kind to transform from private to public Kabale University has great potential of being the leading university in the Great Lakes Region, given its location and opportunity to offer quality education to the Anglophone and Francophone parts of the region, thereby enhancing social and economic integration.



## UNIVERSITY OF JOHANNESBURG



University of Johannesburg (UJ) shares the pace and energy of cosmopolitan Johannesburg, the city whose name it carries. Proudly South African, the university is alive down to its African roots, and well-prepared for its role in actualizing the potential that higher education holds for the continent's development. UJ has transformed into a diverse, inclusive, transformational and collegial institution, with a student population of over 50,000, of which more than 3000 are international students from 80 countries. This makes UJ one of the largest contact universities in South Africa (SA) of the 26 public universities that make up the higher education system. The vision of the UJ is to be "an international University of choice, anchored in Africa, dynamically shaping the future". The mission can be described as "inspiring its community to transform and serve humanity through innovation and the collaborative pursuit of knowledge". These are underpinned by four values, namely: imagination, conversation, regeneration and ethical foundation. The six strategic objectives provide a focused means for realising the Vision, Mission and Values of the University as set out above. They further represent a re-working of the original UJ Strategic Thrusts 2020 in the context of a wider positioning of the University as "The Pan-African" Centre for Critical Intellectual Inquiry, with the primary goal of achieving global excellence and stature.

### The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

#### ROOM 1

Time	Presentation	Responsible	Rapporteur
DAY ONE (11/05/2023)			
8:00 - 9:00	Registration	Secretariat	ALL
9:00 - 9:10	Introductory Remarks	Dean of Ceremony	Aloyce Gervas
9:10 - 9:15	Remarks	Co - Chair Kabale University	Prof. Benon Basheka

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
9:15 - 9:20	Remarks	Co -Chair University of Johanesburg	Prof. Dominique Uwizeyimana
9:20 - 9:30	Opening Remarks	Conference Chair and Dean of School of Public Administration and Management	Dr. Idda Lyatonga
9:30 - 10:00	University Governance and Management	Keynote	Prof. Josephat Itika,
10:00 - 10:10	Announcements	Secretariat	
10:10 - 11:00	TEA BREAK		ALL
Governance			
11:00 - 11:10	Governing for Socio- Economic Development in Africa: The Strategic role of the AUDA/NEPAD Development Agency	Michael Addaney Chantelle Gloria Moyo Vain Jarbandhan – <b>Virtually</b>	Prof. Dominique Uwizeyimana
11:10 - 11:20	The African Corruption Enigma: Dissecting South Africa and Chapter fourteen (14) of the National Development Plan Vision 2030. Will Pretoria have weathered the Storm by 2030?	Daniel Nkosinathi Mlambo Patricia Sibongile Simbine Thamsanqa Buys	Prof. Dominique Uwizeyimana
11:20 - 11:30	Emerging sustainability and co-creation perspectives in public	Prince Njanji Gideon Zhou – <b>Virtually</b>	Prof. Dominique Uwizeyimana

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	sector reforms and governance the case of Zimbabwe		
11:30 - 11:40	Elected and Appointed Officials' Attitudes and their interaction in Development Projects Implementation in Local Governments. A Case of Morogoro District Council	Kelvin M. Njunwa	Prof. Dominique Uwizeyimana
11:40 - 12:00	Parrallel Discusion		
12:00 - 12:10	Long-term alternative strategies for implementation in water-stressed informal settlements: A case study of Skiti in Mnquma Local Municipality	Maramura, T.C. Mena, A Mahlala, S	Prof. Dominique Uwizeyimana
12:10 - 12:20	Participation of community governance structures in the strategic purchasing at the local level	Anosisye M. Kesale	Prof. Dominique Uwizeyimana
12:20 - 12:30	Bad governance in revenue generating institutions: The bane of Nigeria's development	Olariyike Akintoye – <i>Virtually</i>	Prof. Dominique Uwizeyimana

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
12:30 - 12:40	Potential challenges of improved opportunities and obstacles to development in Tanzania local government authorities	Faraja Cosmas Uhahula Idda Lyatonga	Prof. Dominique Uwizeyimana
12:40 - 13:00	Parrallel Discussion		
13:00 - 14:00	LUNCH		ALL
Governance			
14:00 - 14:10	Coping Strategies for Health Care Financing in Dar es Salaam, Tanzania: A Qualitative Study with Informal Sector Workers.	Bertha MwinukaJackline. M. NyaberiElizabeth Echoka	Dr. Cliford Ringo
14:10 - 14:20	The fairness of roman catholic church to public administration after Tutsi genocide.	Father Principe Niyitanga	Dr. Cliford Ringo
14:20 - 14:30	Administrative decentralization, Representative bureaucracy and Service delivery: the study of planning, budgeting and service delivery in West A. Municipality Council in	Khamis Othman Wilfred Lameck	Dr. Cliford Ringo

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	Zanzibar		
14:30 - 14:40	The Use of Financial Disclosure to Promote Corrupt-Free South African Police Service: A Case Study of Integrity Management Service Unit	Khathutshelo Matshela Mzikayise Binza – <i>Virtually</i>	Dr. Clifford Ringo
14:40 - 14:50	Impediments to the Prevention of Corruption in The Department of Home Affairs: A Case of Counter Corruption Unit.	Khathutshelo Matshela Mzikayise Binza Ricky Munyaradzi Mukonza – <i>Virtually</i>	Dr. Clifford Ringo
14:50 - 15:00	Ghost Workers on the Payroll in Tanzania: Counting the Cost	Oscar Whynijous Tefurukwa	Dr. Clifford Ringo
15:00 - 15:30	Parrallel Discusion		
15:00 - 16:00	EVENING TEA		ALL
DAY TWO (12/05/2023)			
8:00 - 9:00	Registration	Secretariate	ALL
9:00 - 9:30	Local Governance and Decentralization	Dr. Ntuli A. Kapologwe Chacha Nyatega	Keynote
9:30 - 9:40	Human Rights-Based Approach to Development in	Mrisho Malipula Norah Hashim Msuya	Dr. Orest Masue



The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	Tanzania: A Myth or Realisable Prospect?		
9:40 - 9:50	Global Best Practices on Public-Private Partnerships in the Education Sector and Lessons for Zimbabwe	Edson Basera Gideon Zhou	Dr. Orest Masue
9:50 - 10:00	Roles and Survival of the Ankole Pottery	Grace Namara, Philip Kwesiga	Dr. Orest Masue
10:00 - 10:10	Adoption of ICT in Hotel Sector during Covid-19 Pandemic in Uganda: Case study of selected Hotels in Kigezi Sub region	Sylvia Byarugaba Tushabe Benson Turyasingura – <i>Virtually</i>	Dr. Orest Masue
10:10 - 10:30	Parrallel Discusion		
10:30 - 11:00	TEA BREAK		ALL
11:00 - 11:10	Salary Enhancement Presidential Directives and effect on Public Service in Uganda.	Niyonzima Edson	Dr. Orest Masue
11:10 - 11:20	The role of parliament in the budget-making process: best practice considerations	Prof. Mohammed Jahed Matjatji Molepo - <i>Virtually</i>	Dr. Orest Masue
11:20 - 11:30	Impediments to the Prevention of Corruption	Matshela Khathutshelo Binza MzikayiseRicky	Dr. Orest Masue

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	in The Department of Home Affairs: A Case of Counter Corruption Unit.	Munyaradzi Mukonza – <b>Virtually</b>	
11:30 - 11:40	Conflicts Among the Councilors	Faraja Cosmas Uhahula Dr. Idda Lyatonga Swai Vicent Evarist Ndesekeo Chacha Timasi Nyakega George Igulu	Dr. Orest Masue
11:40 - 11:50	Determinants of Continuous Quality Improvement Initiatives Implementation of HIV Rapid Tests in Selected Health Facilities in Dar es Salaam, Tanzania	Suleiman Mkubwa Godfrey Kacholi	Dr. Orest Masue
11:50 - 12:00	Democracy, the Rule of Law and Human Rights – Comparative Lessons Between Uganda and South Africa	John Mubangizi	Dr. Orest Masue
12:00 - 12:10	Understanding pro-poor and rural friendly policy goals	Betty Claire Mubangizi	Dr. Orest Masue
12:10 - 13:00	Parrallel Discussion		
13:00 - 14:00	LUNCH		ALL
GLOBAL HEALTH PANDEMIC			
14:00 -	The Role of Machine	Eric B Niyitunga	Dr. Mackfallen

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
14:10	Learning in Promoting Good Health and Well-Being for A Sustainable Human Security		Anasel
14:10 - 14:20	A bibliometric analysis on the effects of digital media among children in the time of COVID-19 Pandemic	Placidius Ndibalema	Dr. Mackfallen Anasel
14:20 - 14:30	Determinants of Self-Referral from Primary to Secondary Level Health Facilities Among Outpatients in Tanzania: A Cross-Sectional Study at Katavi Region in Tanzania	Godfrey Kacholi Manyizi Malalel	Dr. Mackfallen Anasel
14:40 - 14:50	Occupational Safety and Health Inspectors Obstacles in Management of Safety and Health on construction sites in Tanzania.	Aloyce Gervas Dr. Godbertha Kinyondo	Dr. Mackfallen Anasel
14:50 - 15:00	Influence of social media use on body shape dissatisfaction among adolescent college girls aged 15-19 at Mwanza	Rogate Phinias Godfrey Kacholi Lawrencia Mushi Prasidius Novatus	Dr. Mackfallen Anasel

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	city council, Tanzania		
15:00 - 15:30	Parrallel Discusion		
15:30 - 15:40	Dynamic capabilities as the basis for “intelligent interven-tions” for SMEs using mobile apps	Adedamola Tolani Hossana Twinomurinsi	Dr. Mackfallen Anasel
15:40 - 15:50	Enhancing Innovation and Creative Capacities for social and economic transformation: The praxis of art education	Dr. Dairai Darlington Dziwa	Dr. Mackfallen Anasel
15:50 - 16:00	Digital technologies opportunities for enhancing councilors to uphold democratic governance at the local level: A case of Shinyanga municipal and Nzega district councils.	Anna Linje	Dr. Mackfallen Anasel
16:00 - 16:10	The Adoption of Climate Smart Agricultural Practices as an Adaptation option to Climate Variability and Change in East Africa. A Case Study of Kigezi Sub-region, Uganda	Benson Turyasingura Natal Ayiga	Dr. Mackfallen Anasel

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
16:10 - 16:20	Decoding the Politics of Climate Change Adaptation among the Iparakuyo Maasai: Unveiling the Power of Social Differentiation and Resilience Strategies.	Dr. Lucy Masoi	Dr. Mackfallen Anasel
16:20 - 16:30	Designing digital services that create impact for farming communities – adapting monitoring and evaluation tools to put farmers at the centre of product design	Ruth Orbach Emily Gamble	Dr. Mackfallen Anasel
16:30 - 17:00	Parallel Discussion		
17:00 - 17:30	EVENING TEA		ALL
DAY THREE (13/05/2023)			
8:00 - 8:30	Registration	Secretariate	ALL
8:30 - 8:40	Socio-economic Factors and Access to Higher Education in Uganda: A Case of Public Higher Education Institutions in Kigezi Sub Region.	Habaasa Ivan Akatwijuka	Aloyce Gervas
8:40 - 8:50	Utilization of Technical Vocational Education and	Herbert Wanda	Aloyce Gervas



The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	Training Equipment and Acquisition of Employable Skills in Uganda. A Case of Uganda Technical College - Elgon.		
8:50 - 9:00	Arts Entrepreneurship in postcolonial Zimbabwe: Developing a base for youth empowerment and enterprise management	Givewell Munyaradzi Joseph George Mupondi	Aloyce Gervas
9:00 - 9:10	Soft skills development in higher education institutions: students' perceived role of Universities and their self-initiatives to bridge the soft skill gap	Kelvin Mwita Shauri Kinunda Silas Obwolo Nivad Mwilongo	Aloyce Gervas
9:10 - 9:30	Parrallel Discussion		
<b>LEADERSHIP AND PERFORMANCE MANAGEMENT SYSTEMS</b>			
9:30 - 9:40	The influence of Organizational Resources on Implementation of Strategic Plans in Tanzanian's Local Government Authorities	Dr. Venance Shillingi Dr. Eliza Mwakasangula	Aloyce Gervace
9:40 - 9:50	Performance Appraisal for Employee Result	Innocenti Mucunguzi	Aloyce Gervas

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	Oriented Management in Uganda: A Case of Kabale Municipality Local Government, Kabale District		
9:50 - 10:00	The Influence of Information and Communication Technology on The Performance of Local Government Employees in Tanzania.	Anna Majwala Idda Lyatonga Anna Linje	Aloyce Gervas
10:00 - 10:10	An analysis of sanitation practices among local community in West B Municipality in Zanzibar.	Ramadhan Kombo Ali Editha M. Ndunguru	Aloyce Gervas
10:10 - 10:20	The leadership effectiveness of executive directors of local government authorities in Tanzania	George Igulu	Aloyce Gervas
10:20 - 10:30	Employee performance appraisal and employees' performance in Uganda: A case of Kabale Municipality, Kabale District	Mucunguzi Innocenti Ocan Johnson Denis Sekiwu	Aloyce Gervas
10:30 - 10:40	The Influence of Leadership on	Dr. Venance Shillingi	Aloyce Gervas

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	Implementation of Strategic Plans in Tanzania's Local Government Authorities		
10:40 - 11:00	Parrallel Discusion		
11:00 - 11:30	TEA BREAK		ALL
11:30 - 14:00	Closing Ceremony		
	Introductory Remarks	Conference Chair	Dr. Idda Lyatonga
	Remarks	Co-Chair Kabale University	Prof. Benon Basheka
	Remarks	Co -Chair University of Johannesburg	Prof. Dominique Uwizeyimana
	Inviting the Guest of Honor	Vice - Chancellor Mzumbe University	Prof. William Mwegoha
	Closing the Conference	Guest of Honour – Minister of State, President's Office (Public Service Management and Good Governance)	Hon. George Boniface Simbachawene (MP)
	Vote of Thanks	DVC - ARC Mzumbe University	Dr. Eliza Mwakasangula
14:00 - 15:00	LUNCH		ALL

The 1<sup>st</sup> International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
DAY ONE (11/05/2023)			
8:00 - 8:45	Registration	Secretariat	ALL
8:45 - 9:00	Introductory Remarks	Conference Chair	Dr. Idda Lyatonga
9:00 - 9:10	Remarks	Co-Chair Kabale University	Prof. Benon Basheka
9:10 - 9:20	Remarks	Co -Chair University of Johannesburg	Prof. Dominique Uwizeyimana
9:20 - 9:40	Opening	Deputy Vice Chancellor - Academic, Research and Consultancy	Dr. Eliza Mwakasangula
9:40 - 10:00	University Governance and Management	Prof. Josephat Itika,	Keynote
10:00 - 10:10	Announcements	Secretariat	
10:10 - 11:00	TEA BREAK		ALL
Governance			
11:00 - 11:10	Governing for Socio-Economic Development in Africa: The Strategic role of the AUDA/NEPAD Development Agency	Michael Addaney Chantelle Gloria Moyo Vain Jarbandhan – <i>Virtually</i>	Prof. Dominique Uwizeyimana

11:10 - 11:20	The African Corruption Enigma: Dissecting South Africa and Chapter fourteen (14) of the National Development Plan Vision 2030. Will Pretoria have weathered the Storm by 2030?	Daniel Nkosingithi Mlambo Patricia Sibongile Simbine Thamsanqa Buys	Prof. Dominique Uwizeyimana
11:20 - 11:30	Emerging sustainability and co-creation perspectives in public sector reforms and Governance. The case of Zimbabwe	Prince Njanji Gideon Zhou – <i>Virtually</i>	Prof. Dominique Uwizeyimana

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 1**

Time	Presentation	Responsible	Rapporteur
11:30 - 11:40	Elected and Appointed Officials' Attitudes and their interaction in Development Projects Implementation in Local Governments. A Case of Morogoro District Council	Dr. Kelvin M. Njunwa	Prof. Dominique Uwizeyimana
11:40 - 12:00	Parallel Discussion		
12:00 - 12:10	Long-term alternative strategies for implementation in water-stressed informal settlements: A case study of Skiti in	Maramura, T.C. Mena, A	Prof. Dominique Uwizeyimana



	Mnquma Local Municipality	Mahlala, S	
12:10 - 12:20	Participation of community governance structures in the strategic purchasing at the local level	Dr. Anosisye M. Kesale	Prof. Dominique Uwizeyimana
12:20 - 12:30	Bad governance in revenue generating institutions: The bane of Nigeria's development	Olariyike Akintoye – <b>Virtually</b>	Prof. Dominique Uwizeyimana
12:30 - 12:40	Potential challenges of improved opportunities and obstacles to development in Tanzania local government authorities	Faraja Cosmas Uhahula Dr. Idda Lyatonga	Prof. Dominique Uwizeyimana
12:40 - 13:00	Parrallel Discusion		
13:00 - 14:00	LUNCH		ALL
Governance			

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 1**

Time	Presentation	Responsible	Rapporteur
14:00 - 14:10	Coping Strategies for Health Care Financing in Dar es Salaam, Tanzania: A Qualitative Study with Informal Sector Workers.	Bertha MwinukaJackline. M. NyaberiElizabeth Echoka	Dr. Clifford Ringo
14:10 - 14:20	The fairness of roman catholic church to public administration after Tutsi genocide.	Father Principe Niyitanga	Dr. Clifford Ringo

14:20 - 14:30	Administrative decentralization, Representative bureaucracy and Service delivery: the study of planning, budgeting and service delivery in West A. Municipality Council in Zanzibar	Khamis Othman Wilfred Lameck	Dr. Clifford Ringo
14:30 - 14:40	The Use of Financial Disclosure to Promote Corrupt-Free South African Police Service: A Case Study of Integrity Management Service Unit	Khathutshelo Matshela Mzikayise Binza – <i>Virtually</i>	Dr. Clifford Ringo
14:40 - 14:50	Impediments to the Prevention of Corruption in The Department of Home Affairs: A Case of Counter Corruption Unit.	Khathutshelo Matshela Mzikayise Binza Ricky Munyaradzi Mukonza – <i>Virtually</i>	Dr. Clifford Ringo
14:50 - 15:00	Ghost Workers on the Payroll in Tanzania: Counting the Cost	Oscar Whynijous Tefurukwa	Dr. Clifford Ringo
15:00 - 15:30	Parrallel Discusion		
15:00 - 16:00	EVENING TEA		ALL

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program			
ROOM 1			
Time	Presentation	Responsible	Rapporteur
DAY TWO (12/05/2023)			
8:00 - 9:00	Registration	Secretariate	ALL
9:00 -	Local Governance and	Dr. Ntuli A.	Keynote

9:30	Decentralization	Kapologwe Mr. Chacha Nyatega	
9:30 - 9:40	Human Rights-Based Approach to Development in Tanzania: A Myth or Realisable Prospect?	Mrisho Malipula Norah Hashim Msuya	Dr. Orest Masue
9:40 - 9:50	Global Best Practices on Public-Private Partnerships in the Education Sector and Lessons for Zimbabwe	Edson Basera Gideon Zhou	Dr. Orest Masue
9:50 - 10:00	Roles and Survival of the Ankole Pottery	Grace Namara, Philip Kwesiga	Dr. Orest Masue
10:00 - 10:10	Adoption of ICT in Hotel Sector during Covid-19 Pandemic in Uganda: Case study of selected Hotels in Kigezi Sub region	Sylvia Byarugaba Tushabe Benson Turyasingura – <i>Virtually</i>	Dr. Orest Masue
10:10 - 10:30	Parrallel Discusion		
10:30 - 11:00	TEA BREAK		ALL
11:00 - 10:30	Economic Governance	Prof. Joseph Kuzilwa Dr. Mursali Milanzi	Keynote
11:30 - 11:40	Salary Enhancement Presidential Directives and effect on Public Service in Uganda.	Niyonzima Edson	Dr. Orest Masue
11:40 - 11:50	The role of parliament in the budget-making process: best practice considerations	Prof. Mohammed Jahed Matjatji Molepo- <i>Virtually</i>	Dr. Orest Masue
11:50 - 12:00	Impediments to the Prevention of Corruption in the	Matshela Khathutshelo Binza MzikayiseRicky	Dr. Orest Masue

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 1

Time	Presentation	Responsible	Rapporteur
	Department of Home Affairs: A Case of Counter Corruption Unit.	Munyaradzi Mukonza – <i>Virtually</i>	
12:00 - 12:10	Conflicts Among the Councilors	Faraja Cosmas Uhahula Dr. Idda Lyatonga Swai Vicent Evarist Ndesekio Chacha Timasi Nyakega George Igulu	Dr. Orest Masue
12:10 - 12:20	Determinants of Continuous Quality Improvement Initiatives Implementation of HIV Rapid Tests in Selected Health Facilities in Dar es Salaam, Tanzania	Suleiman Mkubwa Godfrey Kacholi	Dr. Orest Masue
12:20 - 12:30	Democracy, the Rule of Law and Human Rights – Comparative Lessons Between Uganda and South Africa	John Mubangizi	Dr. Orest Masue
12:30 - 12:40	Understanding pro-poor and rural friendly policy goals	Betty Claire Mubangizi	Dr. Orest Masue
12:40 - 13:00	Parallel Discussion		
13:00 - 14:00	LUNCH		ALL

