

ABBREVIATIONS

CBO	-	Community Based Organization
CCNC	-	Citizen's Coalition on New Constitution
CHRI	-	Common Wealth Human Rights Initiative
CUF	-	Civic United Front
DENIVA	-	Development Network of Indigenous Voluntary Association
DSM	-	Dar es Salaam
EACODEV	-	East Africa Center for Constitutional Development
ELCT	-	Evangelical Lutheran Church in Tanzania
FGM	-	Female Genital Mutilation
HAWOCODA	-	Hanang Women Counseling and Development Association
ICT	-	Information Communication Technology
IDM	-	Institute of Development Management
ITV	-	Independent Television
KINNAPA	-	Kimana, Namelok, Njoro Ndaleta – Partimbo Association
LEAT	-	Lawyers Environment Action Team
LHRC	-	Legal and Human Rights Centre
NCCR	-	National Convention for Construction and Reform - Mageuzi
PINGOS	-	Pastoralists Integrated Non Governmental Organizations
PPF	-	Parastatal Pension Fund
SADC	-	Southern Africa Development Corporation
SAHRINGON	-	Southern African Human Rights NGOs Network
SODNET	-	Social Development Network
TANGO	-	Tanzania Non-Governmental Organizations
TAMWA	-	Tanzania Media Women Association
TGNP	-	Tanzania Gender Network Programme
URT	-	United Republic of Tanzania
WLAC	-	Women's Legal Aid Centre
WLDI	-	Women Law and Development International
WILDAF	-	Women in Law and Development in Africa

MESSAGE FROM THE BOARD CHAIPERSON

We have come to the end of the year which coincidentally happens to be the last year in this century. As we reach the end of the year it is imperative on our part as members of the society to make a flashback and reflect on what transpired in this year in various fields of human lives. The flash back and reflection shall enable us assess objectives, the success and gaps we have registered. In doing so we can enhance and improve on the successes we have made and on gaps to trace the cause, effects and design ways and means on how to obliterate those gaps so that they cannot be carried forward to next year.

This year 1999 we have witnessed a lot in the field of human rights featuring in different angles and scenarios i.e. politically, socially, economically and even culturally. All the manifests the dynamics that takes place in the society shaped and influenced greatly by the members of the society. Human rights, being directly linked and are about human lives and their interactions have and are equally dynamic.

We have noted this year the escalations of human rights abuses in various forms. The emerging culture of lynching and necklacing suspected criminals to death ahs grown countrywide with intrepidity. This has been greatly attributed to the erosion of the culture of creating other human beings in human and affection. Similarly cases of rape, defilement, domestic violence, wrongful dismissals from work etc. have equally been on the rise. The ordinary person especially those that are marginalized and disadvantaged have inevitably been the victims of such abuses. Corruption, the monster which has been growing steadfastly with time has fuelled and nurtured such atrocious violations. Complaints against service delivery institutions, law enforcement organs and justice dispensing organs about corruption have been daily chorus in every body's. On the other side we have witnessed efforts made by the civil society groups to reactively and proactively defend and promote human rights in the society. The efforts ranged from educational, to advocacy, mass action and litigation. Various sections of the society have undergone training, there has been a concerted lobbying and advocacy work on some legal and policy issues and litigation on human rights oriented cases.

The government has in various ways responded to the advocacy work from the civil society by effecting some changes and in some cases promised to act although it is taking long, the case in point being the new on inheritance.

As we are anxiously waiting for the new-year in the new century it is anticipated that the spirit of cultivating and nurturing the culture of human rights in our society shall be given adequate weight and prominence.

It is our hope that the Centre's weekly Radio Programme, which has been very effective this year, will continue next year 2000. The year 2000 will be a year of general elections in Tanzania. The Legal and Human Rights Centre will obviously be active in the process of giving education to the ordinary people to know their rights in the election. Of course other organizations will do the same, but Legal and Human Rights Centre will have to play its part.

Let cross over to the new century with vigour, determination and spirit of enhancing and promoting human rights and defend our rights with unwavering zeal.

Wishing Happy New Year with a new outlook and vision of human rights.