GLOBAL HEALTH PANDEMIC			
14:00 - 14:10	The Role of Machine Learning in Promoting Good Health and Well-being for A Sustainable Human Security	Eric B Niyitunga	Dr. Mackfallen Anasel
14:10 - 14:20	A bibliometric analysis on the effects of digital media among children in the time of COVID19 Pandemic	Placidius Ndibalema	Dr. Mackfallen Anasel

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 1**

Time	Presentation	Responsible	Rapporteur
14:20 - 14:30	Determinants of Self-Referral from Primary to Secondary Level Health Facilities Among Outpatients in Tanzania: A Cross - Sectional Study at Katavi Region in Tanzania	Godfrey Kacholi Manyizi Malalel	Dr. Mackfallen Anasel
14:30 - 14:40	Analysis of COVID-19 Effect on Tourism and Hospitality Establishments in Rwanda Case Study: Selected Tourism and Hospitality Entities in Rubavu District	Ronald Kalulu Ingabire Stella Twagirayezu Jean Pierre	Dr. Mackfallen Anasel
14:40 - 14:50	Occupational Safety and Health Inspectors Obstacles in Management of Safety and Health on construction sites in Tanzania.	Aloyce Gervas Dr. Godbertha Kinyondo	Dr. Mackfallen Anasel

14:50 - 15:00	Influence of social media use on body shape dissatisfaction among adolescent college girls aged 15-19 at Mwanza city council, Tanzania	Rogate Phinias Godfrey Kacholi Lawrencia Mushi Prasidius Novatus	Dr. Mackfallen Anasel
15:00 - 15:30	Parrallel Discussion		
15:30 - 15:40	Dynamic capabilities as the basis for “intelligent interventions” for SMEs using mobile apps	Adedamola Tolani Hossana Twinomurinzi	Dr. Mackfallen Anasel

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 1**

Time	Presentation	Responsible	Rapporteur
15:40 - 15:50	Enhancing Innovation and Creative Capacities for social and economic transformation: The praxis of art education	Dr. Dairai Darlington Dziwa	Dr. Mackfallen Anasel
15:50 - 16:00	Digital technologies opportunities for enhancing councilors to uphold democratic governance at the local level: A case of Shinyanga municipal and Nzega district councils.	Anna Linje	Dr. Mackfallen Anasel
16:00 - 16:10	The Adoption of Climate Smart Agricultural Practices as an Adaptation option to Climate Variability and Change in East Africa. A Case Study of Kigezi Sub-region, Uganda	Benson Turyasingura Natal Ayiga	Dr. Mackfallen Anasel
16:10 - 16:20	Decoding the Politics of Climate Change Adaptation among the Iparakuyo Maasai: Unveiling the Power of Social Differentiation and Resilience Strategies.	Dr. Lucy Masoi	Dr. Mackfallen Anasel

16:20 -	Designing digital services that create impact for farming communities – adapting monitoring and evaluation tools to put farmers at the centre of product design	Ruth Orbach	Dr. Mackfallen
16:30		Emily Gamble	Anasel

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 1**

Time	Presentation	Responsible	Rapporteur
16:30 - 17:00	Parrallel Discusion		
17:00 - 17:30	EVENING TEA		ALL
<b>DAY THREE (13/05/2023)</b>			
8:00 - 8:30	Registration	Secretariate	ALL
8:30 - 8:40	Socio-economic Factors and Access to Higher Education in Uganda: A Case of Public Higher Education Institutions in Kigezi Sub Region.	Habaasa Ivan Akatwijuka	Aloyce Gervas
8:40 - 8:50	Utilization of Technical Vocational Education and Training Equipment and Acquisition of Employable Skills in Uganda. A Case of Uganda Technical College - Elgon.	Herbert Wanda	Aloyce Gervas
8:50 - 9:00	Arts Entrepreneurship in postcolonial Zimbabwe: Developing a base for youth empowerment and enterprise management	Givewell Munyaradzi Joseph George Mupondi	Aloyce Gervas
9:00 - 9:10	Soft skills development in higher education institutions: students' perceived role of universities and their self-initiatives to bridge the soft skill gap	Kelvin Mwita Shauri Kinunda Silas Obwolo Nivad Mwilongo	Aloyce Gervas



9:10 - 9:30	Parrallel Discusion		
<b>LEADERSHIP AND PERFORMANCE MANAGEMENT SYSTEMS</b>			
9:30 - 9:40	The influence of Organizational	Dr. Venance Shilingi Dr. Eliza Mwakasangula	Aloyce Gervace

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 1**

Time	Presentation	Responsible	Rapporteur
	Resources on Implementation of Strategic Plans in Tanzanian's Local Government Authorities		
9:40 - 9:50	Performance Appraisal for Employee Result Oriented Management in Uganda: A Case of Kabale Municipality Local Government, Kabale District	Innocenti Muchunguzi	Aloyce Gervas
9:50 - 10:00	The Influence of Information and Communication Technology on The Performance of Local Government Employees in Tanzania.	Anna Majwala Idda Lyatonga Anna Linje	Aloyce Gervas
10:10 - 10:20	The leadership effectiveness of executive directors of local government authorities in Tanzania	George Igulu	Aloyce Gervas

10:20 -	Employee performance appraisal and employees' performance in Uganda: A case of Kabale Municipality, Kabale District	Mucunguzi Innocenti Ocan Johnson Denis Sekiwu	Aloyce Gervas
---------	---	---	---------------

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 1**

Time	Presentation	Responsible	Rapporteur
10:30 - 10:40	The Influence of Leadership on Implementation of Strategic Plans in Tanzania's Local Government Authorities	Dr. Venance Shillingi	Aloyce Gervas
10:40 - 11:00	Parrallel Discusion		
11:00 - 11:30	TEA BREAK		ALL
11:30 - 12:00	University Governance and Management	Vice - Chancellor, University of Dodoma Keynote	Prof. Lugano J. Kusiluka
12:00 - 14:00	Closing Ceremony		
	Introductory Remarks	Conference Chair	Dr. Idda Lyatonga
	Remarks	Co-Chair Kabale University	Prof. Benon Basheka
	Remarks	Co -Chair University of Johannesburg	Prof. Dominique Uwizeyimana
	Inviting the Guest of Honor	Vice - Chancelor Mzumbe University	Prof. William Mwegoha

	Closing the Conference	Guest of Honour – Minister of State, President's Office (Public Service Management and Good Governance)	Hon. George Boniface Simbachawene (MP)
	Vote of Thanks	DVC - ARC Mzumbe University	Dr. Eliza Mwakasangula
14:00 - 15:00	LUNCH		ALL

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
DAY ONE (11/05/2023)			

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
8:00 - 8:45	Registration	Secretariat	ALL
8:45 - 9:00	Introductory Remarks	Conference Chair	Dr. Idda Lyatonga
9:00 - 9:10	Remarks	Co-Chair Kabale University	Prof. Benon Basheka
9:10 - 9:20	Remarks	Co -Chair University of Johannesburg	Prof. Dominique Uwizeyimana
9:20 - 9:40	Opening	Deputy Vice Chancellor - Academic, Research and Consultancy	Dr. Eliza Mwakasangula

9:40 - 10:00	University Governance and Management	Keynote	Prof. Josephat Itika,
10:00 - 10:10	Announcements	Secretariate	
10:10 - 11:00	TEA BREAK		ALL
INDUSTRIALIZATION			
11:00 - 11:10	Cross-border trade and economic growth in post-covid Africa	Kafui Tsekpo Keneuoe Maphosa	Dr. Venace Shilingi
11:10 - 11:20	Arts Entrepreneurship the alternative pathway to cultural revitalisation and Community Economic Empowerment	Joseph George Mupondi Dr. Dairai Darlington Dziwa	Dr. Venace Shilingi
11:20 - 11:30	Ethical Dilemmas in the Allocation of Low- Cost Houses: A South African Case Study	N. E. Mathebula	Dr. Venace Shilingi
11:30 - 11:40	The state of water Infrastructure development in Zimbabwe	Hudson Mutandwa Shikha VyasDoorgapersad – Virtually	Dr. Venace Shilingi
11:40 - 12:00	Parrallel Discusion		Dr. Venace Shilingi
12:00 - 12:10	Investigating the impact of protected areas to the	Kalulu Ronald	Dr. Venace Shilingi

	development of host communities in Rwanda A Case Study of Gishwati-Mukura National Park.		
--	--	--	--

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
12:10 - 12:20	Financial Deepening and Inclusion Nexus in Uganda: Reflections on Promotion of Digital Payments Among Smallholder Tea Farmers in Kanungu District	Christopher Turyatemba Benson Turyasingura	Dr. Venace Shilingi
12:20 - 12:30	Developing and Sustaining Industrial Economy of Emerging Markets: Examining The Role of Leadership	Cliford Ringo	Dr. Venace Shilingi
12:30 - 12:40	Corporate Financing and Risk Management in the Banking Sector in East Africa: Lessons from COVID-19 and Post COVID-19.	Alex Semusu	Dr. Venace Shilingi
12:40 - 13:00	Parrallel Discusion		
13:00 - 14:00	LUNCH		ALL
14:00 - 14:10	Financial Deepening and Inclusion Nexus in Uganda: Reflections on Promotion of Digital Payments among Smallholder Tea Farmers in Kanungu District, Uganda	Turyatemba Christopher Benson Turyasingura	Dr. Venace Shilingi

14:10 - 14:20	The effect of product innovation on the performance of women entrepreneurs in small scale food processing.	Rofina Mrosso Elizabeth Genda Nicolaus Tutuba	Dr. Venance Shilingi
14:20 - 14:30	Obligation to Protect and Preserve Marine Environment from Land Based Sources of Pollution: A Case of Tanzania	Martin Patrice Massawe	Dr. Venance Shilingi
14:30 - 14:40	A Legal Analysis of Gender Responsive Climate Financing as a Strategy to Climate Change Mitigation and Adaptation	Charlotte Kabaseke	Dr. Venance Shilingi
14:40 - 14:50	Public Procurement as an Enabler of Budgeting in Low- and Middle-Income Countries: A Trend Analysis of Uganda's Contract Awards across select service sectors for the FY 2019/2022	Namara Ruth Michael Cengkuru – <b>Virtually</b>	Dr. Venance Shilingi

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
14:50 - 15:00	Public Procurement reforms: Governance of Force Account Procurement Method in Construction of Buildings in Tanzania; The Case of Selected Local Government Authorities in Dodoma Region	Evaristo Mtilega Dr. Paul Maganga Nsimbila	Dr. Venance Shilingi
15:00 - 15:30	Parallel Discussion		
15:00 - 16:00	EVENING TEA		ALL
<b>DAY TWO (12/05/2023)</b>			
8:00 - 9:00	Registration	Secretariate	ALL

9:00 - 9:30	Local Governance and Decentralization	Dr. Ntuli A. Kapologwe Mr. Chacha Nyatega	Keynote
<b>GENDER</b>			
9:30 - 9:40	Women Participation in Political Governance in Tanzania: The Case of Women Participation in the 2020 Elections	Frank Mchomvu	Dr. Idda Lyatonga
9:40 - 9:50	Mainstreaming gender in eradicating gender-based violence	Rehema Mwemkala	Dr. Idda Lyatonga
9:50 - 10:00	Towards Female Academics Career Development: Testimonies from Senior Female Academics	Elias Adolf Tarimo Idda Lyatonga Swai	Dr. Idda Lyatonga
10:00 - 10:10	How the Lesotho government is combating gender-based violence: an analysis of the Lesotho gender policy versus the situation on the ground	Josphine Hapazari Mamefane Letoane	Dr. Idda Lyatonga
10:10 - 10:30	Parallel Discussion		
10:30 - 11:00	TEA BREAK		ALL
11:00 - 10:30	Economic Governance	Prof. Joseph Kuzilwa Dr. Mursali Milanzi	Keynote
11:30 - 11:40	Inclusion of Independent Candidates in the Electoral System in Tanzania: A Monster to Men and Women Contenders?	Denis Kamugisha Idda Lyatonga	Dr. Idda Lyatonga
11:40 - 11:50	Gender gap in administrative leadership positions within Tanzania.	Zuena Kilugwe	Dr. Idda Lyatonga

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

ROOM 2

Time	Presentation	Responsible	Rapporteur
	Are Women Reluctant to Take Positions?		
11:50 - 12:00	Women Political Empowerment via Digital Technologies. Opportunities and Challenges: A Case of Morogoro Municipality	Saida Fundi Anna Linje	Dr. Idda Lyatonga
12:00 - 12:10	Improving Livelihoods of Rural Women Through Development Funds: Evidence from Babati District Council-Tanzania	Elizabeth Lulu Genda	Dr. Idda Lyatonga
12:10 - 12:20	Causes, Implications, and Responses to Gender Based Violence During The COVID-19 Pandemic in South Africa	Victor H Mlambo	Dr. Idda Lyatonga
12:20 - 12:30	Decentralization and Job Satisfaction in Local Government: Some Empirical Evidence from Dodoma City Council, Tanzania	Gustav Kunkuta	Dr. Idda Lyatonga
12:30 - 12:40	Blockchain Technology in Lands Registration - A Systematic Literature Review	Hossana Twinomurinzi	Dr. Idda Lyatonga
12:40 - 12:50	Blockchain Technology for Secured e-Governance – An Information Security Risks Perspective	Dr Maria Lauda Joel Goyayi	Dr. Idda Lyatonga
12:50 - 13:20	Parallel Discussion		
13:00 - 14:00	LUNCH		ALL



E-LEARNING TECHNOLOGIES			
14:00 - 14:10	The effect of planned change on the implementation of e-learning technologies in the selected Tanzanian universities.	Elizabeth Landa	Dr. Godfrey Kacholi
14:10 - 14:20	Knowledge and Skills sharing among health care providers through Project ECHO to Improve HIV services in Tanzania	Damas L. Makundi, Mackfallen G. Anasel, Jacob Lusekelo, Godfrey Kacholi, Emmanuel Mtete & Henry A. Mollel	Dr. Godfrey Kacholi

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
14:20 - 14:30	Improving access to HIV testing services through non-laboratory testers using Project ECHO in Tanzania	Victor Muchunguzi, Henry A. Mollel, Jacob Lusekelo, Godfrey Kacholi, Emmanuel Mtete, Magreth Antony, & Mackfallen G. Anasel	Dr. Godfrey Kacholi
14:30 - 14:40	Contribution of Electronic Laboratory Information Management System on HIV Viral Load Sample Tracking and Results Management	Navonaiwa Nico Henry Mollel Winnie Ndiege	Dr. Godfrey Kacholi
14:40 - 14:50	Challenges faced by students during online learning amidst Covid-19 lockdowns in Rwanda, Kigali city in selected secondary schools of Gasabo district	Muneza Patrick, Manirakiza Jean Baptiste – <i>Virtually</i>	Dr. Godfrey Kacholi

14:50 - 15:00	Factors determine the adoption of online teaching in Tanzania's Universities During COVID-19 Pandemic	Mackfallen G. Anasel & Idda Lyatonga Swai	Dr. Godfrey Kacholi
15:00 - 15:30	Parallel Discussion		
15:30 - 15:40	Post-COVID-19 era and the challenges of online learning in Nigerian public higher institutions: A case of Obafemi Awolowo University, Nigeria	Mary Kehinde Salawu	Dr. Godfrey Kacholi
15:40 - 15:50	An analysis of Regulation 363 of the National Health Act (61 of 2003) regarding the management of human remains from the perspective of emerging funeral directors	Bulelwa Maphela	Dr. Godfrey Kacholi
15:50 - 16:00	The Role of Machine Learning in Promoting Good Health and Well-being for a Sustainable Human Security	Eric B Niyitunga	Dr. Godfrey Kacholi
16:00 - 16:10	The Role of Distance Learning in South African Higher Education	Sbonelo Gift Ndlovu Nduduzo C Ndebele Victor H Mlambo	Dr. Godfrey Kacholi

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
	Institutions During COVID-19 Period: Challenges and Perspectives		

16:10 - 16:20	Analysis of COVID-19 Effect on Tourism and Hospitality Establishments in Rwanda Case Study: Selected Tourism And Hospitality Entities in Rubavu District	Ronald Kalulu Ingabire Stella Twagirayezu Jean Pierre	Dr. Godfrey Kacholi
16:20 - 17:00	Parrallel Discusion		
17:00 - 17:30	EVENING TEA		ALL
DAY THREE (13/05/2023)			
8:00 - 8:30	Registration	Secretariate	ALL
8:30 - 8:40	The genesis of public policy, programme and project monitoring and evaluation (M&E) practices	Dominique E. Uwizeyimana	Kelvin Mwita
8:40 - 8:50	Developing a model for establishing a good monitoring and evaluation system	Jedras Mpirirwe Benon Basheka	Kelvin Mwita
8:50 - 9:00	Monitoring practices: barriers, facilitators and the effect of monitoring on the quality of intermittent preventive treatment for malaria in pregnancy programme in public and private health facilities. A preliminary review	Jedras Mpirirwe Benon Basheka	Kelvin Mwita
9:00 - 9:10	Competence - Based Training and Employability of Graduates in Tanzania: A case of Vocational Training Students and Graduates in Morogoro Municipality	Wilfred L Uronu Monika Mtundu	Kelvin Mwita
9:10 - 9:30	Parrallel Discusion		
STUDENT GOVERNANCE AND YOUTH ENTERPRISES MANAGEMENT			

9:30 -	Assessment of Youth Empowerment	Bethsheba	Prof. Betty
9:40	Fund on Unemployment in Ruangwa District	Sakinoy	Mubangizi

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
9:40 - 9:50	The Domino Effect of Arua Incubation Centre in promoting Growth of rural youth entrepreneurs in West Nile region in Uganda	Anthony Agaba Wilson Bamwerinde	Prof. Betty Mubangizi
9:50 - 10:00	Towards Harnessing Job Creation and Self Employment Opportunities for The Youth in Developing Countries	Ndikumana D. Emmanuel	Prof. Betty Mubangizi
10:00 - 10:10	The Impact of Social Environment on Youth Leadership Development	Aria S. R. Zong Jingping Xu	Prof. Betty Mubangizi
10:10 - 10:20	Psychological Qualities in Youth Leadership Development A Literature Review	Aria S. R. Zong Jane Xu	Prof. Betty Mubangizi
10:20 - 10:30	Career choice among university students: experiences from students in selected universities in Morogoro Municipality, Tanzania	Mariam Shafi Orest Sebastian Masue	Prof. Betty Mubangizi
10:30 - 11:00	Parallel Discussion		
11:00 - 11:30	TEA BREAK		ALL
11:30 - 12:00	University Governance and Management	Vice - Chancellor, University of Dodoma Keynote	Prof. Lugano J. Kusiluka
12:00 -	Closing Ceremony		

14:00			
	Introductory Remarks	Conference Chair	Dr. Idda
	Remarks	Co-Chair Kabale University	Prof. Basheka
	Remarks	Co -Chair University of Johannesburg	Prof. Dominique
	Inviting the Guest of Honor	Vice - Chancellor Mzumbe University	Prof. William Mwegoha
	Closing the Conference	Guest of Honour – Guest of Honour – Minister of State, President's Office	Hon. George Boniface Simbachawene (MP)

The 1st International Conference on Governance, Leadership and Social Economic Transformation – Conference Program

**ROOM 2**

Time	Presentation	Responsible	Rapporteur
		(Public Service Management and Good Governance)	
	Vote of Thanks	DVC - ARC Mzumbe University	Dr. Eliza Mwakasangula
14:00 - 15:00	LUNCH		ALL

## Governance for Socio-Economic Development in Africa: The Strategic Role of the AUDA/ NEPAD Development Agency

\*Michael Addaney<sup>1</sup>, Chantelle Gloria Moyo<sup>2</sup>, & Vain

Jarbandhan<sup>3</sup>

<sup>1</sup>Department of Land Management, University of Energy and Natural Resources, Ghana

<sup>2</sup>Cities Law and Environmental Sustainability, Northwest University, South Africa

<sup>3</sup>Centre for Public Management and Governance, University of Johannesburg, South Africa

\*Corresponding author: [michael.addaney@uenr.edu.gh](mailto:michael.addaney@uenr.edu.gh)

### Abstract

The African Union Development Agency-New Partnership for Africa's Development (AUDA-NEPAD) is a vision and strategic framework for the development of Africa. This strategic framework document was adopted by the African Union to develop an agenda for the socioeconomic development of the continent. Initially, NEPAD was formally adopted in July 2001. Mindful of the historical colonial roots of African underdevelopment, the NEPAD advocates for an African future molded by African hands by providing that 'the hopes of Africa's peoples for a better life can no longer rest on the magnanimity of others. The document candidly recognizes past attempts which sought 'to set out continent-wide development programmes and that they failed 'in part because of questionable leadership and ownership by Africans themselves'. In 2018, the NEPAD was redesigned into the AUDA-NEPAD with an expanded mandate specifically designed to address current development challenges that Africa currently contends with. Against this backdrop, issues relating to the escalating levels of poverty and underdevelopment in Africa as well as the marginalisation of the continent and the attainment of SDGs and the AU Agenda 2063 demands a new radical intervention led by African leaders to develop a continent that everyone can be proud of. This paper therefore examines the role of AUDANEPAD in strengthening socioeconomic policies and delivery mechanisms in Africa. Using critical content and documentary analysis, the paper traces the development of the NEPAD as a pan-regional institution's contribution to the

governance of socioeconomic development in Africa. It argues that the evolution of the NEPAD into the AUDA-NEPAD Development Agency is a necessary step for the deepening and consolidation of socioeconomic governance underscoring the relevance and potential role of its expanded mandate. The article, however, concludes that a number of areas need closer examination and, in some cases, rethinking as the new advances in African development raise some practical questions.

**Keywords:** AUDA/NEPAD, African Peer Review Mechanism, Governance, Inclusive Development, Socio- economic development.

## The African Corruption Enigma: Dissecting Chapter Fourteen (14) of the National Development Plan (NDP) Vision 2030. Will South Africa have weathered the Storm?

\*Daniel Nkosinathi Mlambo<sup>1</sup>, Patricia Sibongile Simbine<sup>2</sup> and Thamsanqa Buys<sup>2</sup>

<sup>1</sup>Faculty of Humanities, Tshwane University of Technology

<sup>2</sup>Department of Public Management, Tshwane University of Technology

\*Corresponding author: [MIamboDN@tut.ac.za](mailto:MIamboDN@tut.ac.za)

### Abstract

Post the colonial era, and ever since most African states gained their freedom from erstwhile European colonial masters, the issue of corruption has continued to rock policy debates over the last sixty (60) decades, both continentally and abroad. Corruption has been a persistent phenomenon in most African states and has led to citizen distrust in government, diverted resources meant for the public, and leads to service delivery protests. Narrowing this to a South African perspective, the re-entry of South Africa into the continental and global political landscape in 1994 after the demise of apartheid was one of the most celebrated transitions in modern-day African politics. However, over the last twenty-nine (29) years of democratic freedom, South African public sector corruption has taken center stage and affected service delivery in a country facing mounting poverty, inequality, and unemployment statistics. Apart from numerous policy documents and legislations to curb this problem, the most recent policy document, the National Development Plan (NDP) Vision 2030, drafted by the National Planning Commission and released in 2012, focuses on various themes of stimulating economic growth. Chapter Fourteen (14) precisely delves into promoting accountability and fighting corruption. By employing a qualitative research methodology, this chapter dwells on the South African corruption perplexity and whether South Africa will achieve its mandate of limiting corruption as stipulated in the NDP considering the remaining seven (7) year period.

This paper finds that corruption is a complex phenomenon in developing states and South Africa. This is despite many corruption agencies available. Thus, anti-corruption agencies need to possess a combination of competency, courage, trustworthiness, and commitment. Similarly, South Africa will struggle to realize its NDP goals because of much and continued corruption. To robustly fight corruption,



every citizen has an active role, including law enforcement agencies, who are liable to do their work without fear and favour. As for judges, there is no doubt that they have an essential role to play in ensuring the effectiveness of anti-corruption laws and institutions. To limit corruption, individuals must also understand what drives corruption in the first place and eventually come up with the best practices to address it by drawing insights from other countries. These should draw a nuanced experience regarding government, and Civil Society Organizations (CSO) should further tackle corruption-driven practices.

**Keywords:** Africa, South Africa, Corruption, National Development Plan.

## Elected and Appointed Officials' Attitudes and their Interaction in Development Projects Implementation in Local Governments. A Case of Morogoro District Council

Kelvin M. Njunwa

Institute of Accountancy Arusha (IAA)-Department of Business Management  
[njunwajr@gmail.com](mailto:njunwajr@gmail.com)

### Abstract

Bureaucrats-politicians' interactions have been an important concept in the New Public Management (NPM) in developing countries. The concept focuses on the relationships between bureaucrats and politicians (Elected Officials) in performing government functions. This paper examines the level of interaction between two officials and their attitude towards the interaction between them in the implementation of development projects. The paper adopted a case study research design and carried out at Morogoro District Council. A total of 32 bureaucrats and 32 politicians' officials were randomly selected for the study. The data were collected using a questionnaire, a FGD guide and a key informant interview (KII) guide. The findings indicated that the level of interaction between bureaucrats and politicians in the implementation of the projects is not satisfactory. The factors negatively affect their relations include distrust, conflict of interests, partisan politics, financial mismanagement, role ambiguities and low level of education on the side of politicians. It is concluded that there is negligence of local governments in monitoring their relationships in the implementation of development projects. Based on the conclusions, it is recommended that, in increasing interaction between bureaucrats-politicians officials, the Local Government Authorities in Morogoro District should facilitate regular training and awareness campaigns on the importance of their relations and positive attitudes towards each other. It is also recommended that bureaucrats should practice the principle of neutrality in their implementation of development projects. Political neutrality will minimize politicization of public services and reduce conflicts between the two parties. The study recommends that both parties should create and maintain a positive attitude towards each other, and increase their levels of trust and transparency on financial matters.

**Keywords:** Political-Administrative Interactions, Public Development Projects, Local Governments, Appointed Officials, Elected Officials

## Potential Challenges and Solutions of Improved Opportunities and Obstacles to Development in Tanzania Local Government Authorities

Dr. Idda Lyatonga Swai & Faraja Cosmas Uhahula

*Mzumbe University, Morogoro, Tanzania*

Email: [farajacosmas6@gmail.com](mailto:farajacosmas6@gmail.com)

### **Abstract**

The improved Opportunities and Obstacles to Development (O & OD) approach in Tanzania aimed to empower citizens in the local government authorities to develop and implement their plans without interference from the central government. The improved O&OD was designed to replace the conventional O&OD developed in 2001. The study aimed to examine the potential challenges of the improved O&OD and propose mitigation options to ensure the approach will lead to the predefined goals. A secondary source of data collection was employed in this study, where relevant documents were reviewed. The potential challenges of the improved O&OD include insufficient information sharing, central domination of local revenues, the influence of central government priorities, the unproductive relationship between bureaucrats and the communities and the limited capacity of facilitators. The study concludes that the participation of citizens in the planning and implementation of their priorities is low despite the opportunity provided by the government through the improved O&OD approach. The study recommended improving capacity building and dissemination of information to ensure the citizens have the right information regarding the community initiatives opportunity and its benefits to the community as a whole. In addition, the community should be encouraged to initiate their priorities and be guided by the experts to implement them.

**Keywords:** Opportunities, Obstacles, Local government authorities, Community Initiatives, Empowerment, Planning and Implementation

## Participation of Community Governance Structures in the Strategic Purchasing at the Local level

Anosise M. Kesale Mzumbe University [akesale@mzumbe.ac.tz](mailto:akesale@mzumbe.ac.tz)

### Abstract

Fiscal decentralization reform in LMICs is claimed to be crucial for speeding progress toward Universal Health Coverage (UHC). Health financing reform is critical to make the UHC a reality. Strategic purchasing is an important component in health funding for increasing the quality of health care delivery and health system performance at the Primary Health Care. Community participation in the strategic purchasing at their facilities through established local governance structures plays a significant in holding service providers more accountable for implementing strategic purchasing that places the community at the heart of service delivery, enhancing responsiveness, equity, and financial protection for the population. This study was conducted to assess the extent to which community governance structures participate in strategic purchasing in their health facilities under the Direct Health Facility Financing (DHFF) in Tanzania. A cross-sectional design was employed to gather both qualitative and quantitative data. The research was conducted in four selected regions based on their performance in the star rating assessment in 2018. Data was collected through interviews, focus groups, and structured questionnaire. Descriptive and multiple logistic regression were used to analyse quantitative data, while thematic analysis was used to analyze qualitative data. The findings of the study imply that governance structures have high participation in strategic purchasing in the health facilities under DHFF context in Tanzania. specifically, the governance structures have found to have high participation in approving goods and services demanded to be procured and participating in receiving and inspecting goods and service procured. Comparatively, governance structures have registered low participation in assessing and selecting bidders as well as discussing and awarding tenders to bidders. DHFF has empowered governance structures to participate in strategic purchasing, allowing citizens to choose who provides services and influence accountability.

**Keywords:** Community governance structures, Strategic purchasing, Local Government

## Coping Strategies for Health Care Financing in Dar es Salaam, Tanzania: A Qualitative Study with Informal Sector Workers

\*Bertha Mwinuka<sup>1</sup>, Jackline. M. Nyaberi<sup>2</sup> and Elizabeth Echoka<sup>3</sup>

<sup>1</sup>School of Public Administration and Management, Mzumbe University, Morogoro, Tanzania.

<sup>2</sup>School of Public Health, Jomo Kenyatta University of Agriculture and Technology (JKUAT), Juja, Kenya.

<sup>3</sup>Kenya Medical Research Institute, Nairobi, Kenya.

\*Corresponding author: [bertham5@mzumbe.ac.tz](mailto:bertham5@mzumbe.ac.tz)

### Abstract

Achieving the Sustainable Development Goal (SDGs) remains to be a global challenge. Better protection of the poor against health risks is vital because health shocks pose a significant risk to household. Health insurance has been introduced to reduce excess expenditures on health but the uptake is low especially among informal sector workers who are the majority in the world. The existing challenge of integrating the informal sector workers into formal mechanisms to protect their households against health expenditure has made some informal sector workers fail to access the needed health services. Inaccessibility of health services has increased morbidity and mortality. In the absence of formal mechanisms to finance health care services some households adopt some mechanisms to manage the medical costs. Therefore, this study aims to explore the coping strategies used by the informal sector workers to finance the medical costs so as to know appropriate means and policies that will provide improved social protection on health care and achieve universal health coverage (UHC). An explanatory qualitative study was conducted in Dar es Salaam region which is located in the costal part of the country. A total of 10 interviews and seven 7 Focus Group Discussions (FGDs) to informal sector workers were conducted. The respondents were purposely selected and content analysis was used to analyze data. The study was approved by Tanzania's National Health Research Ethics Review Committee (NHRERC) with reference number (NIMR/HQ/R.8a/Vol.IX/3375). The coping strategies for health care financing are selling assets, self-medication, prayers borrowing from friends, relatives and micro finances, waiver and exemption and support from friends and relatives. Presence of

coping strategies for health care financing contributes to low uptake of health insurance and hence increased catastrophic health expenditure. Formal prepayment schemes could benefit many informal sector workers and reduce impoverishment caused by catastrophic health expenditure.

**Keywords:** Health insurance, coping strategy, informal sector workers, Tanzania

## **Administrative decentralization, Representative Bureaucracy and Service delivery: The Study of Planning, Budgeting and Service Delivery in West A. Municipality Council in Zanzibar**

Khamis Othman and Wilfred Lameck\*

Mzumbe University, Tanzania

\*Corresponding author: [wameck@mzumbe.ac.tz](mailto:wameck@mzumbe.ac.tz)

### **Abstract**

The study of administrative decentralization and representative bureaucracy has become a major theme especially in local government studies. This is because the bureaucrats who are employed in local government need some administrative autonomy to be able to delivery services that reflect the preferences of the local population. On the contrary, many countries have decentralized their governance and service delivery to local government without granting adequate administrative autonomy to delivery such services to local population. The objective of this article was therefore to explore the degree of administrative autonomy of local government in Tanzania and to explore the extent to which the degree of administrative autonomy facilitates or constrain the delivery of services in local government. In doing this, the article used a case study design of West A. Municipal Council in Zanzibar with a sample of 75 respondents selected purposively from the Municipality. The data were collected through documentary reviews, interviews and focus group discussion and analyzed through contents analysis for documentary reviews and thematic analysis for interviews and focus group discussion. The findings show that administrative decentralization is not effective and that the practice of decentralization remains ideal. Although the planning and budgeting starts at the bottom as recommended by opportunities and obstacles guideline for planning, the reverse is the case, the central government ministry decide and instruct on what should be the content of the plan at Shehia level – the lowest administrative level in local government. The move towards centralization is also compounded by the new administration which promotes centralization in the planning, budgeting and provision of social services. Based on the finding, the study recommends the need for local government authorities to get

more administrative autonomy and that the ministry should reduce interference to local government authorities especially in fiscal and human resources control.

**Keywords:** Administrative Autonomy, Administrative decentralization, Service delivery, Local government, Zanzibar



## Emerging sustainability and co-creation perspectives in public sector governance: The case of Zimbabwe

Prince Njanji

Department of Governance and Public Management, University of Zimbabwe, Zimbabwe, [princenjanji@gmail.com](mailto:princenjanji@gmail.com)

Gideon Zhou

Department of Governance and Public Management, University of Zimbabwe, Zimbabwe, [gideonzhou62@gmail.com](mailto:gideonzhou62@gmail.com)

### Abstract

Globally, sustainability and co-creation perspectives are emerging as success factors for effective public sector service delivery. Sustainability perspectives exhort public institutions to embrace governance practices that are fair to both present and future generations, while co-creation perspectives reinforce this by calling for government collaboration with citizens to enable joint design and production of goods and services. Utilizing New Public Governance and Public Value theoretical and conceptual frameworks, the study undertook systematic reviews of relevant experiences in selected countries include Japan, South Africa, Uganda and the United Kingdom in a bid to create a basis for interpreting the dynamics affecting the uptake of public sector sustainability and co-creation reforms in Zimbabwe, using the mining and energy sectors as case studies. Study findings indicate that although sustainability and co-creation concepts and practices are taking root across public sectors in Zimbabwe, more concerted efforts are needed to escalate their uptake at both macro and micro levels. Particularly critical is the need for a policy framework that sets the right tone for the uptake of sustainability and co-creation. Open government, collaborative governance, decentralization, and generative governance need to be emphasized across public sectors to allow the establishment of a robust framework for co-creation and sustainable development in the areas of health, education and training, agriculture, tourism, manufacturing, trade and housing and social protection.

**Keywords:** public sector governance, sustainability, co-creation, collaborative governance, public value

## Ghost Workers on the Payroll in Tanzania: Counting the Cost

Oscar WhynijousTefurukwa

School of Public Administration and Management (SOPAM), Mzumbe University

[oscar.tefurukwa@mu.ac.tz](mailto:oscar.tefurukwa@mu.ac.tz) OR [oscartefurukwa@gmail.com](mailto:oscartefurukwa@gmail.com)

### Abstract

Tanzania like other countries around the world is working hard to improve the civil service sector. Public service reforms in Tanzania aimed at improving civil service, in particular, removing ghost workers on the payroll. Despite the tireless strategies of physical verification day and human capital management of information systems, ghost workers on the payroll in Tanzania are a perennial phenomenon. The consequences of ghost workers are enormous. However, previous studies did not adequately address the problem at hand. Therefore, the article examined the cost of ghost workers on the payroll in Tanzania. Based on the thematic literature review, the article gives insightful costs Tanzania incurs due to the presence of ghost workers on the payroll. The article transcends beyond monetary terms to the far-reaching socio-economic impacts of ghost workers in Tanzania. Without decisive government interventions, the impacts of ghost workers on the payroll will continue to deter socioeconomic development of Tanzania.

**Keywords:** Cost of ghost workers, Payroll fraud management, Tanzania

## Bad Governance in Revenue Generating Institutions: The bane of Nigeria's Development.

Olariyike Damola Akintoye, Ph. D

Faculty of Law, Kwara State University, Malete, Nigeria [riyikeakintoye@yahoo.com](mailto:riyikeakintoye@yahoo.com)

### Abstract

Nigeria got her independence from the British colonial masters on 1<sup>st</sup> October, 1960, that is, about 62 years ago. Even though the country prides itself as the giant of Africa, it is still struggling to find its feet economically because of the level of corruption especially in the public sector. Many Asian countries started their journey as independent states almost at the same time, but have left their African counterparts far behind when it comes to development. This Paper conceptualized the following: Bad governance, revenue generating institutions in Nigeria, effect of bad governance on revenue generating institutions and economic development in Nigeria. While most scholars focus on good governance, this study's focus is on, bad governance and the institutional failure in Nigeria. The study attempts to take a closer look at five out of the many revenues generating institutions in Nigeria, namely, the Nigeria National Petroleum Corporation, the Nigerian Customs Service, The Joint Admission and Matriculation Board, The Nigerian Ports Authority and the Nigerian Railway Corporation. In carrying out this work, recourse was made to primary and secondary sources of gathering information. Basically, the study is qualitative, utilizing mostly secondary data such as text books, journals, newspapers and interviews. It was discovered that wasteful expenditure and gross mismanagement of revenue by government officials and institutional corruption, which has become endemic, is the bane of development in Nigeria. For instance, as an oil producing country, Nigerian Government sometimes borrow funds to import Premium Motor Spirit popularly called petrol, as the country continues to incur rising fuel subsidy bills. The study also found out that, there is a direct link between good governance and economic development and bad governance and underdevelopment. The paper discovered; that there is lack of transparency in financial dealings, with monies meant for provision of infrastructural facilities ending up in private pockets; that these ill-gotten wealth by public officials most of the time cannot be accounted for or traced

because of physical cash handling which permits a lot of underhand transactions which often go unnoticed by anti-graft and regulatory agencies and that although Nigeria has good and enviable policies on paper, there is no political will to implement them or to punish corrupt officials. The study concludes that corruption remains the biggest challenge facing the country and has continued to retard its growth trajectory and that there is the need for improvement in the socioeconomic life of the people. The study therefore comes up with the following recommendations; that there should be education of the citizens on the danger that corruption portends for the people and the future generation, that government officials who are involved in corrupt practices should be prosecuted and punished and, that the clues and lessons to be adopted or emulated from the East Asian countries experiences should be done selectively and with modification to suit our country's peculiarities, instead of swallowing their policies hook, line and sinker.

**Keywords:** Bad governance, Good Governance, Revenue Generating Agencies, Corruption bane of Nigeria's Development

## Long-term Alternative Strategies for Implementation in Water Stressed Informal Settlements: A Case Study of Skiti in Mnquma Local Municipality

\*Maramura, T.C.<sup>1</sup>, Mena, A<sup>2</sup> & Mahlala, S<sup>3</sup>.

<sup>1</sup>University of the FreeState <sup>2</sup>University of FortHare <sup>3</sup>North-West University

\*Corresponding author: [tmaramura@gmail.com](mailto:tmaramura@gmail.com)

### Abstract

This study seeks to improve water service provision in informal settlements and ensure universal access to water by implementing sustainable strategies. South Africa has proposed several policies to alleviate water scarcity in informal settlements to ensure that individuals receive potable water. However, water provision challenges are underpinning the Amathole District Municipality, and water provision in Mnquma Local Municipality has been unsatisfactory, particularly in informal settlements, even before Covid-19. Interviews, and focus groups were employed to collect data and thematic analysis was adopted to analyze the data. The study purposefully selected a sample from Skiti informal settlement in Butterworth, an area that is currently facing water challenges. A sample of fifteen (15) participants were used for this study. Ten are community members and the remaining five are officials from Mnquma Local Municipality. The study provided the findings and recommendations to help Mnquma Local Municipality to improve water service provision in informal settlements.

**Keywords:** Water-Deficiency, Water Governance, Mnquma Local Municipality, Sustainable Strategies

## Human Rights-Based Approach to Development in Tanzania: A Myth or Realizable Prospect?

\*Mrisho Malipula & Norah Hashim Msuya

Mzumbe university \*Corresponding author: [mmmalipula@mzumbe.ac.tz](mailto:mmmalipula@mzumbe.ac.tz)

### Abstract

Human rights are inalienable, and their realization has to be informed by a set legal standard and a legal framework that ensures human rights are universal, egalitarian and transparently enjoyed in the course of realizing development and combating poverty. Human Rights-based approach to development (HRBAD) provides the impetus for including poverty and poverty reduction, power and freedom into the development equation. As a result, it affords the destitute with an international legal basis for free, dynamic and noteworthy involvement in development endeavors. As noble as HRBAD seem to be, they are not convincingly enjoyed in most developing countries. Through a rigorous desk review and Key informant interviews, qualitatively explores the practical aspects towards realization of the merits of HRBAD in Tanzania and the corresponding challenges, if any. This chapter contends that Tanzania has failed to convincingly enjoy the presumed merits of HRBAD due to underperformance of the state's legal machinery, lack of awareness of human rights among development institutions, workers and citizens, as well as a limited and/or incompetent international human rights framework to guarantee the realization of a HRBAD. It is against this backdrop we recommend that the Tanzanian state shall ensure that its legislations conform to the letter and spirit of human rights regimes, enhances the capacity of the judiciary to discharge its adjudication function, as well as raising awareness of human rights among development practitioners and citizens. Furthermore, we argue that ongoing legal system reforms, increased legal studies opportunities, and civil society functioning in Tanzania could provide momentum to realization of HRBAD if they can be coupled by a resolute political will.

**Keyword:** Human Rights based Approach to Development, Development, Human rights, Tanzania

## Global Best Practices on Public-Private Partnerships in the Education Sector and Lessons for Zimbabwe

\*Edson Basera, Gideon Zhou

Department of Governance and Public Management, University of Zimbabwe

\*Corresponding author: [edbasera@gmail.com](mailto:edbasera@gmail.com)

### Abstract

In the wake of strained public finance resources and Official Development Assistance, Public- Private Partnerships (PPPs) are emerging as critical in providing infrastructural development in developing nations such as Zimbabwe. Through desktop research and documentary review, this paper revealed that, globally, the use of the PPPs in the provision of education is on the increase. The PPPs are emerging as viable alternatives for introducing private technology and innovation to improve operational efficiency of state utilities. They also help through facilitating transfer of skills to grassroots stakeholders and further transfer risk from the public sector to the private player. In Zimbabwe's education sector, the PPPs at primary, secondary and tertiary levels are facing challenges due to gaps such as unstable economic environment; control of the fee structure for schools; limited participation and support for the PPPs by the NGOs and international financial institutions; institutional and regulatory frameworks; among others. Literature suggests that an interplay of global best practices, such as, inter alia, ensuring a competitive, transparent, as well as multi-stage process in private partner selection; establishing institutional and regulatory frameworks; strengthening the PPP unit for effective coordination; assigning the roles of the provider and the purchaser of education to different units - strengthen the sustainability of the PPPs being implemented in the education sector.