Bishop (Rtd) Elinaza Sendoro

A MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear friends and colleagues,

The Legal and Human Rights Centre with honour brings to you the 1999 Annual Report. This is a report of the year ending the 2nd Millenium as well as the **20th** Century. This report also depicts an end of a Century and sparks for the coming of the New Century and the New Millenium. For us the Legal and Human Rights Centre the gains of 1999 have urged us to the challenges of the New Millenium and therefore we are ending the year and reporting with a motto of **“Reaching the horizon with a human rights Agenda”**.

All of this year’s activities have been in line with our Mission and to a great extent some impact has been visible this being our fourth year of existence as an autonomous organization. Many Tanzanians got the message we passed concerning Human Rights through our Radio Programme Darubini, Workshops, Training, Publications Networking and Coalition Building as well as Human Rights Follow up activities.

In this year the Centre has increased the number of its members from five to thirty four. This is an indication of growth and more people are called to join the Centre as members. The size of the staff has also risen from eight to eleven this year. We were disenchanted when our renowned chairperson Justice Lugakingira resigned but this did not pull our efforts backward as he gave reasons, which encouraged us. As the year was coming to the end the Seventh Board Meeting elected unanimously the Retired Bishop Elinaza Sendoro the Second Board Chairperson of the Legal and Human Rights Centre. The Bishop brings to the Centre a very rich experience in the field of human rights peace and reconciliation. He was the first chairperson of Amnesty International Tanzania.

This year gave us an opportunity to be reviewed by people outside the Centre as we underwent a Management Audit and Organizational Assessment. Both exercises were empowering and built to a wide extent our capacity in the way we conduct the organisation.

We also remember the shock we got as we were in the log-frame training session and received the News of the Death of the Father of our Nation Mwalimu Julius Nyerere. God rest his soul in peace. These moments were hard but in remembrance of his working spirit we managed to proceed. We are submitting this report to all of you by congratulating all of you for reaching the end of this Century and we wish you all a very happy New Millenium.

With solidarity in Human Rights Course.

Helen Kijo-Bisimba

Executive Director

Mission Statement

The Legal and Human Rights Centre is both a legal and a human rights organization. The Centre was created so as to contribute to the process of democratization in Tanzania and strives to promote, reinforce and safeguard human rights.

The primary task of the Legal and Human Rights Centre is to create legal and human rights empowerment amongst the socially, economically, culturally and spiritually disadvantaged and marginalized groups within the Tanzania society through legal and human rights training, provision of legal aid, information generation and dissemination through publications and radio programmes, research on legal and human rights issues and networking and alliance building with other institutions which share this mission. The above can be achieved by: -

Dissemination of legal and human rights knowledge to various groups in the society through training, publications and radio programmes.

Provision of legal aid to indigent people or those whose cases have special public interest or cases, which can advance law reform.

Promotion of public awareness in the field of environmental protection and;

Conducting research on legal and human rights issues with the aim of using the findings as a basis for lobbying and advocacy for changes.

The Organization in Brief

The Legal and Human Rights Centre is registered in Tanzania as a private, non-governmental, non-partisan and non-profit making organization. It has been an autonomous and independent entity since its registration in September 1995.

The Legal and Human Rights Centre was established from the realization of the extent to which the majority of the people were unaware of their rights and for the indigent who had no means to pursue their rights in court for want of legal representation.

To cater for these needs the Centre has embarked on activities in the areas of legal and human rights training. These include training of Trainers at local level, training of law enforcers and government functionaries. Moreover, the Centre runs a radio program on the national radio which covers most of the country in addition to publication of posters, simple legal and human rights booklets, leaflets and case studies of human rights abuse. The Centre is also engaged in follow up of Human Rights abuse exposing abuse and giving reports and call for redress.

Staff

The Centre has staff team of eleven full time employees whom include five professional lawyers, Finance and Administrative Officer and support staff being a secretary, driver, custodian and two guards. However, the Centre benefits from the services of Volunteers who give life to the Legal Aid Clinic which is opened twice a week in the afternoons. Regularly the Center uses part time staff in particular activities.