**Keywords:** Public-Private Partnerships, Global Best Practices, Education Sector, Infrastructure, Zimbabwe.

## Roles and Survival of the Ankole Pottery in Marriage

\*Grace Namara<sup>1</sup> and Philip Kwesinga<sup>2</sup> <sup>1</sup>Kyambogo University, Uganda

<sup>2</sup>Directorate of Graduate studies, Research and Innovations Bishop Stuart University, Uganda

\*Corresponding author: [gracenamara2@gmail.com](mailto:gracenamara2@gmail.com)

### Abstract

The paper investigated factors that affect the roles, continuity and change in the production of the Ankole pottery in Uganda. Just like other forms of pottery, Ankole pottery has many important roles in the preparation, serving and preservation of foods; further to this the pottery have other cultural uses such as in marriage satisfaction and family stability. Some pottery forms continued to play important roles in personal hygiene and attractive scents. However, in spite of the vital roles played by the Ankole pottery, there was fierce competition from imported pottery. According to available literature, Davies (2021) asserts that pottery was created in the Far East, with Chinese and Japanese being the first to use pottery. In Sub-Saharan Africa, available pottery records point to 9 century BC and Europe followed in the 5 Century BC. The paper was guided by the following objectives: i) to identify surviving pottery forms of Ankole ii) to investigate roles played by different pottery forms in Ankole, Uganda and iii) to document the surviving pots in Ankole, Uganda. The article covered two districts of Mbarara and Kiruhura; in order to tap into the varied cultures and to minimize the social cultural biases. The study employed an action research design concept and with the cross-sectional design for data collection. A semi-structured questionnaire was employed also to collect perceptual data from a cross section of respondents, and data content quality was ensured by consultation with the experienced researchers, while the tool reliability was ensured by pre- testing, 138 participants from wide cross sections of these areas of Ankole and Kiruhura regions, 30 potters participated in answering different questions while focus group discussions of 8 members were also conducted to get more knowledge and opinions on both traditional cultural pottery and modern products being imported and used. The findings indicate that traditional pots continued to survive while most pots especially marriage pots have been out competed by imported products.

**Keywords:** Roles, Survival, Ankole Pottery, marriage pots.



## Enhancing the Role of Parliament in the Budget Making Processes

Matjatji Molepo and \*Mohammed, I. Jahed

School of Public Management, Governance and Public Policy, University of Johannesburg, South Africa

\*Corresponding author: [mjahed@uj.ac.za](mailto:mjahed@uj.ac.za)

### Abstract

A budget is a critical financial plan that provide a framework for the effective allocation of resources to different government sectors. The process of budgeting is thus critical to ensure effective public finance management. The literature review revealed that Parliaments across the world play a number of roles to ensure that budgets are effective enough to deliver their obligations. Amongst others, Parliament's exercise oversight roles over the executive's budget, scrutinize budget information and depending on the type of the parliamentary system in place, Parliaments can either approve, amend or draft a budget. This paper, therefore, intend to explore other mechanisms that can be used to enhance the role of Parliament in budget-making processes. The paper focused on budget reforms, gender budgeting and capacity building through establishment of Independent Financial Institutions (IFIs) to enhance parliamentary role on budgeting processes. A descriptive research design is used to explore the role of Parliament in budget making processes and a desktop analysis approach to study was employed. The relevant data was collected from various sources of information such as books, journals and internet information containing information relating to Parliaments and budget making processes as well as budget management. The findings suggest that Parliament plays a critical role in ensuring that the budget is transparent, accountable, and responsive to the needs of all citizens, including women and marginalized groups. The establishment of PBOs has enhanced the technical capacity of parliamentarians in budget analysis and oversight, while gender-responsive budgeting has promoted gender equality and social inclusion. However, there are still challenges that need to be addressed, such as limited resources, political interference, and inadequate public participation. The study recommends strengthening the institutional capacity of Parliament, promoting public participation in the budget process, and ensuring gender-responsive budgeting in all stages of the

budget cycle. Overall, this study provides valuable insights into the importance of parliamentary engagement in budgeting, which can inform policy and practice in other countries facing similar challenges.

**Keywords:** Budget process, public finance, public expenditure

## Conflicts Among Councilors in the Local Government Authorities: A Tale of Msalala District Council

Idda Lyatonga Swai <sup>1</sup>, Faraja Cosmas Uhahula<sup>2</sup> Vicent Evarist Ndesekio<sup>3</sup> Chacha Timasi Nyakega<sup>4</sup> George Igulu <sup>5</sup>

### Abstract

This paper focused on conflicts among councillors in Tanzania's Local Government Authorities, where qualitative approaches were employed in data collection and analysis. The study focused on understanding the causes and effects of conflicts in the Local Government Authorities where Msalala District Council in Shinyanga Region was used as a case study. A sample of 22 participants was interviewed through mobile calls. Various local government documents, including the minutes of meetings and reports, were reviewed. The study found three types of conflicts at Msalala District Council. The conflict between the elected councillors themselves, conflicts between the District Council Chairperson and other councillors and conflicts between elected (Ward) councillors and special seat councillors. It was further found that the conflicts were contributed by the low level of education among councillors, personal interest and selfishness, poor communication, conflicting roles and unequal distribution of resources. The study found that the conflicts among the councillors affected the implementation of projects in the council, reduced the morale of the special seat councillors and increased unnecessary costs to the council. Different mechanisms have been adopted to resolve conflicts, like collective bargaining and cooperativeness, which are emphasized for the growth of local government authorities, and this reduces the rate of biased decisions. This study recommends training for councillors immediately after being elected to provide awareness of their roles and duties in the local government authority.

**Keyword:** Councillors conflicts, causes of conflicts, conflicts in the council and councilors' role

---

1 Senior Lecturer in the department of Local Governance and Management Studies, School of Public Administration and Management, Mzumbe University

2 Tutorial Assistant, the department of Local Governance and Management Studies, School of Public Administration and Management, Mzumbe University

3 Ward Executive Officer I at Kahama Municipal Council, Shinyanga Region.

4 Senior Parliamentary Clerk Assistant in the Office of the National Assembly of Tanzania,

<sup>5</sup> Lecturer in the department of Local Governance and Management Studies, School of Public Administration and Management, Mzumbe University

## Determinants of Continuous Quality Improvement Initiatives Implementation of HIV Rapid Tests in Selected Health Facilities in Dar es Salaam, Tanzania

Suleiman Mkubwa<sup>1</sup> and Godfrey Kacholi <sup>2</sup>

<sup>1</sup> Department of Health Systems Management, School of Public Administration and Management, Mzumbe University, Tanzania

<sup>2</sup> Centre of Excellence in Health Monitoring and Evaluation, Department of Health Systems Management, Mzumbe University, Tanzania

### Abstract

**Background:** Tanzania implements various approaches including Continuous quality improvement (CQI) of HIV rapid tests to ensure high-quality and reliable HIV infection testing as a strategy for scaling up prevention, treatment, care, and support of individuals affected with HIV (NHSWQISP-I - 2013 - 2018). The implementation of Continuous quality improvement (CQI) of HIV rapid testing has been implemented for 13 years without regular assessment of its efficacy in increasing access to quality HIV rapid testing in Tanzania and determinants for the level of efficacy recorded. This evaluation strived to mend the stated gap by assessing the implementation of CQI initiatives towards increased access to quality HIV rapid tests in selected health facilities in Dar es Salaam.

**Methods:** The evaluation was conducted between December 2020 and September 2022 with 246 laboratory and non-laboratory HIV testers conveniently selected health facilities in Dar es Salaam. An online survey data collection method was used to collect data from participants.

### Results:

The majority (75.38%; n=185) of the health facilities in Dar es Salaam were implementing the CQI. The quality of HIV rapid test results was statistically associated with time has been a member in services (P=0.003), and municipal of the facility (P=0.000). Also, the adequacy of budgets (p-value=0.000), adequacy number of human resources (p=0.000) adequacy of equipment and other working materials

(p-value=0.000). Supportive working environments such as a facility that has policies/standard operating procedures (p=0.000), Personal Protective Devices for laboratory testers (p=0.000), encourage teamwork (p=0.000), and assess its performance (p=0.003) were significant to the quality of HIV rapid tests results. However, the analysis showed no association between the quality of HIV rapid test results, gender, and staff designation.

**Conclusion:**

The implementation of CQI of HIV rapid tests was good across the surveyed facilities. The availability of resources (financial and human resources) and supportive working were the potential determinants for the successful implementation of CQI. Continually CQI training programs for laboratory staff and non-laboratory HIV testers in the context of increasing their insight about CQI should be developed and implemented.

**Keywords:** Quality, HIV rapid tests, Continuous Quality Improvement

## Democracy, the Rule of Law and Human Rights – Comparative Lessons Between Uganda and South Africa

John Mubangizi

University of the Free State, South Africa [MubangiziJC@ufs.ac.za](mailto:MubangiziJC@ufs.ac.za)

### Abstract

The importance of democracy, the rule of law and human rights in any country cannot be overemphasized. This is because they create an environment in which the country can promote development, protect its citizens from discrimination and ensure equal access to justice for all. It should be mentioned that the rule of law and the protection of human rights are necessary for any democracy to function. Hence the three are closely linked. The levels of achievement of these ideals, however, vary from country to country and depend on various internal and external factors. This article uses a comparative research methodology in exploring the extent to which Uganda and South Africa have achieved these ideals and the comparative lessons both countries can learn from each other. The paper begins by placing the concepts of democracy, rule of law and human rights into proper context. This is followed by an explanation of the rationale for the comparison between the two countries. A historical context is then given before looking at the current realities in both countries. Comparative lessons are then drawn before concluding that the comparative experiences of Uganda and South Africa demonstrate the importance of maintaining the rule of law, protecting human rights, and ensuring democratic accountability. It is further concluded that the experiences of both countries highlight the challenges and opportunities for promoting democracy, the rule of law, and human rights, and can provide valuable insights for other countries seeking to strengthen these institutions.

**Keywords:** Democracy, Human rights, Rule of law, Uganda, South Africa

## Understanding Pro-poor and Rural-friendly Policy Goals through Digital Stories

Betty Claire Mubangizi

SARChI Chair in Sustainable Rural Livelihoods – University of KwaZulu Natal

[Mubangizib@ukzn.ac.za](mailto:Mubangizib@ukzn.ac.za) [https://orcid.org/ 0000-0003-0774-7193](https://orcid.org/0000-0003-0774-7193)

### Abstract

#### Introduction:

Urban-based assumptions tend to inform rural policy decisions. Noting these weaknesses of uncoordinated rural policy approaches has led to a shift internationally towards re-thinking how development planners can approach rural regions and communities in terms of both policy and governance. Digital storytelling is an effective tool to explore essential topics and engage social issues like the rural-urban divide.

#### Methodology:

In 2021 and 2022, nine digital stories explored South Africa's rural livelihoods by bringing both the personal and the institutional dimensions into a conversation that was relatable, engaging to a general audience, and relevant to policy thinking. This paper reports on the salient features of six of those stories. Results: These stories examine issues pertinent to sustainable rural livelihoods within South Africa's institutional structures and highlight the complex network of actors and resources that rural households rely on. Findings from the stories will advise policymakers and implementers to design effective and reflective rural policies to ensure that such decisions rely on understanding rural people's realities.

Conclusions: Rural communities in South Africa face significant challenges due to the urban-rural divide, climate change, land politics, failures and resource constraints of local institutions. There is a need for rural-friendly policies and programs that consider the realities of rural livelihoods and the complex network of actors and resources that rural households rely on.

**Recommendations:**

This article highlights a methodological tool and proposes a framework for rural-proofing public policy and strategic plans for rural governance. There is a need for rural-proof policies and programs to consider the realities of rural livelihoods and the complex network of actors and resources that rural households rely on.

**Keywords:** digital stories; livelihoods, rural-proofing, public policy



## A bibliometric analysis on the effects of Digital Media among Children in the time of COVID-19 Pandemic

Placidi Ndibalema

The University of Dodoma, Tanzania [ndibaplac@yahoo.com](mailto:ndibaplac@yahoo.com)

### **Abstract**

#### **Introduction:**

Although technology was considered as the fundamental tool in enhancing learning during COVID-19, there have been several concerns on excessive use of digital media among children which in turn impacted their wellbeing. Digital wellbeing of children remained in a paradox during COVID19 as schools migrated to online distance learning with inadequate preparations. A lack of adequate evidence on the impact of excessive use of digital media during COVID-19 among children prompted the need of the bibliometric analysis. The study aimed to examine the effects of digital media among children through a bibliometric analysis.

#### **Methodology:**

A total 1738 empirical articles published between 2020 and 2022 from the Dimensions scientific database were analyzed using the VOS viewer1.6.16 software. The analysis aimed at establishing visualization networks on most influential authors, countries and universities. Further analysis was made to establish publications with higher citations, authors collaborations. The occurrence of keywords was also analyzed to identify the effects of digital media among children during COVID-19.

#### **Results:**

The results indicate an increased burnout, bullying and frustrations among children as a result of excessive use of digital media and screen time. Children lacked parental control since parents had inadequate digital skills to control children's online learning at home. Further results indicated that developed countries had high rates of research publications and strong collaboration patterns in digital media. Likewise, USA, Indonesia, Spain, Canada and China were the most productive countries on the publications regarding the effects of digital media among children while there was a

very limited empirical articles from developing countries. Adedoyin, Mishara, Kuhfeld and Konig were the most influential authors on the topic.

**Conclusion and recommendations:**

Although technology was used to enhance learning during the pandemic, it was necessary to highlight the need for digital safety guidelines to ensure children's mental, psychological and physical health are maintained. This would minimize the negative implications of excessive use of digital media. Digital literacy among educators and parents would certainly minimize risks of children spending excess time on screen. Having digital inclusion guidelines would also increase awareness among educational stakeholders on effective ways of protecting children on digital risks and improve their wellbeing.

**Keywords:** Digital inclusion, Digital culture, Digital divide, Covid-19 Pandemic

## Determinants of Self-referral from Primary to Secondary Level Health Facilities among outpatients in Tanzania: A cross-sectional Study at Katavi Region in Tanzania

\*Godfrey Kacholi & Manyizi Malalel Mzumbe University, Tanzania

\*Corresponding author: [gkacholi@mzumbe.ac.tz](mailto:gkacholi@mzumbe.ac.tz)

### Abstract

#### Background:

Self-referrals have been one of the sources of underutilization of primary-level health facilities which results in overutilization and overburden of secondary-level health facilities. A significant number of patients receiving services at the outpatient departments in the secondary- level health facilities could have been served at the primary health facilities in Tanzania. Although the practices of self-referral exist in Tanzania, there is little evidence of the key determinants.

#### Methods:

A cross-sectional study was conducted among outpatients at Katavi regional referral hospital in Tanzania. A systematic sampling method was used to enroll study participants. An interviewer-administered questionnaire was used to collect data. STATA version 15 was used to analyze data descriptively while the chi-square test was performed to establish the association between dependent and independent variables at a p-value of less than 0.05.

#### Results:

Majority (65.7%; n=230) were practicing self-referral. The perceived determinants of self- referral were quality of care offered (90.8 %), availability of medicine (89.4%), and location of health facility (88.8%). The availability of medicine (p= 0.015), quality of care offered (p=0.00), location of the facility (p=0.044), place of residence (p=0.04), and patient- perceived severity of disease (p=0.017) were statistically significantly associated with the self- referral practices.

**Conclusion and recommendations:**

The practice of self-referral was high. The availability of medicine, the location of the facility, and the perceived quality of care offered were the main determinants of self-referral. The government should continue improving the quality of care by ensuring the availability of medicine and a skilled health workforce at the primary level.

**Keywords:** Self-referral, Katavi Region in Tanzania

## Occupational Safety and Health Inspectors Obstacles in Management of Safety and Health on construction sites in Tanzania.

\*Aloyce Gervas and Godbertha Kinyondo Mzumbe University, Tanzania

\*Corresponding author: [agervas@mzumbe.ac.tz](mailto:agervas@mzumbe.ac.tz)

### Abstract

Managing health and safety (HS) in workplaces is very vital in minimizing risks and accidents associated with the works performed. In construction sites, higher rates of accidents continue to surpass other sectors significantly. Various laws and regulations guide the Occupational Safety & Health Inspectors (OSHI) in the management of HS at workplaces. Despite this, evidence indicate that OSHI are facing significant obstacles in the management of HS. This study sets out to understand the obstacles encountered by the OSHI in managing HS on constructions sites. In-depth Interviews which gunners deep understanding of issues were carried out with key informants namely the OSHI and the construction workers on selected sites. Content and thematic analyses were used to analyze the data using NVIVO qualitative software. The study revealed poor implementation of government policies and regulations by the OSHI. This is partly due to, conflicting roles of the Occupational Safety and Health Agency (OSHA) as it spreads itself thin, inadequate qualified staff, political interference, and unmotivated staff due to inadequate implementation resources for HS. On the workers side, there is poor awareness of the regulations and policies, being oblivious of HS due to abject poverty, poor education, and lack of structural and associational power to demand their rights. The study recommends a need for strengthening OSHA through provision of adequate budget and staffing. Also, offloading some of her key mandates such as being the provider of HS services and enforcer of HS. OSHA should only be the regulator of OHS services. Empowering workers with regular trainings on the repercussions of poor adherence to HS at workplace as well as assisting them to comprehend their worthiness and need for wellness as essential workers.

**Keywords:** Occupational Safety and Health, Construction Sites, Construction Workers, Occupational Safety and Health Inspectors

## **Influence of Social media use on body Shape Dissatisfaction among Adolescent College Girls aged 15-19 at Mwanza City Council, Tanzania**

\*Rogate Phinias, Godfrey Kacholi, Lawrencina Mushi and Prasideus Novatus Mzumbe University, Tanzania

\*Corresponding author: [rogate.phinias@mu.ac.tz](mailto:rogate.phinias@mu.ac.tz)

### **Abstract**

Body dissatisfaction has been a global emerged agenda in psychological studies, and social media have received ample attention and discussion on its influence on body dissatisfaction among adolescents, particularly adolescent girls. This study sought to examine the influence of social media use on body shape dissatisfaction among adolescent college girls aged 15-19 years from four colleges in Mwanza city council. A quantitative cross-sectional survey study was carried out between 2<sup>nd</sup> to 23<sup>rd</sup> February 2022. Data were collected through a semi-structured questionnaire from a total of 180 respondents and analyzed using SPSS Version 20. Inferential statistics was carried out by running Linear regression to determine the relationship between social media use and body shape dissatisfaction. Overall, 96% of adolescent girls were using various social media platforms including WhatsApp, Instagram, Facebook, Snapchat, and Twitter daily. 55.6% tried to change their body shape in order to look like social media celebrities, 65.7% felt pressure from social media to look thinner, and 30.6% would like their body shape to look like female models in social media platforms. The study found a positive linear relationship between social media use and body shape dissatisfaction among adolescent college girls ( $R^2 = .088$ ). Photo sharing activities in social media, social comparison, and time spent checking social media networks establish the link between social media use and body shape dissatisfaction among Adolescent college girls. Adolescent girls should be keen and selective about following friends and celebrity accounts or pages in order to avoid unnecessary stress which has effects on their psychosocial life.

**Keywords:** Body shape dissatisfaction, Adolescent College Girls, Social media use, Cross-Sectional Study

## Dynamic Capabilities as the Basis for “Intelligent Interventions” for SMEs using Mobile Apps.

<sup>1</sup>Adedamola Tolani and \*Hossana Twinomurinzi<sup>2</sup>

<sup>1</sup>EMTECH, Canada <sup>2</sup>University of Johannesburg, South Africa

\*Corresponding author: [hossanat@uj.ac.za](mailto:hossanat@uj.ac.za)

### Abstract

Blockchain technology (BT) is increasingly important in digital government as a means of efficient governance, information management, decision making and an instrument for reform. Using a systematic review, this paper investigates how blockchain has been researched in the context of land registration, particularly in developing countries. The key findings suggest that in as much as BT features are appreciated, it has not yet been implemented, especially because it threatens existing power structures, creates transparency, and that there are limited BT skills in developing countries. In the single instance where it was implemented in Georgia, public trust in government was restored. The paper recommends that BT implementations need to be a part of government reform programs that embed paradigmatic shifts in governance.

**Keywords:** Blockchain Technology; Digital Transformation; Land Registration; Digital Assets; Consensus Mechanism

## Enhancing Innovation and Creative Capacities for Social and Economic Transformation: The Praxis of art Education

Dairai Darlington Dziwa

Great Zimbabwe University, Zimbabwe [dairaidziwa@gmail.com](mailto:dairaidziwa@gmail.com)

<https://orcid.org/0000-0002-2554-1562>

### Abstract

Zimbabwean labour market lacks individuals with the capacities to innovatively and creatively transform technological, economic and industrial challenges yet art education is premised on these principles. The recently adopted new education policy in Zimbabwe, Education 5.0 requires graduates who can design solutions to contemporary problems. This conceptual paper demonstrates that the required creative and critical skills necessary for competent leadership and innovation are currently unexploited from the art curriculum aims and not learnt and developed in higher education. Creative and critical thinking skills form the core objectives of art education but are neglected and negated by stakeholders. Basic and advanced competencies in art education grounded on abilities and skills such as critical thinking, communication, and creativity form a viable foundation of transferable abilities in governance and leadership skills. Ironically art education is viewed as an optional tech/voc subject in school and tertiary curricular. Hence depriving opportunities to the majority of school going children the advantage of sharpening innovative and creative skills. These skills are the basis of developing technocrats and leaders from Zimbabwe higher and tertiary education with transferable skills which address social, economic and political challenges for sustainable development.