The Centre operates through three main Departments

1. The Legal and Human Rights Services
2. Research Publication and Documentation
3. Finance and Administration

◆ ***The Legal and Human Rights Services Department has the Following projects:***

- (a) Legal Aid Clinic
- (b) Human Rights Training
- (c) Radio Programme

◆ ***Research, Publication and Documentation Department***

This department coordinates:

- (a) Research
- (b) Publication of training and awareness raising materials, reports and brochures.
- (c) Follow up of Human Rights Abuse

◆ ***Finance and Administration***

This department is concerned with financial matters of the organization. Fund raising, and administration generally. It also coordinates the Networking activities the organization is engaged in such as Southern African Human Rights NGO Network, (SAHRINGON) Citizens Coalition on the New Constitution, (CCNC) Female Genital Mutilation (FGM) Task Force.

Board of Directors 1999

- 1) Judge Kahwa Lugakingira - Chairperson to March 1999 – Justice of Appeal Tanzania Court of Appeal.
- 1) a) Bishop Elinaza Sendoro – Chairperson (from December 1999)
Retired Bishop of the Evangelical Lutheran Church of Tanzania.
– ELCT Eastern and Coast Diocese)
- 2) Dr. Ringo Tenga - Deputy Chairperson, Head of Department Legal Theory Senior Lecturer University of Dar es Salaam Faculty of Law and Advocate of the Tanzania High Court.
- 3) Dr. Sengondo Mvungi – Dean Faculty of Law, University of Dar es Salaam and Advocate of the High Court of Tanzania
- 4) Dr. Palamagamba Kabudi, Lecturer Faculty of Law University of Dar es Salaam
- 5) Ms. Marie Shaba – Human Rights Activist and Journalist (Bagamoyo Dar es Salaam)
- 6) Ms. Ananilea Nkya – Human Rights Activist, Journalist with the National Radio RTD, Member of TAMWA – Dar es Salaam
- 7) Mr. Martin Saningo, A member and chairperson of the Pastoralists Integrated NGOs Organization (PINGOS) (Arusha)
- 8) Ms. Martha Bulengo - Consultant in Development (Arusha)
- 9) Ms. Rose Camil – A Councilor in the Hanang District Council and a Member of HAWOCODA a Women’s Organization in Hanang Arusha
- 10) Mr. Peter Mbughuni – Accountant by Profession with the Institute of Development Management (IDM) Mzumbe – Morogoro

ACHIEVEMENTS FOR THE YEAR ENDING 1999

I. THE LEGAL AND HUMAN RIGHTS SERVICES

I(a) The Legal Aid Clinic

The Legal Aid Clinic in Dar es Salaam at Magomeni was very busy this year as many people became aware of its existence. The number of clients rose although the number of days and hours to attend them remain the same: Many of the clients said they knew about the clinic through fellow clients who have been attended. Some got the news through the Radio while others saw the signpost and visited the clinic. This being the third year since the clinic was established the Centre has learnt a lot in areas where there is need to conduct research and advice the government on changes of law or practice. The issue of employment which is one of the major problems brought to the legal aid clinic need to be worked on and we plan to conduct thorough research on law and practice. The question of laws of inheritance are yet another issue which has left many women suffering due to discriminative laws. In this area we are planning to join WILDAF in advocating for the change of this law.

The Legal Aid Clinic has learnt a lot on refugees' laws and practice by the UNHCR and the Government and other Organizations dealing with refugees through attending refugee clients and follow up of their issues. The Centre then has prepared a handbook for Legal Aid workers to use in attending refugees.

Generally the Clinic is faring well but more time is needed to cater for the number of clients.

This year a total of **1556** were attended. This number does not include clients who were attended at the main office or up country where Legal Aid is carried when the Centre Staff goes for Other Duties such as Training or Research activities.

1999 LEGAL AID PROBLEMS AND NUMBER OF CLIENTS BY GENDER

TYPE OF CASE	NUMBER BY GENDER NEW CLIENTS			FOLLOW UP CLIENTS			
	MALE	FEMALE	TOTAL	M	F	TOTAL	
Civil matters	131	35	166				
Employment	118	12	130				
Matrimonial	13	82	95				
Probate/Inheritance	17	30	47				
Criminal matters	25	10	35				
Landlord & Tenant	7	9	16				
Child maintenance	1	7	8				
Refugees	9	-	9				
TOTAL	321	183	506	776	274	1050	1556

Table I

Key

Civil Matters include

Contract

Land

Property

Compensation

Defamation

Criminal Matters include

Assault

Rape

Harassment

Bodily injury

Samples of Legal Aid Cases

a) Police wrongful Confinement to Property

There have been several cases whereby the police have wrongfully arrested law abiding citizens without just cause and in some incidences they have even taken or deprived people of their properties as it can be illustrated with the one case reported at the Centre.

Mr. XY who comes from a very remote region reported to the Centre in November, 1999. He claimed that his children were involved in a road accident sometime in June, 1983. They were returning home from “shamba” where they had gone for maize harvest. They were travelling in a lorry with their maize harvest which was about 47 bags each of 100 kilogrammes. Very unfortunately, the lorry in which they were travelling collided with another motor vehicle which belong to the government, forestry department.

For unknown reasons, Mr. XY narrated that his children fought with the driver of the other vehicle possibly for his negligence and careless driving which caused the accident. The Driver of the government vehicle reported the matter to the police. As usual the police went to the scene of the accident. When they arrived, the XY children had already left at the place where the accident occurred on apprehension of being arrested by police. The police took the whole lot of the maize. They alleged that the only means of compelling the XY children to report to the police was to take the maize. Later on XY children were arrested and subsequently charged. They were convicted in criminal case No. 469/83 to a fine of T.Shs 400/= of which they paid. When the case was concluded, Mr. XY claimed his 47 bags of maize. The police could not give a proper explanation as to the whereabouts of the maize and that marked the beginning of a long struggle by Mr. XY to claim for his right. Since 1983 in various offices such as Regional Police Commanders Office, Regional Commissioner’s Office, Attorney General’s Office etc but all in vain; until when the issue was reported to the LEGAL AND HUMAN RIGHTS CENTRE (LEGAL AID CLINIC) in November, 1999. The Centre handled the matter successfully and within two months of negotiation with the police department, they admitted Mr. XY claim’s and they are ready to reimburse him at a current market price.

(b) *Inheritance*

X was eighteen years old when he visited the clinic this year. Both of his parents died in 1992 when he was only eleven years. His parents owned 2 houses at External Ubungu in Dar es Salaam and they were operating a Bar. After the death of his father X was still a minor and was the first born. All of his relatives including her grand father were living upcountry in Rombo District so there were no one to take over the business which belonged to the deceased.

Before X's father died he appointed some one, Mr. Y. to supervise his business so that he could facilitate the education of his son by way of collecting the rent from his premises. Instead Mr. Y. evicted the tenant who operated the Bar and decided to run it himself by paying 30,000/= (which was equivalent to 37 US Dollars) rent per month from 1993 to 1999 without any changes.

The complainant sought assistance from this Centre, he was advised that because he was now 18 years he should apply to be an administrator of the estate of his late father. He applied and was duly appointed. Mr. Y was called to the clinic so that he could hand-over the house to the complainant. We had an opportunity to visit the cite. The house contained two counters and a kitchen and five rooms but he was only paying 30,000 per month (US \$ 37.5), while the market rate of the said house was 150,000/= per month equal to US \$ 187.5.

Mr. Y. demanded that because he took care of X's late father while he was sick he should be allowed to operate at the rent of 30,000/= and that he had renovated the house at the cost of 7,000,000/= equal to US \$ 8,750 so he should stay on the house until 7,000,000/= are recovered back. The matter was referred to the Manzese Primary Court which appointed X, administrator of the estate and since there was enough evidence that Mr. Y was not a lawful tenant, he was evicted immediately and without any compensation.

We assisted X to evict Y and now the said house is rented at 150,000/= per month equal to 1,800,000/= per year instead of 360,000/= per year paid by Y and Mr. X is now proceeding with his learning smoothly at a secondary school in Dar Es Salaam.

Litigation

In this year the Centre continued to represent clients in Court. Not all clients who qualified to be represented were represented far lack of a Legal Aid Certificate. The Legal Aid Certificate is issued by the Government through the Chief Justice. This is being pursued. Total Number of Clients represented by two Volunteer advocates is: 12 cases involving 79 people 15 women and 64 men.

Litigation of the Land Rights Cases

The two Land Rights cases which the Centre has been litigating are still pending in court. These are the controversial land rights cases (Ako Gembul v NAFCO and Yoke Gwako v NAFCO) where the Barabags are claiming back their land acquired by the government. These cases are crucial to the lives of the Barabaigs. However for various reasons including funding and the court functioning for the whole of this year they were still pending in court.