**Keywords:** creativity, critical thinking, transferability, innovation, problem solving



## Digital Technologies Opportunities for Enhancing Councilors to uphold Democratic Governance at the Local level: A case of Shinyanga Municipal and Nzega District Councils.

Anna Linje Mzumbe University, Tanzania

[aplinje@mzumbe.ac.tz](mailto:aplinje@mzumbe.ac.tz)

### Abstract

The thrust of this paper was to provide insights regarding digital technology as a tool for enhancing councils to fulfil their mandate in a democratic manner. The discussion draws on current literature, theory and practice of digital enhanced governance, citing examples and case studies of its application to improve the situation. The specific research questions were, what are the benefits for improving governance and service delivery? and which are the examples of current initiatives as potential best practices approaches to digital enhanced governance? Qualitative research approach was applied. Then semi-structured interview, observation and documentary review were used to collect data which was then processed and analyzed. Findings revealed that, councils are beginning to make the use of digital approach in overcoming the complexity and conflicts of decision making that affect the districts and municipalities. However, the minimum online undertaking, fruitful social network discussion imply that the new approaches require more inquiry, training and practices if it is to be more widely accepted and utilized. Despite the many efforts by the government the councils are still limited with best practices on digital enhanced governance. The study concludes and recommends that councils need to be flexible and change accordingly with the help of frequent trainings. As well as clear digital framework is needed to provide consistency and standards.

**Keywords:** Digital technology, Councils, Democratic Governance

## Decoding the Politics of Climate Change Adaptation among the Iparakuyo Maasai: Unveiling the Power of Social Differentiation and Resilience Strategies.

\*Massoi Lucy and Saruni Parit Mzumbe University, Tanzania

\*Corresponding author: [lucy.massoi@mzumbe.ac.tz](mailto:lucy.massoi@mzumbe.ac.tz)

### Abstract:

This paper critically analyzes climate change adaptation among Iparakuyo Maasai in Tanzania, with a specific focus on the role of social differentiation and multifaceted strategies for resilience. The paper seeks to stimulate discussion on the need for democratic adaptation policies and practices by situating climate change adaptation research within political contexts. It aims to contribute to ongoing efforts to raise awareness of the political implications of climate change adaptation. By unpacking the politics of climate change adaptation among Iparakuyo Maasai, this paper sheds light on the underlying power structures and political inequalities that shape local adaptation efforts. The study uses a mixed methods approach that includes indigenous and conventional methodologies. The indigenous methodologies used in this study include Ilomon and Iturruri looNtomonok, which are traditional knowledge systems of the Maasai community. These methodologies are complemented by conventional approaches - focus group discussions and key informant interviews, which provide a broader perspective on climate change adaptation among pastoralists. The paper argues that adaptation pathways are highly political processes that are negotiated by social differentiation. The study reveals that individual actors' adaptation opportunities are shaped by their social positions, particularly in relation to gender roles and social status. The findings emphasize the importance of considering social differentiation in climate change adaptation planning and suggest the need for a more nuanced understanding of climate change resilience among pastoralist communities. The study highlights the need for climate change adaptation programs and interventions to take into account the social differentiation of communities and ensure that they are inclusive, equitable and benefit all members of the community, particularly the marginalized Vulnerable Ethnic Group Selfidentifying as Indigenous People (VEG-IP) such as the Iparakuyo Maasai.

**Key words:** Climate change adaptation pathways, social differentiation, Indigenous methodologies, Iparakuyo Maasai, Kilosa

## Designing Digital Services that Create Impact for Farming Communities – Adapting Monitoring and Evaluation tools to put farmers at the Center of Product Design

\*Ruth Orbach and Emily Gamble GSMA

\*Corresponding author: [rorbach@gsma.com](mailto:rorbach@gsma.com)

### Abstract

How can impact assessment data support the human centric design of digital solutions increase smallholder farmers' resilience to climate shocks? GSMA's M4D AgriTech Innovation Fund undertakes innovative rolling impact assessment and monitoring to take the pulse of farmer usage of digital services, including digital advisory, loans, and weather forecasts to increase resilience to climate change, and assess the scalability of financial and agricultural services. M4D's unique approach identifies opportunities and potential pain points on service usage by farmers and iterates digital solutions to increase impact and scale.

AgriTech works to improve smallholders' income and climate resilience through adoption and use of digital services. These services build farmers' economic identities, unlocking access to digital financial services. Implementing farming advice and building a procurement history helps farmers gain access to loans, improve yields and income. Access to digital financial services coupled with implementing climate smart practices, makes farmers more resilient to climate shocks.

The session will provide an overview of M4D's impact assessment approach and findings, presenting a practical case study of the role of data in developing digital technology to increase farmers' resilience to climate change. This will highlight the Innovation Fund's approach to position impact assessment as a feedback loop between farmers and digital service providers, as well as model the impact of digitization of services on the resilience of farmers.

**Keywords:** Agritech, Technology, Impact assessment, Monitoring and Evaluation

## Utilization of Technical Vocational Education and Training Equipment and Acquisition of Employable Skills in Uganda. A Case of Uganda Technical College - Elgon.

Herbert Wanda Kabale University, Uganda [herbertwandam@gmail.com](mailto:herbertwandam@gmail.com)

### Abstract

The Government of Uganda has continued to establish more public Technical Vocational Education and Training (TVET) Institutions in the country. Equipping of these TVET institutions has been emphasized by Ministry of Education and Sports. However, despite the initiatives, learners have continued to join the world of work claimed to have inadequate employable skills (MoES Education and Sports Sector Analysis, 2019). This poses a question whether the equipment purchased are adequate, accessed and appropriately utilized by learners during training. This paper therefore examined; the access, and adequacy of training equipment in TVET in Technical Colleges. The research approach adopted both quantitative and qualitative methods, questionnaires, observation and interview data collection tools, and literature review techniques. Statistical Package for Social Sciences was utilized to run the analyses of acquiring employable skills measured against; learners' access, and adequacy of TVET training equipment in Technical Colleges. The study population consisted of 100 learners and 5 instructors. Results show that workshops for practicum lessons are available, equipped but only 63% access this equipment, and the equipment can accommodate recommendable number of learners (20-50) at a time. Results on the adequacy measure, show 77% of the learners available with equipment which are not relevant to their programme/courses, and that learners spend little time practicing on machines and equipment. The study confirms accessibility to TVET equipment but with limited time spent on practicum lessons, hence hindering acquisition of employable skills. It was also noted that some equipment is not adequate, and those available, a few are found not to be relevant. The study recommended colleges to enter into memorandum of understanding with the industry (world of work) to enable learners' access up-to date machines and equipment relevant to their disciplines/training. Secondly, to put in place mechanisms

aimed at reducing running and maintenance costs of training equipment in order to improve on time spent during practicum lessons by learners.

**Keywords:** access, adequacy, utilization, employable skills

## Arts entrepreneurship in Postcolonial Zimbabwe: Developing a Base for Youth Empowerment and Enterprise Management

\*Givewell Munyaradzi and Joseph George Mupondi

Department of Technical Education, Robert Mugabe School of Education and Culture, Great Zimbabwe University

\*Corresponding author: [ggmax10@gmail.com](mailto:ggmax10@gmail.com)

### Abstract

In many postcolonial sub-Saharan African countries, there are serious microeconomic of which Zimbabwe is not spared. These challenges have resulted mass youth unemployment and economic downturn. In Zimbabwe the government has introduced different youth empowerment policies, among them arts entrepreneurship. Arts entrepreneurship is almost a new area of research in arts management, cultural industrial and arts education. Arts entrepreneurship is a management process through which cultural workers seek to support their creativity and autonomy, advance their capacity for adaptability and create artistic as well as economic and social value. The study explored the role of entrepreneurship youth professional career in visual arts and music. The study sought to discuss entrepreneurship issues, education of professional artists, youth empowerment and enterprise management. The study is qualitative in nature. It employed interviews, focus group discussions and document analysis. The study is guided by opportunity – based entrepreneurship theory by Drucker and Stevenson (Kwabena, 2011). The study established that arts entrepreneurship can be a strong foundation for youth economic empowerment through establishment of different business ventures, innovation and enterprise management. Results from interviews with administrators of cultural arts industries revealed that arts entrepreneurship is still in its infancy. Focus group discussions with artists revealed that arts entrepreneurship is has started off well because of the government support that the youth are receiving. In Zimbabwe today, arts entrepreneurship is seen as cultural industry resulting in establishment of Southern Chiredzi Arts and Cultural Center, Mabvuku Talent Village Victoria Falls Summer Carnival and many others. Arts entrepreneurship in Zimbabwe is a base for youth economic empowerment. The study recommends that there is

need for more research in youth enterprise management, venture creation in the cultural arts industry and government policy for arts cultural entrepreneurship.

**Keywords:** Arts entrepreneurship, economic development, empowerment, youth enterprise management

## Soft Skills Development in Higher Education Institutions: Students' Perceived Role of Universities and their Self-initiatives to bridge the Soft Skill gap

\*Kelvin Mwita, Shauri Kinunda, Silas Obwolo, Nivad Mwilongo Mzumbe University, Tanzania.

\*Corresponding author: [kmwita@mzumbe.ac.tz](mailto:kmwita@mzumbe.ac.tz)

### Abstract

This study aimed at exploring how soft skills development is done in higher education institutions (HEIs) by considering the roles of both HEIs and students. The study used a mixed research approach that comprises used both qualitative and quantitative methods. Qualitative data was collected from 16 students using semi-structured interviews while quantitative data was collected using a standard questionnaire from 342 students who were pursuing management and administrative undergraduate programmes in one of the universities in Tanzania. Through questionnaires, participants were asked to rank soft skills in order of their relevance to their careers. Top five most relevant soft skills identified were communication, leadership, decision making, team work/orientation and problem-solving. Additionally, participants self-evaluated their levels of soft skills. It was found that students perceive that they to have more customer orientation, communication, decision making, problem solving, and work-ethic skills. Through qualitative interviews, participants narrated the role of HEIs in developing soft skills and their personal initiatives to acquire the skills. It was found that, joining clubs and associations, taking leadership roles, reading self- development books, watching videos and attending soft skills training are initiatives that students use for soft skills acquisition.

**Keywords:** Soft skills, higher education, employability, human skills, interpersonal skills.



## The influence of Organizational Resources on Implementation of Strategic Plans in Tanzanian's Local Government Authorities

\*Venance Shillingi and Eliza Mwakasangula Mzumbe University, Tanzania

\*Corresponding author: [vshillingi@mzumbe.ac.tz](mailto:vshillingi@mzumbe.ac.tz)

### Abstract

The study investigated the influence of organizational resources on implementation of strategic plans (SPs) in Tanzania's Local Government Authorities. The idea behind was to establish the influence of available resources (financial, resources, human resources, material resources and information resources) on the implementation of SPs in LGAs. The, where the underlying theory on this study was resource-based view. The methodology of the study opted the use of Pragmatism philosophy which hinges on the mixed methods approach and a type of mixing strategy was (explanatory sequential design), and the study was a cross-sectional, where data were collected at one point in time. The sample size of 204 respondents was drawn from a target population of 860 employees in five randomly selected LGAs in Morogoro region. The findings revealed that, all predictors (financial, human, material and information resources) had a statistically significant positive relationship with the implementation of SPs in LGAs: Whereby, financial resources had ( $t=2.147$ ,  $P=0.033 < \text{Alpha}=0.05$ ); human resources had ( $t=1.977$ ,  $P=0.049 < \text{Alpha}=0.05$ ); material resources had ( $t=3.822$ ,  $P=0.000 < \text{Alpha}=0.05$ ) and information resources had ( $t=4.783$ ,  $P=0.000 < \text{Alpha}=0.05$ ). Also, the value of  $R^2 = 0.335$  indicated that, 33.5% of variation on the execution of SPs was influenced by all predictors in the model, thus other factors not included in the study model contributed 66.5% of implementation process in LGAs. The study recommends that, LGAs should allocate enough funds, quality employees, enough offices and facilities as well as improved ICT infrastructures for the successful implementation of their SPs.

**Keywords:** organisational resources, strategic plans, Local Government Authorities, Pragmatisms, Mixed method design.

## Performance Appraisal for Employee Result Oriented Management in Uganda: A Case of Kabale Municipality Local Government, Kabale District

Innocenti Mucunguzi Kabale University, Uganda [imucunguzii@gmail.com](mailto:imucunguzii@gmail.com)

### Abstract

Globally, it is accepted that devolution brings allocation and management of resources close to the people, who in turn are able to implement development projects that suit their unique needs. Despite this noble intent, county government which has, having inherited employees from local authorities and other departments in the civil service, find themselves incapable of achieving set goals and targets through such employees who are unable to adapt to the changed system and work procedures. The aim of this study was to establish the influence of result-oriented employee appraisal on the performance of public servants and examine the relationship between performance- oriented employee appraisal and the performance of public servants in Kabale Municipality Local Government. The study was carried out within interpretive paradigm and employed descriptive and explanatory survey design. A multistage sampling method was used, and an ANOVA post hoc analysis was used to assess the results. The study discovered a positive and significant relationship between results-oriented employee appraisal and public servant performance ( $\beta = 0.404$ ,  $p = 0.000$ ). The study recommended that employees should be involved in the entire appraisal process by allowing them to set their targets in line with organizational strategies as well as stating the resources needed to attain the set goals.

**Keywords:** Performance appraisal, Result oriented, Kabale Municipality

## The Influence of Information and Communication Technology on the Performance of Local Government Employees in Tanzania.

\*Anna Majwala, Idda Lyatonga and Anna Linje Mzumbe University, Tanzania

\*Corresponding author: [annamajwala@gmail.com](mailto:annamajwala@gmail.com)

### Abstract

Information and Communication Technology (ICT) has become vital as it escalates employee performance. Tanzania National ICT Policy of 2016 and the 2025 Development Vision respectively, insisted on using ICT to manage Government revenue and expenditure properly, intended to facilitate proper management of Government revenue and expenditure. The management information systems such as LGRCIS (Local Government Revenue Collection Information System), MUSE (Government payment systems), and TAUSI Portal is in use. This paper is purely based on a literature review, reviewing related articles to this study. The main objective of this study is to examine the influence of information and communication technology on the performance of Local Government employees, specifically to find out whether the use of ICT in employees' daily activities increases employees' performance in consideration of the increase of job satisfaction and motivation, work time reduction, convenience, workload reduction, frauds, and mistake reduction, quick access to information. Previous scholars mostly used Resource-based theory and the Technology Acceptance Model (TAM). Many scholars in the related study used structured questionnaires and descriptive analysis. They came up with the results that, as the use of ICT increases, employees' performance in terms of motivation and job satisfaction, skills of workers, new techniques adaption, workload reduction, and relaxation increase. Therefore, there is a significant relationship between ICT and employee performance. Many scholars in the study about information and communication technology and employees' performance, suggested proper training to employees about the relevant technology in their daily duties to meet the expected results.

**Keywords:** Information and Communication Technology, employee performance,

# The Leadership Effectiveness of Executive Directors of Local Government Authorities in Tanzania

George Igulu Mzumbe University, Tanzania

[grigulu@mzumbe.ac.tz](mailto:grigulu@mzumbe.ac.tz)

## Abstract

### Introduction:

The local government authorities (LGAs) are an important layer of government established for the purpose of delivering goods and services to the people. The executive directors are at the core of the functioning of the LGAs. They are appointed into the LGAs as the heads of the administration, and accounting officers responsible for the implementation of policies, tasks and responsibilities. The position of the executive director is viewed as the most influential in the performance of LGAs. It is assumed that executive directors influence the LGAs through their managerial roles and leadership behavior. Methods: This paper uses the data collected by using questionnaire and interviews among executive directors in the LGAs in Tanzania to answer the question: how and to what extent the ways the executive directors operate (i.e., managerial roles and leadership behavior) influence the performance of the LGAs. The data was collected for the purpose of PhD study. The quantitative data was statistically whereas content analysis was used to analyze qualitative data.

### Findings:

The findings found/showed that executive directors in LGAs performs informational, interpersonal and operational roles, and less strategic roles. Also, executive directors are more transformational and ubuntu in their leadership behavior than transactional. The performance of the LGA can be linked to the administrative behavior of the executive director. The executive director, as the official responsible for implementation and acting as a bureaucrat, has an effect on the resources the LGA acquires as input for policy implementation, and on what the LGAs delivers as output to the community. With regards to leadership, the discretion of the executive directors is too limited to be able to provide vision and strategic direction for the LGA. This is

due to because of the nature of their appointment i.e., appointed by central government, and implement most of the decisions from central government.

**Conclusion and recommendation:**

To enhance the position of the executive directors in the LGA as a leader rather than bureaucrats, it would make sense to have the LGAs through their full council participate in the appointment and assessment of the executive director. This will enhance the autonomy of the LGA to select the kind of executive director needed in that LGA.

**Keyword:** leadership, local government authorities, managerial roles, effectiveness

## Employee Performance Appraisal and Employees' Performance in Uganda: A Case of Kabale Municipality, Kabale District

\*Mucunguzi Innocenti, Ocan Johnson, Denis Sekiwu Kabale University,  
Uganda

\*Corresponding author: [imucunguzii@gmail.com](mailto:imucunguzii@gmail.com)

### Abstract

Globally, employee service delivery is far from reality, with examples of delayed work and assignment delivery. Hitherto, no study has been conducted in Kabale Municipality on the effect of performance appraisals on employees' performance. The aim of this study was to investigate the effect of performance appraisals on employees' performance in Kabale Municipality. The study will be guided by the specific objectives, which include establishing how performance standards affect employees' performance and determining the consequence of the performance dimension on employees' performance in Kabale Municipality. The study used a mixed research design. Using sample random and purposive sampling techniques, a total of 68 respondents participated in this study. Primary data was collected from staff at senior management using semi-structured interview guides, which were used in this study. The study found that a moderately significant positive relationship existed between performance standards and employee performance in Kabale Municipality ( $p = 0.000$ ,  $r = .430$ ), which suggests that improved performance standards lead to improved employee performance. With regard to the results showed that there was a mildly statistically significant beneficial link between employee performance and performance measurement. The study's findings also established some important lessons, such as: let performance evaluation be a useful exercise for the workforce; let the balanced scorecard use standard methods; let the performance assessment deliver value to staff; let the evaluation achieve a true picture for staff members; let performance management reveal causes and influences of poor performance; and let the evaluation espouse hard work.

**Keywords:** Employee Performance appraisal, Employee performance, service delivery, performance dimension, workforce

## The Influence of Leadership on Implementation of Strategic Plans in Tanzania's Local Government Authorities

Venance Shillingi Mzumbe University, Tanzania.

[vshillingi@mzumbe.ac.tz](mailto:vshillingi@mzumbe.ac.tz)

### Abstract

The study was set out to establish the Influence of Leadership on Implementation of Strategic Plans (SPs) in Tanzania's Local Government Authorities (LGAs). The study determined the influence of leadership styles, empowerment, Motivation, and communication strategies on the implementation of SPs in Tanzania's LGAs. The study used Pragmatism as the basic philosophy. Survey design was adopted using mixed methods approach where the mixing strategy was explanatory sequential design and the time horizon was cross-sectional where data were collected at a single point of time. The sample size was 155 respondents drawn from target population of 290 employees in selected five (5) LGAs. Questionnaires and interviews were used to collect collected both quantitative and qualitative data. The findings revealed that, all predictors collectively and individually had influence on implementation of SPs in LGAs, also  $RSquare=0.691$  with  $P-value=0.000$  indicated that, predictors contributed about 69.1% of SPs implementation initiatives in LGAs while 30.9% is contributed by other predictors which were not included in this study. Thus, the study recommends the LGA management to put more effort on the studied variables and also find out what are those 30.9% which had influence on their execution of SPs in order to improve their performance.

**Keywords:** Leadership, Local Government Authorities, strategic plans, mixed method design, Tanzania

## Financial Deepening and Inclusion Nexus in Uganda: Reflections on Promotion of Digital Payments Among Smallholder Tea Farmers in Kanungu District, Uganda

\*Turyatempa Christopher and Benson Turyasingura Kabale University, Uganda

Corresponding author: [turyatembachristopher@gmail.com](mailto:turyatembachristopher@gmail.com)

### Abstract

The agriculture sector has continued to provide farmers with sizeable crop payouts both in cash and e-book formats across the globe and in every rural area. The fact that fewer than 21% of Uganda's smallholders have bank or cell money accounts raises questions and supports the strongest case for creating the required infrastructure and a legal framework to reduce costs and uncertainty. Digitizing payments promotes efficiency and transparency while lowering costs along all value chains. Since large direct monetary subsidies to farmers have been in place for many years, there has sadly been insufficient research among smallholders.

The study strived to find out the factors affecting the use of digital payments and assessed the institutional policies that enhance proper digital payments in Kanungu District. The study used a descriptive research design utilizing a quantitative approach. And, to address research objectives, descriptive and inferential statistics were used to analyze data using SPSS version 26. Payment trends on average were computed to be 208402158, 114665579, 61,248400, and 64707033 for the variable's mobile money, Postbank, centenary bank, Stanbic bank, and cash in hand, respectively. The highest payment was made through mobile money, which was about 208,402,158 shillings per year, and the least was made through cash payments to farmers, which were about 64,707,033 shillings, but on average, digital technology constitutes the highest percentage in affecting the financial development of the country. The correlation coefficient (-0.768) shows that there is a strong and significant negative relationship between digital payments and gross domestic product since the probability of 0.004 is less than 0.05. Kayonza Growers Tea Factory paid smallholder farmers 4,481,074,546 bn in 2017, with direct cash payments across the counter amounting to 3,862,241831/= and only Ugx



618,832,715 paid through the bank. In other words, cash payments constituted 86% of total payments.

**Keywords:** Financial assets, Digital payments, Smallholder tea farmers, and Growth Domestic Product.

## Developing and Sustaining Industrial Economy of Emerging Markets: Examining the Role of Leadership

Cliford J. Ringo

Department of Public Service and Human Resource Management School of Public Administration and Management, Mzumbe University, Tanzania

[Cliford.ringo@mu.ac.tz](mailto:Cliford.ringo@mu.ac.tz) OR [cringo@mzumbe.ac.tz](mailto:cringo@mzumbe.ac.tz)

### Abstract

Developing and sustaining industrial economy of the emerging markets has been a challenging concern for individual countries and regional blocks around the globe. The pace of development of the industrial economy of these emerging markets has been different some lagging far behind whilst others moving rapidly. While varied resources endowment is acknowledged as among factors behind different pace of such development, leadership is another critical factor which is often belittled.

This paper is set to highlight the role leadership plays in development and sustainability of industrial economy of emerging markets. The paper utilized desktop review method which entailed intensive review of literature generated through internet using different search engines as well as the use of hard textbooks. Pertinent information generated were extracted and organized logically using texts.

The paper posits that leadership have immense role in the development and sustenance of industrial economy of the emerging markets including being more careful in making strategic decisions while evading negative effects to the organization's operations, leading ethically, tapping into the followers' needs and motivating them to action, working hard all the times and increasingly when times are tough, being innovative, promoting sustainability collaboratively, facilitating information and knowledge sharing across the organization, and flexibly switching between different leadership styles to suit the circumstances. Conclusively, the role of leadership in the development and sustenance of industrial economy of the emerging markets cannot be undermined. If the roles attributed in this paper are given due respect by leaders, they are ought to catapult and sustain the economies

of emerging markets. The paper recommends that efforts to build leadership capacity should continue to be escalated to optimally tap the embedded potentials.

**Keywords:** Industrial economy, Emerging markets, Leadership, sustainability.

## Corporate Financing and Risk Management in the Banking Sector in East Africa During and Post Covid-19. Evidence from Kabale District in Uganda

Alex Semusu Kabale University

[2021aphdba2102w@kab.ac.ug](mailto:2021aphdba2102w@kab.ac.ug)

ORCID ID: <https://orcid.org/0000-0002-3779-26411>

### Abstract

The study examined the effects of corporate financing and risk management in the banking sector in East Africa during and post-COVID-19, tapping on evidence from Kabale district in Uganda. It was guided by specific objectives: the effect of bonds on risk management in the banking sector during and post-Covid 19, the effect of Treasury bills on risk management in the banking sector during and post Covid 19, and the effect of debt management on risk management in the banking sector during and post-Covid 19. A descriptive research design was adopted in this research. Both primary and secondary data were used in this study. The population of the study was 97 technical staff. Purposive and random sampling techniques were applied in the study. Sample of 78 staff members were selected in commercial banks in Kabale district using a structured questionnaire.

The study revealed that the board of directors set strategies for bond issuance that were effectively communicated within the bank in the form of policies and procedures by the top management (mean 4.2, SD = 0.34). The banks introduced a risk management framework in the form of infrastructure, processes, and policies when managing bond issuance (mean 3.7, SD = 0.30); the bank has a bond rating framework across the bond credit activities (mean 4.1, SD = 0.22); the bank monitors the quality of the bonds on a day-to-day basis and takes remedial measures as and when any deterioration occurs (mean 4.5, SD = 0.25); the bank regularly prepares periodic reports in regards to bond issuance (mean 4.5, SD = 0.26); the risk department identifies and assesses core risks and opportunities in relation to bond issuance (mean 4.4, SD = 0.25); there is a corporate financing identification strategy on bond issuance to firms (mean 3.9, =0.22); The bank conducts a risk profile on

each collateral security presented to it. (Mean 3.8, SD = 0.26); the bank has a bond issuance identification policy that guides the risk management process (Mean 4.2, SD = 0.19); and the bank has an effective credit bond assessment on its clients (Mean 4.5, SD = 0.18). The average score of the corporate financing was very good (mean = 4.18, SD = 0.24). This implied that bonds were considered a serious threat to the bank, and therefore measures had to be taken to minimize their potential effects on business. It was found out that the banking sector had learned lessons during the pandemic and post-pandemic.

The findings showed that the bank has put in place principles of short-term crediting (mean = 4.6, SD = 0.32). The bank also reconciles the volumes of assets and liabilities in terms of maturity (mean = 4.2, SD = 0.22). In addition, the bank undertakes regular monitoring of the total value of gross daily payments made and received (mean = 4.8, SD = 0.18). involves the identification of existing sources of treasury bills as well as treasury bonds that may arise from new business products or activities (mean = 4.7, SD = 0.30). In addition, liquidity decisions involve the bank's actions in the event of temporary or long-term liquidity disturbances (mean = 4.2, SD = 0.33). The average number of lessons undertaken was (Mean = 4.3, SD = 0.13). There were regular reviews of debt management efforts and reporting to senior management (mean = 4.3, SD = 0.31). Risks were subdivided into individual levels for further analysis (mean = 4.0, SD = 0.22). The findings of this study indicated a significant relationship between corporate financing and risk management in the banking sector during and post-Covid 19. Findings of this study, it can be concluded that poor corporate financing could negatively impact risk management, and therefore, commercial banks should put up strong structures to control the risks during pandemics. Therefore, there is a need to set up strong structures for corporate financing management in order to enhance risk management in the banking sector. The bank's management should also give the utmost priority to addressing the bank's liquidity snags. This is because liquidity risk management positively influences financial performance. Therefore, the issues relating to liquidity should be promptly addressed and immediate remedial measures taken to avoid the consequences of banks becoming illiquid during pandemics.

**Keywords:** corporate financing, Risk management, Covid-19 Pandemic

## The Effect of Product Innovation on the Performance of Women Entrepreneurs in Small Scale Food Processing

\*Rofina Mrosso<sup>1</sup>, Elizabeth Genda<sup>2</sup> and Nicolaus Toyub<sup>2</sup>

<sup>1</sup>Institute of Rural Development Planning, Tanzania, <sup>2</sup>Mzumbe University, Tanzania

\*Corresponding author: [rmrosso@irdp.ac.tz](mailto:rmrosso@irdp.ac.tz)

### Abstract

Women Development Fund in Tanzania aims to support the economic empowerment of women, especially rural women, by providing them with loans that they can use to start/scale up a wide range of income-generating activities, including agriculture, livestock and petty trade. The programme does not directly create jobs for women, but supports them in setting up small, income-generating businesses, which in turn contribute to lifting their household out of poverty. The study assesses the contribution of Women Development Fund on household livelihood improvement and women empowerment in Babati District- Manyara region -Tanzania. Specifically, the study examines the income level of beneficiary groups before and after getting credit from Women Development Fund and determine the effects of income obtained in improving household livelihood and women empowerment. The study used cross-sectional survey design since data were collected at a single point in time.

The purposive sampling technique was applied to obtain six groups of beneficiaries financed by Women Development Fund and five key informants. Simple random sampling technique was used to select (75) respondents from women microcredit beneficiaries. Data were collected using questionnaire, in-depth interviews and focus group discussion as well as secondary data. Both descriptive statistics and graphical analysis techniques computed with the aid of SPSS statistical software were used to arrive to conclusions. Qualitative data were put into small themes and summarized into short texts, whereas analysis was done using content analysis.

The findings revealed that women who obtained loans from Women Development Funds are engaged in activities such as shops, kiosks, food vending (restaurants), tailoring, livestock keeping and horticulture. They were able to deepen the size of

business capital and increase business incomes, as evidenced by increase in income of beneficiaries by 65%. Respondents' livelihood improvement was evinced by their ability to pay school fees, medical charges, buy household necessities, repairing houses and making savings. Women beneficiaries were empowered through interactions and various gatherings such as meetings, seminars/training sessions and motivation by others which in turn increase their level of awareness and self-confidence. Besides, increased incomes among women have changed their status at household level, including attitudinal change in men after wives benefited from the scheme. Men acknowledge the dual role of women in household and note that majority of women who are being empowered by Women Development Fund are playing their multiple roles at family and community development activities. Inhibiting factors to access loan were institutional, business, family and Government policy related constraints. The study recommended that; Local Government Authorities and other stake holders to create awareness among women on loans availability and accessibility. Entrepreneurship skills should also be developed to women for the better results on their loans. To increase the amount of loan and the length of the grace periods in order to get profit and repay back loan. The Government at Central level should review the Women Development Fund guidelines to make it effective in sustaining the needs of targeted group hence improve household livelihood improvement and women empowerment in Tanzania.

**Keywords:** Empowerment, entrepreneurship, Women development fund, livelihood, household

## Obligation to Protect and Preserve Marine Environment from Land Based Sources of Pollution: A Case of Tanzania

Martin Patrice Massawe

Mzumbe University, Tanzania [mpmassawe@mzumbe.ac.tz](mailto:mpmassawe@mzumbe.ac.tz)

### Abstract

Marine pollution from land-based sources is internationally regulated by the 1982 United Nations Convention on the Law of the Sea (UNCLOS). This convention provides a general framework that guides states in coming up with concrete laws and regulations on marine pollution caused by land-based sources. It is also based on human rights treaties because the environment and human rights are interdependent. This paper examines the Tanzania regulatory framework and the extent to which it complies with the international obligation on the protection and preservation of the marine environment. It finds out that, to a large extent, Tanzania's regulatory framework complies, with international standards and treaties to govern marine pollution from land-based sources. It has adopted national laws and regulations that take into account international rules and standards, recommended practices, and procedures relevant to land-based sources. However, it concludes that Tanzania does not adequately enforce the national laws adopted to prevent, reduce, and control marine pollution caused by land-based sources. This may be attributed to a lack of political priority and will and the ineffectiveness of laws. Failure to enforce the laws has impacted ocean organisms and human rights to health and life. This paper is purely doctrinal.

**Keywords:** Land-based marine pollution, sewage, Tanzania, human rights to health and life



## Public Procurement as an Enabler of Budgeting in Low- and Middle-Income Countries: A Trend Analysis of Uganda's Contract Awards Across Selects Service Sectors for the year 2019/2022

\*Ruth Namara<sup>1</sup> and Michael Cengkuru<sup>2</sup>

Kabale University Uganda Makerere University Uganda

\*Corresponding author: [namara284@gmail.com](mailto:namara284@gmail.com)

### Abstract

The contribution of public procurement in national budgeting is still invisible and needs to be properly investigated. The purpose of this paper is to explore how government can leverage public procurement data as a strategic policy tool to advance national resource allocation through budgeting. The paper aims to determine the spending and disclosure patterns over the last three financial years from 2019 to 2022. Secondary data from Uganda public procurement website was utilized for this study. Procurement data of published contracts and procurement plans was retrieved from the Uganda government procurement portal. The information extrapolated includes national budget, published contracts, value of contracts, procurement types and procurement distribution methods from 2019 to 2022. Tableau software was used to analyze the data using a temporal trend analysis. A significant decline of 26.7% in published contracts was observed for 2021/2022 financial year. On the basis of contractual; values, an increase in contractual amount of 64.2% was observed between two (2) consecutive financial years namely; 2019/2020 and 2020/2021. As for the types of procurement being adopted, micro procurement was 59% and the adoption of this type of procurement could be due to its comparative advantage over other types of procurements. The findings highlighted the importance of public procurement as a budgeting tool in low- and middle-income countries. The study acknowledges that this is a restricted analysis based on a single data source, and additional data points and perspectives may be necessary for a comprehensive understanding of the subject. The method used by government procurement practices indicated the government's funding priorities, which influences the performance of various service sectors. This paper recognizes that budgeting involves the allocation and distribution of resources and

funds based on the government's priorities and objectives, making public procurement a major part of this process. This study suggests that public procurement can be a crucial tool for budgeting in low- and middle-income countries, fostering economic development and reducing poverty.

**Keywords:** Public Procurement, Budgeting, Open Contracting, Low- and Middle-Income Countries, Uganda.

## Public Procurement Reforms: Governance of Force Account Procurement Method in Construction of Buildings in Tanzania: The Case of Selected Local Government Authorities in Dodoma region

\*Evaristo Mtilega<sup>1</sup> and Paul Maganga Nsimbila<sup>2</sup> 1PPRA

<sup>2</sup>Muzumbe University, Tanzania

\*Corresponding author: [evaristo.mtilega@ppra.go.tz](mailto:evaristo.mtilega@ppra.go.tz)

### Abstract

This paper is about the governance of force account procurement method in procurement of works projects in selected LGAs in Dodoma Region, Tanzania. Specifically, the study sought to determine adherence to public procurement principles in application of force account procurement method for execution of works projects, examine the effects of President Office-Regional Administration and Local government (PO-RALG) and Ministry of Education, Science and Technology (MoEST) force account guidelines in execution of works projects and assess the capability of local fund is awarded contracts through force account procurement method in execution of works projects. The study was guided by Transaction Cost and Principal-Agency theories. A survey study design was employed to a targeted population of 237 respondents. The study used stratified and purposive sampling techniques by drawing a sample of 172 respondents. Questionnaires, interviews and documentary reviews were used to collect primary and secondary data. Primary data were analyzed through multiple regression for quantitative data and content analysis for qualitative data while secondary data were also considered to support the study findings. Results of the first objective revealed that equity & fair dealing ( $\beta=0.682$ , P-value=0.000) and open & effective competition ( $\beta=0.325$ , P-value=0.000) have a positive and significant relationship with execution of works projects while accountability & transparency ( $\beta=-0.022$ , P-value=.864) and professionalism ( $\beta=-0.001$ , Pvalue=.990) have negative and insignificant influence on execution of works projects. Second objective findings revealed that initiation & advertisement ( $\beta=0.165$ , P-value=0.001), preparation of tender document & approvals ( $\beta=0.835$ , P-value=0.000) and organs responsible for procurement in all stage ( $\beta=0.206$ , Pvalue=0.013) have a positive and significant relationship with execution of works

projects. Evaluation and awards of tenders have negative relationship but significantly influence proper execution of works projects ( $\beta=-0.403$ ,  $Pvalue=0.000$ ) while supervision & quality control ( $\beta=0.145$ ,  $P-value=0.181$ ) have positive but insignificant relationship with execution of works projects. Third objective findings show that relevant knowledge of local fundis ( $\beta=0.252$ ,  $Pvalue=0.009$ ) and experience of local fundis ( $\beta=0.826$ ,  $P-value=0.000$ ) have positive and significant relationship with execution of works projects. Skills of local funds has positive relationship but insignificantly influence proper execution of works projects ( $\beta=0.036$ ,  $P-value=0.713$ ) while past performance of local funds has negative and insignificant relationship with execution of works projects ( $\beta=-0.139$ ,  $P-value=0.085$ ). It is recommended that organizations should capitalize on all indicators which are positive and significant when planning to execute works projects through force account. Also, accountability, transparency and professionalism should be practiced with extra care when executing works projects due to their negative effect on project execution although they are not statistically significant. Evaluation & awards tenders must be taken care when organizations want to execute works projects by imposing simple evaluation and award criteria. Complex evaluation and award criteria may lead to failure to get local fund is. In addition, skills of local fund are can be considered during evaluation and award of contracts although not significant while past performance of local fund is should not be used as the basis for awarding contracts since it has a negative effect although it was statistically not significant. Majority of them have been performing low due to low financial and human capabilities of executing more contracts simultaneously.

**Keywords:** Governance, force Account, procurement, local contractors (local fund), works projects, procurement methods

## Women Participation in Political Governance in Tanzania: The Case of Women Participation in the 2020 Elections

Frank Mchomvu Mzumbe University, Tanzania

[fmchomvu@mzumbe.ac.tz](mailto:fmchomvu@mzumbe.ac.tz)

### **Abstract**

This paper employs documentary review method to gather secondary data that are used to analyse the participation of women as candidates and voters in the 2020 presidential and parliamentary elections of Tanzania. The analysis has revealed that, despite the fact that women participate more than men as voters in elections, their participation as candidates vying for different positions is quite inadequate due to several challenges. Recommendations on how to enhance the participation of women as candidates in presidential and parliamentary elections have been given at the end.

**Keywords:** Gender equality, political participation, political governance, elections

## Mainstreaming Gender in Development Programs to Eradicate Gender-Based Violence. A Review

Rehema j mwemkala

Institute of Development Studies, Mzumbe University, Tanzania  
[remwemkala@mzumbe.ac.tz](mailto:remwemkala@mzumbe.ac.tz)

### Abstract

Gender Based Violence (GBV) is escalating and depriving various vulnerable groups their rights; hence, calling for appropriate measures to put an end to it. The purpose of this paper is to investigate the evidence of using gender mainstreaming as an approach for eradicating GBV among women, girls and other highly vulnerable groups. The study reviewed literature obtained from various sources such as databases (Google Scholar, gender related journals), and library search.

Initially, the search obtained 67 articles using searching words such as 'GBV', 'gender-based violence', 'gender mainstreaming', and 'gender'. After subjecting them to inclusion-and-exclusion criteria, the study thoroughly investigated the 12 remained articles. The findings reveal that mainstreaming gender in development programs, policies and decision-making results to low rate of GBV in communities. Evidence shows that in institutions where strategies of mainstreaming gender are shared to stakeholders, they elevate awareness level among them leading to few cases of GBV. This review study concludes that, to eradicate GBV, mainstreaming gender should be appropriately implemented and reach all potential stakeholders for awareness creation. The study highlights the contribution of gender mainstreaming as an approach for eradicating GBV among the vulnerable groups such as women and girls. The study recommends on strengthening institutional commitment to gender mainstreaming at all levels, and developing and implementing gender-sensitive policies and guidelines. Increasing the capacity and resources for gender mainstreaming, including through training and sensitization of stakeholders, and the provision of technical assistance and funding for gender-sensitive interventions.

**Keywords:** Gender Based Violence, Gender, Women, Gender mainstreaming

## Towards Female Academic's Career Development: Testimonies from Senior Female Academics

\*Elias Adolf Tarimo and Idda Lyatonga Swai Mzumbe University, Tanzania

\*Corresponding author: [eliasadolf10@gmail.com](mailto:eliasadolf10@gmail.com)

### Abstract

This paper aims to investigate the career experiences of female academics in Public Universities in Tanzania. The study employed Qualitative design approaches to gain an in-depth understanding on the experiences of female academic career development. The interview and literature review were used to collect data from female senior academicians. The study used thematic analysis to analyze data collected from interview and documents. Female academicians shared the experience that the passion to grow, eager to be the best performer, the influence of the role model, family support and scholarship awards influenced their career growth. The paper concludes that personal commitment and motivation to grow is an important factor to facilitate female career growth. The paper recommended that, Team working in researches, publications, outreach and consultancies among male and female academicians should be encouraged to ensure career development of female academicians in public universities in Tanzania.

**Keywords:** Female academics, Career development, Senior Positions, Public Universities, Tanzania

## Inclusion of Independent Candidates in the Electoral System in Tanzania: A Monster to Men and Women Contenders?

Denis John Kamugisha, Department  
of Public Service and Human  
Resource Management, SOPAM  
P.O.BOX 2,  
Mzumbe University  
[dekamugisha@mzumbe.ac.tz](mailto:dekamugisha@mzumbe.ac.tz)

Idda Lyatonga Swai, Department of  
Local Government Management,  
SOPAM  
P.O.BOX 2,  
Mzumbe University  
[ilyatonga@mzumbe.ac.tz](mailto:ilyatonga@mzumbe.ac.tz)

### Abstract

There is no good word to use to explicate the ever-growing terror of inclusion of independent candidates in the electoral system in Tanzania than the 'monster'. The latter embraces the existing rigid frameworks that undermine populaces from echoing their democratic voices in Tanzania's electoral processes. These frameworks have always been posing a great test to inclusive democratic elections. While we argue in this paper that rigid systems limit potential independents, both men and women, from raising their voices as a result of this 'monster', women are the most vulnerable group in this struggle. In trying to unearth this quandary, the paper, through interviews and a thematically oriented review of literature, examines the manner in which mankind voices, particularly those of women, are undermined by electoral processes in Tanzania. The findings reveal that in trying to bridge this fissure by enacting new bylaws, some conditions have always been thought by the government, instead of resolving the quandary, they aggravate it. Therefore, this paper appeals to unveiling legal frameworks that are credible, transparent and legitimate.

**Keywords:** *a monster, electoral system, gender, inclusivity, and independent candidacy*



## Gender Gap in Administrative Leadership Positions within Tanzania. Are Women Reluctant to Take Positions?

Zuena Kilugwe

School of Public Administration and Management, Mzumbe University, Tanzania

[zkilugwe@mzumbe.ac.tz](mailto:zkilugwe@mzumbe.ac.tz)

### Abstract

This study intends to authenticate women's reluctance in taking administrative leadership positions in Tanzania Public service using Ilala Municipal Council and Mbinga District Council as a case. Semi-structured questionnaires and interviews were used to collect primary data whereas secondary data was obtained through literature review. A total of 232 respondents were supplied with semi-structured questionnaires whereas, semi-structured face-to-face interviews were conducted with twenty respondents including twelve (12) council leaders and eight (8) key informants from government ministries and Non-Governmental Organizations (NGOs). Variables such as gender, education qualifications, place of work, and factors socio-cultural factors influencing the gender gap in administrative leadership positions were included in the analysis. Quantitative data were analyzed using descriptive statistics to examine the relationship between mentioned variables and administrative leadership positions in the Tanzania public service. Content Analysis was used to analyse qualitative data after a careful transcription, categorization, coding and filtering the obtained data to allow arguments based on the findings. The study discovered that administrative leadership positions in Tanzania public service was dominated by men and one amid other reasons for this gap is the reluctance of some qualified women to take administrative leadership positions. Building from the findings of this study, it is concluding that even though Tanzania is struggling hard to reduce the gender gap in administrative leadership positions, men continue to take a lead on holding these positions while women lag behind and one among other reasons is the reluctance of women themselves. Therefore, the study recommends that, instead of waiting for measures such as "affirmative actions", women themselves should be enthusiastic in taking administrative leadership positions through available formal procedures which do not discriminate between men and women.

**Keywords:** Gender gap, Administrative Leadership, Women reluctance, Public service

## Women Political Empowerment via Digital Technologies. Opportunities and Challenges: A Case of Morogoro Municipality

Saida Fundi and Anna Linje Mzumbe University, Tanzania

\*Corresponding author: [sfundi@mzumbe.ac.tz](mailto:sfundi@mzumbe.ac.tz)

### Abstract

It is well established among social scientists that different technological devices such as mobile phones and digital platforms such as Facebook, Twitter or WhatsApp have great empowerment potential in politics. This being the case, it is expected that women aspiring for political positions or who are keen in ensuring that effective leaders are elected, will make use of digital devices and platforms effectively, to gain and share knowledge on various pertinent issues in political processes. While digital technologies seem to have great advancement potential in politics, some of women may not be able to access and use such devices due to various social-economic and technical challenges. This study sought to investigate on the potentials and challenges of digital technologies as tools for women political empowerment. The study specifically focused on women participating in politics through political parties. It used questionnaire, semi-structured interviews and focus group discussions to collect data. Descriptive statistical measures, particularly the percentages and frequencies were used to analyse quantitative data on the frequencies at which a respondent used her mobile phone to seek and disseminate political information. The percentages and frequencies were determined through the Five Point Likert Scale Measure in which the respondent was asked through questionnaire to choose from among the five options explaining the frequency at which she uses her phone for seeking and disseminating political information. These frequency options are: 'Very often' which had 5 points; 'Often' which had 4 points; 'Sometimes' which had 3 points; Rarely, which had 2 points and 'Never', which had 1 point. The data were processed and coded using Microsoft excel before they were posted to SPSS Version 20 for analysis using frequencies and percentages. Most of women (80%) indicated 'Very Often' as their choice for the questions that asked about the frequency at which they used their mobile phoned for seeking and disseminating political information, indicating that women frequently make use of digital

technologies to share and receive political information. The qualitative data sought to examine empowerment potential of mobile phones and their challenges, among women who participate in politics and were analyzed using qualitative content analysis technique. The findings indicated that mobile phones and especially smart mobile phones help women to learn and develop desirable knowledge, skills and attitudes that enhance their capacity to participate in politics. Despite positive outcomes, the study noted some challenges in the access and use of digital technologies through their mobile phones especially WhatsApp,

Twitter and Face Book, among women in politics.

These include financial constraints, limited digital literacy, abuse from other users and lack of support from higher-level political leaders. To enhance women utilization of digital technologies for political activities, there is a need of capacity building and provision of financial, material and technological support.

**Keywords:** Women, political empowerment, digital technologies, Opportunities, challenges

## Improving Livelihoods of Rural Women through Development Funds: Evidence from Babati District Council - Tanzania

Elizabeth Lulu Genda

Mzumbe University, [Tanzaniaelgenda@mzumbe.ac.tz](mailto:Tanzaniaelgenda@mzumbe.ac.tz)

### Abstract

Globally, women empowerment is a key development agenda and is a central to many contemporary development initiatives. As many developing countries, Tanzania established the Women Development Fund in 1992 with the aim of supporting the economic empowerment of women through provision of loans. Since its establishment, the statistics indicated that there is an increase in the amount of loan given to the beneficiaries (women) from 260 million to 1.9 billion Tanzanian shillings between 2005-2021. Despite various efforts done by the government in empowering women through provision of loans to improve their income and their livelihood, women economic status in Tanzania is still low in several aspects such as earning income, access to family resource and ownership to improve their status. The study aimed to assess the contribution of Women Development Fund in improving household livelihood and women empowerment. Specifically, the study examines the income level of beneficiary groups before and after getting credit from Women Development Fund and determine the effects of income obtained in improving household livelihood and women empowerment. The study was conducted in Babati District, Tanzania. The district is characterized by patriarchal communities whereby women are allowed to participate in income generating activities but their incomes are controlled by their spouses/partners. Using qualitative research design, the study collected information from 12 respondents from each of the six out of twelve groups of beneficiaries to make a total of 72 respondents. Also, the study collected information from nine (9) key informants. The information collected were analyzed using content analysis, and descriptive statistics. The findings revealed that women who obtained loans from Women Development Fund are engaged in activities such as shops, kiosks, food vending (restaurants), tailoring, livestock keeping and horticulture. Also, they were able to deepen the size of business capital and increase business incomes, as evidenced by increase in income of beneficiaries by 65%.

Respondents' livelihood improvement was confirmed by their ability to pay school fees, medical charges, buy household necessities, repairing houses and making savings. Women beneficiaries were empowered through interactions and various gatherings such as meetings, seminars/training sessions and motivation by successful colleagues which in turn increase their level of awareness and self-confidence. Besides, increased incomes among women have changed their status at household level. Their spouses and other family members acknowledge the dual role of women in household and note that majority of women who are being empowered by the fund are playing their multiple roles at family and community development activities. Furthermore, the findings revealed that institutional, business and family related factors as well as Government policy were inhibiting factors to access loans. It is recommended that Local Government Authorities and other stakeholders need to create awareness among women on loans availability and accessibility. Entrepreneurship skills should also be developed to women for the better results on their loans. To increase the amount of loan and the length of the grace periods in order to get profit and repay back loan. The Government at Central level should review the Women Development Fund guidelines to make it effective in sustaining the needs of targeted group hence household livelihood improvement and women empowerment in Tanzania.

**Keywords:** Empowerment, entrepreneurship, Women development fund, livelihood, household

## Causes, Implications and Responses to Gender - Based Violence during the Covid-19 Pandemic in South Africa

Victor H Mlambo

University of Johannesburg, South Africa [halavico@yahoo.com](mailto:halavico@yahoo.com)

### Abstract

More than 120 000 cases of gender-based violence were recorded by the government-run Gender- Based Violence (GBV) Command Centre in the first three weeks of the national lockdown (April-June 2021). In Pretoria, a call was received up to 1 000 calls a day from women and children who were confined to abusive homes seeking urgent help. There were already concerns in South Africa before the lockdown that its implementation was going to compound the suffering of women not only in terms of economic value but also emotionally and physically through violence. The pandemic exacerbated a problem that has long plagued South Africa. This chapter examines the cause and implication of GBV, however, more importantly, it seeks to comprehend how the government responded to what many called a pandemic on its own. To achieve, this it employed a qualitative research approach where a review of the literature was undertaken to answer the guiding questions of this chapter. Findings reflected a country at war with itself, where a response to GBV from the state was futile, and this could have been avoided with harsher laws for abusers. The lockdown had unprecedented negative economic impacts on families and exacerbated some of the risk factors for violence against women and children in the home in South Africa. Some women reported experiences of emotional violence. Experiences of physical violence were mostly amongst children. The risk factors for women and children's experiences of violence in the home differed by socio-economic class. Job losses and reduction in earnings resulted in food insecurity which was a key driver of violence in most low socio-economic status (SES) families. Failure to address the scourge of GBV risks further marginalizing women, with severe implications for social cohesion and family unity

**Keywords:** Gender, Police, Response

## Decentralization and Job Satisfaction in Local Government: Some Empirical Evidence from Dodoma City Council, Tanzania

Gustav Kunkuta

### Abstract

This paper attempts to analyse factors determining job satisfaction among the employees in local government; it draws experiences from a study carried out towards the end of 2022 at Dodoma City Council, Tanzania. Specifically, it assesses the influence of intrinsic and extrinsic factors on job satisfaction among the employees. A convenience sample constituting 180 respondents was used alongside complementary methods of data collection including interview, documentary review and a questionnaire. Discourse analysis is used to analyse the interview and documentary data while descriptive statistics and regression analysis are used to analyse questionnaire data. The findings indicate that the employees were highly dissatisfied with both the intrinsic and extrinsic factors with 90% and 98% responses respectively. Further, the findings reveal that the intrinsic factors the respondents considered as important for their job satisfaction were accomplishing performance objectives, assurance for career progression, involvement in important tasks and recognition employees' effort and performance. Moreover, from the findings, the respondents identified extrinsic factors they regarded as relevant for their job satisfaction; topping the list were the well-being variables including cordial relations with fellow workers, helpful and compassionate supervisor or managers and enabling workplace in terms of working space such as office accommodation and equipment. Second were organization factors such as security of employment and keeping the employees properly informed. In the third place were the rewards and development factors including promotion, justice in the provision of rewards and punishment, and good pay. The paper concludes that both intrinsic and extrinsic factors were important for employees' satisfaction in the case study council.

**Keywords:** Job satisfaction, decentralization, local government, extrinsic and intrinsic factors

## Blockchain Technology in Lands Registration - A Systematic Literature Review

Hossana Twinomurinzi University of Johannesburg, South Africa  
[hossanat@uj.ac.za](mailto:hossanat@uj.ac.za)

### Abstract

Blockchain technology (BT) is increasingly important in digital government as a means of efficient governance, information management, decision making and an instrument for reform. Using a systematic review, this paper investigates how blockchain has been researched in the context of land registration, particularly in developing countries. The key findings suggest that in as much as BT features are appreciated, it has not yet been implemented, especially because it threatens existing power structures, creates transparency, and that there are limited BT skills in developing countries. In the single instance where it was implemented in Georgia, public trust in government was restored. The paper recommends that BT implementations need to be a part of government reform programs that embed paradigmatic shifts in governance.

**Keywords:** Blockchain Technology, Digital Transformation, Land Registration, Digital Assets, Consensus Mechanism



## The Effect of Planned Change on the Implementation of e-learning Technologies in the Selected Tanzanian Universities.

Elizabeth Landa Mzumbe University, Tanzania

[elandam@mzumbe.ac.tz](mailto:elandam@mzumbe.ac.tz)

### Abstract

Organizational change has become the rule rather than the exception for many organizations; a notion rooted in the fact that change is important to the sustainability of any institution, including institutions of higher education. From such perspectives, universities have to go through remarkable changes, leading to new challenges in providing quality education using limited resources. As such, higher education institutions (HEIs) need to implement e-learning technologies to change how things are performed for carrying out their core functions for a quite number of reasons. However, despite the efforts being made to enhance the adoption and integration of innovative teaching and learning technologies in higher education, the status of its usage in Tanzania is not appealing. Studies have revealed that many higher learning institutions were found to have either a low or ineffective usage of e-learning technologies.

This study shed light on the role of planned change for the implementation of eLearning technologies from the views and experiences of 7 participants who are the academic leaders of selected Tanzanian universities. Qualitative design through the semi-structured interview was employed to assess the preparedness of academic leaders on managing educational change related to e-learning technologies. The findings revealed that preparedness aspects related to culture, internal training, and reward were vital in enhancing the implementation of e - Learning-related changes. Meanwhile, implicit policies were reported to have a higher positive likelihood of enhancing the preparedness for implementing eLearning technologies. The results further revealed that most participants favored capacity-building strategy reinforcement. Identifying the role of planned change will accelerate the tremendous efforts on the preparedness and sustainability of using e-learning technologies in Tanzanian higher education.

**Keyword:** academic leadership, e-learning technologies, preparedness for change, Universities

## Contribution of Electronic Laboratory Information Management System on HIV Viral Load Sample Tracking and Results Management

Navoneiwa Nico, \*Henry Mollel and Winnie Ndiege

Mzumbe University, Tanzania

\*Corresponding author: [hemollel@mzumbe.ac.tz](mailto:hemollel@mzumbe.ac.tz)

### Abstract

Electronic Laboratory Information Management System (eLIMS) was implemented in Morogoro for tracking HIV viral load (HVL) testing samples and results. However, it faces the problem of delay of HVL testing results and fails to adhere to the optimal time known as turnaround time (TAT), which is set to be 14 days. We evaluated the program to determine its contribution on HVL sample tracking and results management and the factors that hindered its use. We conducted in-depth interviews with 20 system users from 11 health facilities, including 1 testing lab, 5 hubs and 5 spokes. It was found that the use of the system has improved the workflow; facilitate communication between system users across the facilities, improved data management and reduced the workload and loss of testing results. It was further found that using the system reduced the delaying of testing results from two months to 14- 21 days. However, lack of staff, training, supportive supervision, and tools hindered use of the system in most of the hubs. It is recommended that more training and supportive supervision should be provided to capacitate users on how to use the system.

**Keywords:** Electronic laboratory, Information management, HIV, Viral load

## Factors Determine the Adoption of Online Teaching in Tanzania's Universities During COVID-19 Pandemic.

Mackfallen G. Anasel & Idda L. Swai

School of Public Administration and Management, Mzumbe University, Morogoro, Tanzania

### **Abstract**

#### **Background**

Face to face mode of delivery has been a standard method of teaching courses in the majority of African Universities and Tanzania included. The COVID-19 pandemic has caused the closure of all schools and universities worldwide; therefore, face-to-face teaching is no longer the only appropriate and feasible teaching method. This requires changes in the teaching method with the remarkable rise of e-learning, whereby teaching must be undertaken remotely and on digital platforms.

#### **Objective**

The main objective of this study is to determine the perceived factors that hinder the adoption of online teaching in Tanzanian universities.

#### **Method**

A mixed method dominated by a quantitative approach was used to answer the research questions. A total of 173 academic and ICT staff from twelve universities in Tanzania participated in this study. Descriptive statistics (univariate analysis) and binary logistic regression were applied to analyse the frequency and compare the mean to describe the characteristics of respondents and determine the factors influencing the academic staff to have an online course. This was followed by content analysis to analyse the academic staff's proposed adaptation to online classes.

#### **Results**

The findings indicated that the main hindrances to online teaching are lack of capacity; knowledge on how to conduct online courses; knowledge and technological factors; environmental factors; staff attitudes towards delivering online courses, and

years spent using eLearning. The academic staff proposed improving ICT infrastructure and strengthening the capacity of academic staff to provide online courses.

### **Conclusion**

The study concludes that most academic staff are willing to adopt online teaching while suggesting improving the organizational and individual factors to enhance online education. The paper recommends that the university use freely available online teaching tools and platforms while simultaneously focusing on addressing the corporate and individual factors identified in this paper to enhance online teaching, which is mandatory in response to lockdown measures.

**Keyword:** Adoption of Online Teaching; Tanzania's Universities; COVID-19; E-learning

## Post-COVID-19 Era and the Challenges of Online Learning in Nigerian Public Higher Institutions: A Case of Obafemi Awolowo University, Nigeria

Mary Kehinde Salawu

Department of Management and Accounting, Obafemi Awolowo University, Ile-Ife, Nigeria [mksalawu@oauife.edu.ng](mailto:mksalawu@oauife.edu.ng)

### Abstract

Sequel to the outright loss of academic calendar in all the Federal Universities and other government- owned institutions of higher learning across the nation due to the 2020/2021 global shut down during Covid-19 global pandemic, adoption of online learning appears to be an imperative in the face of the looming variants of Covid- 19 in the country. The study, therefore, examined the challenges faced by Nigerian tertiary institutions students in an online learning environment with a view to determining possible remedies towards advancing the quality of graduates in the epoch of the fourth industrial revolution. The study adopted survey research design. Using Yamane formula (Yamane, 1967), a sample of 375 undergraduate students were drawn from the average population of 6,000 students from three academic faculties of Obafemi Awolowo University. The study employed simple random sampling technique to provide equal chance for study participants. Data were gathered through structured online questionnaire which was administered to the respondents via email and WhatsApp. Data were analyzed with the use of descriptive statistics. The results of the study showed that majority of the students of public higher institutions prefer physical contact sessions to online due to persistent frustration arising from poor network service, poor electricity supply and high data subscription costs among other challenges confronting students in an online learning environment. The study recommended that, public tertiary institutions in Nigeria should provide internet service at a reasonable rate within and outside the campus environment.

**Keywords:** Online, Teaching, Challenges

# **An Analysis of Regulation 363 of the National Health Act (61 of 2003) regarding the Management of Human Remains from the Perspective of Emerging Funeral Directors**

Bulelwa Maphela

School of Economics, University of Johannesburg

[bmaphela@uj.ac.za](mailto:bmaphela@uj.ac.za)

## **Abstract**

### **Introduction**

The National Health Act 2003 (Act 61 of 2003) was formulated to provide a governing and regulatory framework for a structured uniform health care system within the Republic of South Africa. In 2013, in terms of section 68(1)(b) read with section 90(4)(c) of the National Health Act 2003 (Act 61 of 2003), the regulations relating to the management of human remains were gazette (No. R. 363, Gazette No. 36473). Chapter 3 of the Regulations relating to “Funeral Undertaker's Premises and Mortuaries”, are the focus of this paper. Numerous demonstrations by the EFDs emanated from the displeasure with the current regulation. In March 2022, the National Health Department proposed a new version of the regulations. The government gazette (No. 46048) in which these regulations were published did not refer to Regulation 363, or specifically to the repeal and replacement of Regulation 363, but analysis assumed that document matches Regulation 363 in terms of layout and completeness, but with certain differences, so it does not make sense that the two sets of regulations would coexist. The aim of this study was to conduct a comparison of the old and the proposed human remains regulations using a case study approach to assess whether the proposed amendments could affect the sustainability of EFDs.

### **Methods**

A content analysis was chosen as a methodology to do this analysis. The researcher uses analytical constructs to move between the current and the proposed regulatory text to make inferences.

## **Results**

Since the EFDs are struggling to comply with the currently Regulation 363 of the management of human remains, if the proposed revision is promulgated, more strife is expected to be a major hurdle in their day-to-day processes.

## **Conclusion**

The proposed amendments have been discussed in the sector and it can be inferred from this analysis that the emerging funeral sector is not satisfied with the current revision because it does not suitably recognize the seriousness of the challenges that EFDs are faced with currently. If the proposed Regulation is promulgated, the struggling EFDs who are serving the greater part of the poor communities may face tougher challenges and delivery of this service may be challenge.

**Keywords:** Funeral directors, Regulation 363, human remains, compliance, participatory

## The Genesis of Public Policy, Programme and Project Monitoring and Evaluation (M&E) Practices

Dominique E. Uwizeyimana

School of Public Management, Governance and Public Policy, University of Johannesburg, South Africa [dominiqueu@uj.ac.za](mailto:dominiqueu@uj.ac.za)

### Abstract

The literature has robust contestation about the origin of public policy, programme and project monitoring and evaluation. Cloete (2016) argues that public policy, programme and project M&E originated in Europe and America and was introduced in Africa by colonizers who divided the African continent among themselves in the early 1880s. Cloete (2016) does not explain why there was no public policy, programme or project M&E in Africa or any other nonwestern part of the world before the arrival of western colonizers. In addition, Mouton (2010) also argues that M&E was introduced in Africa by international development organizations and financial organizations in the 1980s. According to Mouton (2010), these western development organizations and financial institutions submitted M&E to the African continent as a condition for accessing foreign aid and as a funding requirement for the projects these institutions were funding. Neither Mouton (2010) nor Cloete (2016) accounts for ample literature which demonstrates that M&E practices existed in Africa (and in China) thousands of years before the arrival of the international development organization and international financial organizations in these parts of the world. This paper uses the Secondary Data Analysis (Archival Study) approach to provide a systematic and chronological analysis of the available literature to trace the genesis of public policy, programme and project monitoring and evaluation (M&E) as a practice. The findings in this paper indicate that M&E could potentially have become a practice in African countries such as Egypt and Asian countries such as China long before it was a practice in the U.S. and European countries. However, evidence suggests that academics and practitioners in the U.S. and European countries could have compiled the first recorded theoretical academic content about M&E models and approaches currently being used to train people who want to take up a career or profession in M&E.

**Keywords:** public policy, programme and project monitoring and evaluation (M&E)



## Assessment of Youth Empowerment Fund on Unemployment in Ruangwa District

Bethsheba Sakinoy

Assistant Lecturer, School of Public Administration and Management -Mzumbe University, [bethsheba.sakinoy@mzumbe.ac.tz](mailto:bethsheba.sakinoy@mzumbe.ac.tz)

### Abstract

The study mainly is about the assessment of the youth empowerment funds (YEF) in Ruangwa district. Specifically, the study aimed to establish how the Youth empowerment fund in Ruangwa district establishes project enterprises, assess how the fund reduces unemployment in Ruangwa district, and examine how the Youth empowerment fund contributes to income generation in Ruangwa district. The study used a descriptive research design whereby both qualitative and quantitative approaches were used. The purposive and stratified sampling was used to select respondents from the population for the study. Moreover, the study used both questionnaire and interview guide methods of data collection. The analysis of data involved both descriptive and inferential analysis. The study analyzed quantitative data to give descriptive results and paired sample t-test results of before and after YEF. Moreover, qualitative data were analyzed with the help of content analysis whereby information of key informants from the interviews was used. Findings reveal that YEF introduces entrepreneurship training for the success of youth projects and link youth with successful entrepreneurs. Moreover, findings reveal that YEF provides soft loans to the youth to develop and start new projects. Furthermore, findings show that after YEF number of employments, income, and capital has increased to the Youth group. The study concludes that YEF has an optimistic impact on the growth of youth economic activities by increasing capital, creating more employment opportunities, and generating income from economic activities. The study recommends that the amount of money given to youths in groups should be exactly the amount as requested by youth groups to increase their capacity to employ more youths. In the same light, the pool of funds should be increased to bring more entrepreneurs into the field. The study also recommends that other stakeholders

should be integrated with YEF and other economic empowerment initiatives to ensure that young entrepreneurs in Tanzania are well supported.

**Keywords:** Youth, Empowerment, Fund, Unemployment.

## Towards Harnessing Job Creation and Self Employment Opportunities for the Youth in Developing Countries

Ndikumana D. Emmanuel

Department of Public service and Human Resource Management School of Public Administration and Management (SOPAM) Mzumbe University  
[ndikumana@mzumbe.ac.tz](mailto:ndikumana@mzumbe.ac.tz)

### Abstract

In the wake of global economic crises exacerbated by a host of challenges: economic, environment, climate change and high levels of unemployment, governments and organizations are wrestling with the quest for unwavering initiatives that can steer youth development and sustainable economic development. This paper draws on desk review and brings to the fore the pivotal role of the youth as catalysts for the development of developing countries. It transpires from the literature that the youth bulge is a fundamental asset that acts as a springboard on which developing countries can accelerate their development pace. However, the paper echoes a wakeup call that in the absence of proper youth nurturing, development and engagement, they may turn to be a liability in a wide scope transcending political, economic, legal and social domains. The paper wraps up by postulating support strategies that can unleash the youth potentials and hence take developing countries to greater economic heights.

**Keywords:** Youth, Employment

## Psychological Qualities in Youth Leadership Development A Literature Review

\*Aria S. R1. Zong and Jane Xu<sup>2</sup> 1Allegheny College 2Wellbeing Society

\*Corresponding author: [Springzong11037@gmail.com](mailto:Springzong11037@gmail.com)

### Abstract

Psychological qualities are crucial in youth leadership development. To help youth become effective leaders, identifying what psychological qualities youth leaders need, as well as the factors influencing the development of these qualities, are important. There is a body of research in this and related topics. A literature review should help identify the status of this area of study, the challenges if any, and the possible needs and direction for future research. The proposed paper will conduct a comprehensive review of literature on psychological qualities of youth leadership and factors influencing the development of these qualities in youth leaders. Google Scholar; Research Gate, APA PsycArticles, APA PsycBooks will be used to search for articles using the keywords: Leadership qualities; psychological qualities of leaders; leadership development, youth development, youth leadership; psychological leadership characteristics, youth leadership quest; Among the search results, the articles with a focus on the topic of youth psychological leadership quality development will be included in the review. The selected articles will be analyzed on which leadership psychological qualities, and their development in youth, have been researched on, how thorough the research has been, what is still lacking or insufficient and the possible reasons behind that. The findings may help identify particular areas that need more research and the overall direction going forward. The projected time frame to conduct this review and paper writing is now through January 2023, to be done in time for the full paper submission to this conference if this abstract/proposal would be accepted.

**Keywords:** Psychological qualities, Leadership, Youth leadership development

## Career Choice among University Students: Experiences from Students in Selected Universities in Morogoro Municipality, Tanzania

\*Mariam Shafi<sup>1</sup> and Orest Sebastian Masue<sup>2</sup>

<sup>1</sup>Department of Education, Mvomero District Council  
(Quality Assurance Unit) <sup>2</sup>School of Public Administration  
& Management, Mzumbe University, Tanzania

\*Corresponding author: [mariambarunquza@gmail.com](mailto:mariambarunquza@gmail.com)

### Abstract

Career choice is one of the challenges that University students face in the course of developing their future life. Although in most cases it is assumed that students' choice of the programme of study is based on their future career choice, evidence has often shown that this may not necessarily be true. The purpose of this study was to examine the factors influencing career choice among university students by drawing on student from Sokoine University of Agriculture (SUA) and Jordan University College (JUCO) in Morogoro Municipality. The study was a mixed methods study, employing a case study design. Data were obtained from 110 conveniently selected participants. The main data collection methods that were used are questionnaire and interview; and were analyzed using content analysis and descriptive statistics. The findings suggest that both intrinsic and extrinsic factors influence students' career choice. Self- efficacy and interest were highly rated as intrinsic factors that influenced career choice among the students. Parental interest, job opportunity, the influence of teachers and peer pressure were highly rated as extrinsic factors influencing students' career choice. The study findings imply that students' career choices are not only influenced by their own interests alone but also a number of extrinsic factors. In this regard, career guidance and counseling to the students should be a continuous undertaking to assist the students in making proper choices.

**Keywords:** Career choice, Career guidance, Counseling, Self-efficacy, Career path

## POSTER PRESENTATION

POSTER PRESENTATION		
1	Effectiveness in protecting vital records within Tanzania Public Offices	Jumanne William, Elisha Enos, Elifuraha Msese, Zuena Kilugwe, Ester Mbunju
2	The call for strengthening Management of Ambulance Transport in resource constrained setting. A case study of Tanzania Primary Health Systems	Agnes Mchome, Zuena Kilugwe
3	Reducing gender gap or creating another gender gap? Existing mechanisms and community perceptions	Mariam Haji and Mzakiru Twalibu
4	The role of transformational leadership on organizational citizenship behaviors: The mediating effect of job satisfaction	Kelvin Mwita, Nivad Mwilongo, Silas Obwolo, Shauri Kinunda, Bethsheba Sakinoi
5	Community participation in Implementation of education development project at Rulenge township Authority	Kavakule Kaamo
6	The current trends and challenges of the teacher' turnover in public secondary school	Lupi Massawe
7	Managing and understanding employees and employer expectations. The case of Morogoro Municipality	Mosses Kwayu

## CONFERENCE ORGANIZING COMMITTEE.

### 1. Dr. Idda Lyatonga



#### **Conference Chair**

Idda Lyatonga Swai is a Senior Lecturer and Researcher in the School of Public Administration and Management in the Department of Local Government Management at Mzumbe University. Idda has served as HoD in the Department of Local Government System for four years and has served as acting dean of the School of Public Administration and Management since August 2022. Idda has more than 15 years of teaching experience and has been conducting long and short courses in the areas of Local Government Management, Leadership, Governance, Social Science Research Methods, and Gender and Public Administration in general.

Idda has been an Assistant PI in the project-MEASURE Evaluation PRH Small Grants Program Round V and worked as a Gender Mainstreaming Expert in the project commissioned by the Tanzania Urbanization Laboratory (TULab) under the support of DFID through the Coalition for Urban Transitions, the African Centre for Cities, World Resources Institute, Ross Centre and ESRF. She is the Coordinator for the ERASMUS PLUS mobility project of staff and students-2019-2021 ended in 2022/2023 and a coordinator of a new mobility contract to be implemented from 2024 to 2026. The mobility is a collaboration of Mzumbe University and the University of Groningen in the Netherlands and the project has supported the mobility PhD students to the Netherlands as well as the mobility of staff between the two institutions.

Idda has worked as a Continuous Professional Development (CPD) coordinator from 2020-2021 and as an eLearning and CPD specialist in the CDC project with Agreement No: 2 NU2GGH002292-01-00 aiming to provide “Technical Assistance (TA) to the Government of Tanzania (GOT) and Public Health Institutions (PHIs)

toward Sustained Health Systems Strengthening in Tanzania under PEPFAR” implemented by the COEHME of Mzumbe University. For three years, Idda has managed to facilitate the accreditation of 10 ECHO clinics (391 topics) to CPD in three professional councils in Tanzania and she has facilitated the development of CPD assessment guide to enhance the CPD assessment among healthcare workers who attend ECHO sessions and has enforced the implementation of the guide. Idda has also supported the review of eLearning materials and accreditation of eLearning modules uploaded in the National eLearning Platform for Health where a total of 223 modules were uploaded in the platform in year 2022/2023. Idda has organised the Annual Health Monitoring and Evaluation Best Practices Conference in 2019 in Dodoma City. The conference attracted officials from ministries of health, health practitioners and academicians from Tanzania, USA, UK, Nigeria, India and Kenya. Idda has also collaborated with the University of Groningen to organize the first Summer School on "Global Governance of Health Vulnerability in Africa: 24th -28th July 2023 in Morogoro, Tanzania and was attended by participants from 5 countries.

Idda has the honour of chairing the 1st International Conference on Governance, Leadership and Social Transformation (ICGLST'23) in May 2023. The conference was organized by Mzumbe University via the School of Public Administration and Management in collaboration with Kabale University in Uganda and the University of Johannesburg in South Africa. The conference was attended by 110 participants physically, and about 20 participants virtually, from 8 countries and about 80 technical papers were presented <https://icqlst.mzumbe.ac.tz/>.

## 2. Professor Dominique Emmanuel Uwizeyimana



Professor Dominique Emmanuel Uwizeyimana is a Full Professor and Director of the School of Public Management, Governance and Public Policy (SPMGPP) at the University of Johannesburg. He is an NRF-Rated researcher specialising in public policy, programme and project implementation and evaluation. He holds a BA (cum laude) (UWC), BA Hons (cum laude) (US), Master of Social Science



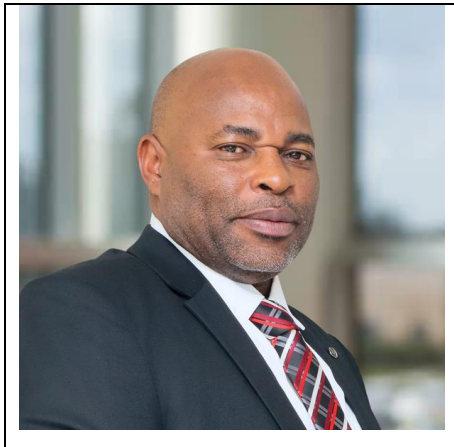
(UCT) and a D Litt et Phil (UJ) – all in the field of Public Management and Governance.

Professor Uwizeyimana is the current Director (Acting) of the SPMGPP (January – June 2023). Prior to this appointment, he served as one of the programme heads of the SPMGP at the Soweto Campus (2014 – 2023). He was Deputy-Chairperson: the College of Business and Economics Research Ethics Committee (CBE-REC) and Chairperson: SPMGPP Research Ethics Committee (SPMGPP-REC). He actively participates in several SPMGP and CBE committees promoting UG and PG students' interests. He teaches and coordinates UG and PG modules at UJ (APK and Soweto Campuses). He was also a senior member of the Students' Academic Development Practitioner (SADP) at the University of Limpopo (2013 to June 2014).

Professor Uwizeyimana is a firm believer in Pan-Africanism and continues to play an active role in the internationalisation of the University of Johannesburg. He has contributed significantly to attaining UJ and CBE goals in advancing the UJ Pan-African and internationalisation agenda. Among the many MoUs, he facilitated are the Uganda Technology and Management University (UTAMU), the Uganda Local Government Association (ULGA); the Civil Service College of Uganda (in Jinja); the Jamhuri University of Science and Technology (JUST) in Mogadishu, Somalia; JAZEERA University (Somalia), the Jimma University (Ethiopia), the University of Mauritius, the University of Zimbabwe, the Chinhoyi University of Technology (Zimbabwe); the Bindura University of Science Education in Zimbabwe, SIMAD University (SU) as well as the University of Somalia (UNISO).

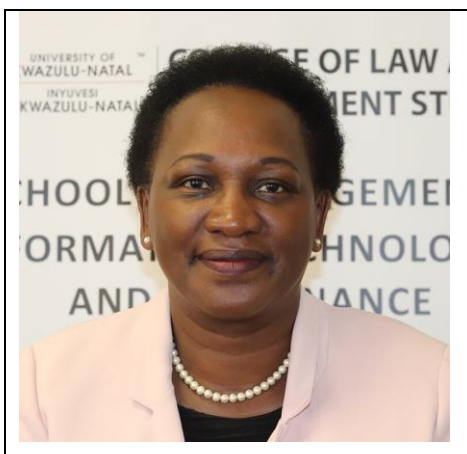
Professor Uwizeyimana established a sustainable partnership between the University of Johannesburg and the Gauteng Provincial Legislature (GPL) that has allowed hundreds of undergraduate and postgraduate students in the SPMGPP at APK and SWC to participate in several GPL processes to gain practical experience.

### 3. Prof Benon Basheka



Basheka is a Professor of Governance in the Department of Governance and the 1st Deputy Vice Chancellor for Academic Affairs at Kabale University. Kabale University is a Government University located in South Western part of Uganda. Professor Basheka also holds the position of an Extra-Ordinary Professor at the School of Business and Governance of the North-West University (NWS) Business School in South Africa (January 2020-December 2023). He is also a visiting Professor and Research fellow at the School of Public Management, Governance and Public Policy in the College of Economics and Management Sciences at the University of Johannesburg in South Africa. Professor Basheka is an accomplished scholar, researcher, teacher, management, administration, governance and leadership specialist and consultant. He has authored more than 80 articles in internationally accredited journals, more than 15 books and book chapters and a number of reports and conference proceedings.

### 4. Professor Betty Mubangizi



Professor Betty Mubangizi is an accomplished academic with over 20 years of teaching and research experience. As a full Professor of Public Administration and Governance, she is widely respected for her expertise in the field, as well as her passion for excellence in teaching and learning. Professor Mubangizi has held several leadership positions at the University of KwaZulu-Natal, including Dean and Head of School for the School of Management, IT and Governance, and Dean of Teaching and Learning in the College of Law and Management Studies. She has also served as the Interim

Dean of the School of Built Environment and Development Studies in the College of Humanities.

In addition to her leadership roles, Professor Mubangizi is an NRF-rated researcher and the Managing Editor of the African Journal of Governance and Development. She has supervised several postgraduate students and serves as an external examiner for many universities. As the Research Chair in Sustainable Local Rural Livelihoods, Prof Mubangizi is focused on understanding and explaining the opportunities and challenges in the implementation of rural policy. Her research chair uses a place-based approach, which allows her to work closely with local communities, organizations, and institutions to develop practical solutions to local rural issues and concerns. Her collaborations with different disciplines and organizations have resulted in several interdisciplinary research projects, including two Water Research Commission projects and one COVID Africa Grant research project.

## 5. Dr. Mackfallen Anasel



Dr. Mackfallen Anasel has been a lecturer and researcher in the Department of Health Systems Management at Mzumbe University, Tanzania for more than fifteen (15) years. He holds a Diploma in Clinical Medicine from Mtwara Clinical Training Centre; a Bachelor's degree in Public Administration-Health Systems Management from Mzumbe University; a Master of Science in Population Studies from Groningen University, the Netherlands and a PhD in Demography – Family Planning Programme Implementation from Groningen University, the Netherlands. He teaches Quantitative and Qualitative Research Methodology for both Bachelor's and Master's programs in the areas of Monitoring and Evaluation (M&E); Introduction to Biostatistics; Research Methods in Health Systems Management; Public Policy

Research and Analysis; and M&E and Health Information Systems (including DHIS2, FFARS and HRHIS/TIIS). He is also one of the prominent facilitators in the Centre of Excellence's short courses. in several short courses organized by the Centre of Excellence in Health Monitoring and Evaluation. His research interests included M&E, policy implementation and analysis, and reproductive and child health. He has authored and co-authored more than 20 articles in internationally accredited journals; his [Google citation index](#).

He has been the senior technical lead for the project that aims to provide Technical Assistance (TA) to the Government of Tanzania (GOT) and Public Health Institutions (PHIs) toward Sustained Health Systems Strengthening in Tanzania funded by CDC under PEPFAR since 2020 to date. He served in the same position for the project that aimed at Supporting the Government of Tanzania to Strengthen the Leadership and Management System as a subgrantee from the Benjamin Mkapa Foundation. He was the Project Coordinator for the Data Use Partnership project – a collaboration under the Capacity Building Consortium (CBC). Currently, he is serving as Principal Investigator (PI) – for the five-year project called Making Women’s Options for HIV Prevention in Tanzania Accessible and Joining the Implementation Science Capacity Building (MWOTAJI). The is implemented by five institutions that include University; University of California, San Francisco; University of California Berkeley; Health for a Prosperous Nation and the National AIDS Control Program. The project is Funded by the Department of Health and Human Services - National Institutes of Health. He is a co-chair for Scientific Leadership Committee (SLC) for PATC<sup>3</sup>H-IN. He is also the Co-PI of the NISHATI project that aims at building capacities in water, renewable energy, and agriculture to enhance local resilience to climate change in Africa project, partnering with eight institutions, University of Rome, Mzumbe University, Sokoine University of Agriculture, Gulu University, Kabale University, University of Technology & Arts Byumba and Catholic University of Rwanda. The project is funded by the European Commission Erasmus+ Programme (ERASMUS+).

## 6. Dr. Godfrey Kacholi



Dr. Godfrey Kacholi is a Lecturer in the Department of Health Systems Management housed in the School of Public Administration and Management. He is a Secretary of the East African Journal of Health Monitoring and Evaluation hosted by the Centre of Excellence in Health Monitoring and Evaluation at Mzumbe University. Dr. Kacholi holds Ph.D. in Public Health, a Master of Science in Health Monitoring and Evaluation, a Master of Arts in Health Policy and Management, a Postgraduate Diploma in Poverty Analysis, and a Bachelor of Public Administration in Health Services Management. Dr. Kacholi has been working with Mzumbe University for more than 10 years. He previously worked with CARE International in Tanzania in various programs and projects. He initiated and managed Workplace HIV/AIDS Mainstreaming Project at CARE International in Tanzania. Dr. Kacholi also worked with CARE International as Monitoring and Evaluation Technical Officer on the Global Fund- HIV, Malaria and TB program that supported the Orphans and Vulnerable Children (OVC) component- which was designed to mitigate the adverse impact of HIV in Tanzania. He has been teaching and supervising research for both undergraduate and postgraduate students. Kacholi has participated in several consultancy services such as the review and development of various national guidelines. Similarly, Kacholi has participated in program evaluations and has been conducting tailor-made pieces of training. Kacholi has authored and co-authored articles and a book in a peer-reviewed publishing house. His primary research interests include quality improvement in the health sector, international health, monitoring and evaluation, hospital management, and health and social welfare system strengthening. He worked as a Quality Improvement Advisor for Mzumbe University-Centers for Disease Control and Prevention, then as a Compliance Manager, and presently as a Monitoring and Evaluation Officer.

## 7. Dr. Aloyce Gervas



Dr. Aloyce Gervas is a Lecturer from the School of Public Administration and Management, Mzumbe University in areas of International Management, International HR, Strategy, Public Administration and Social Protection. As a member of the faculty, he teaches and conducts research and consultancies in those areas. He has served at Mzumbe University in a wide range of capacities such as the Executive

Assistant to the Vice Chancellor and Head of the Vice Chancellor's Office, Head of the International Office, Alumni Networking Coordinator, Secretary to the Committee of Vice Chancellors, Principals and Provosts of Public and Private Universities and University Colleges in Tanzania (CVCPT), Secretariat member of the Committee of Vice Chancellor's and Principals of Public Universities, (CVCPUT), member (ex-officio) of the Campus Colleges Board- International Affairs, among others.

He is a Mandela Washington Fellow (2015), Washington DC, a Presidential Fellowship from President Obamas' Young African Leaders Initiative Flagship Program (YALI), and a recipient of the Leadership award in Public Management from Florida International University, Miami, (2015).

He holds a Bachelor of Public Administration (Human Resources Management) degree from Mzumbe University, a Master of Science in International Management degree from the University of Nottingham, and a PhD in Management Sciences from Mzumbe University.



## 8. Mr. Kelvin Mwita



Kelvin M Mwita is a Lecturer in the Department of Public Services and Human Resource Management. He holds Bachelor of Public Administration - Human Resource Management (BPA-HRM) from Mzumbe University, Bachelor of Laws (LL. B) from the Open University of Tanzania (OUT) and Master of Science in Human Resource Management (MSc. HRM) from Mzumbe University.

He is currently pursuing PhD in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology, Kenya. His research interests include green human resource management, graduate employability and organisational leadership. Mwita has more than eight years of professional and teaching experience. He has also authored more than 22 publications in local and international academic journals. He is an experienced corporate trainer and consultant in Human Resource Management and other management-related issues.

## 9. Ms. Agness Mchome



Ms. Agness Mchome is an Assistant Lecturer in the Department of Health Systems Management, Mzumbe University. She holds a bachelor's degree in Health Systems Management and a Master of Public Health concentrating in Epidemiology from Georgia State University through the prestigious Fulbright Foreign Exchange Program. Her areas of interest include infectious disease control, disease

modelling, Maternal and child health, and evaluating the implementation and sustainability of initiatives for underserved populations, including special needs children.



*"Tujifunze kwa Maendeleo ya Watu"*