I (b)Legal and Human Rights Training

Following the main objective of the Legal and Human Rights Centre to create legal and human rights awareness to the general public the Centre continued to conduct training at different areas to different groups of people. There were new areas reached and follow up of past trainings.

(i) *Land Rights Training*

The Land Rights Training have been conducted since December 1996 by the Centre and we have managed to have over 120 paralegals on land rights in Simanjiro District and Kiteto Districts. For Simanjiro Districts the Paralegals through Coordination of the land Management Project have been very active in passing the message to other people in the area. This has raised awareness of the people in the area such that in one village they managed to

unseat their village chairperson as he was accused of mismanaging the village land. In another village they requested a fact-finding mission to establish misallocation of land to large commercial farmers. The Legal and Human Rights Centre conducted the fact finding mission and recommendations were to the effect of filing cases against misallocation of the land with the aim of returning such land to the villagers. The Centre is still working on this issue. This outcome is the awareness raised through training and gave the villagers zeal to follow up their misallocated land.

In this year three training on land rights was conducted in Kiteto District in Arusha and Singida Rural. A total of 85 people were trained. In Singida this was the first Training. The participants were enthusiastic and they vowed to protect their land from environmental degradation and misuse. They do not have a big problem of misallocation but in some villages there are boarder problems, which they claimed solutions will be worked out by involving the people and leaders of all the villages concerned.

(ii) Training of Trainers at Community level

Since its establishment the Centre has been training trainers at community level. From the training conducted in Arusha and part of Kilimanjaro in the past years some members of the pastoralist communities in Morogoro region requested the Centre to also train them. In this year the trainings were conducted in two districts of Morogoro, Kilosa and Morogoro rural. Although the Maasai Pastoralists had requested for the training, upon conducting a Needs Assessment it was found necessary to train the Maasai together with their neighbours the farmers as they have conflicts amongst them.

During the training the participants evaluated their problems and made suggestions for solutions. Each group had village leaders. They decided to conduct training at their villages and enlighten the people on the use of land, human rights and conflicts resolution of the land conflicts between farmers and pastoralists. A training was also conducted in Loliondo District in Arusha. This was a follow up of the first training conducted in 1996. This training included government officials from the District Director's Office and the Police, Religious Institution and Villagers from two Division of the District. The participants from the

divisions were representing NGOS/CBOs of their area. As they had programmes of awareness raising to the community this training was a resource in the area of legal and human rights. The participants made groups for conducting training in their specific areas. The officials from the Police, District Office and Religious Organisations formed a group, which was to conduct trainings in Loliondo Town for Government Officials. The other groups were formed by the NGOs/CBOs represented to conduct training at community level. The Centre will make a follow up after six months.

(iii) Follow up of Trained Trainers

This year was also for following up trainers trained at community level to assess the impact and establish new Needs if any. The trainers trained in Hanang District, Mbulu Yaeda Chini and Kiteto were visited. In each area about thirty trainers had been trained. Impact was assessed on what the trainees had done using the training. The way the community has responded to the training and changes in attitudes and practice.

In Hanang some of the trainers had conducted training in the four Division of the District and established human rights committees in each of the fifty-three villages. This has paved way for people to report human rights abuse such as child defilement, forced marriages etc. Some of the trainers did not have much to report as they claimed to have been dealing with famine and could not do much in training. However generally there have been a change in way people are perceiving issues. In a meeting with villagers in Gehandu it was possible to discuss Female Genital Mutilation as a Human Rights Abuse and causes and effects of Rape. The people in this village analyzed these issues in line with health and land matters. They were able to relate their land problem with rape and lack of health facilities as perpetrating FGM.

In Yaeda Chini Mbulu, the trainers were using their knowledge in their places of work or where they live. They are not organized in formal organizations. However we were informed of the readiness of people to bring up issues of human rights violation, which in the past were never reported. The Ward Executive Officer who is also one of the trainers informed us that three men have been jailed after their wives reported them for battery. About seven girls

have been helped by the WEO from being forced to marry. Even people who were not in the training were reacting to abuse as they had heard about the training and knew it was not proper for such abuses to occur.

The councilor of Yaeda Chini was very happy that he had managed to argue in the District Council until his ward got a space to have special Market Days. He confessed that before he got the training he was not that assertive. The issue of water, which was also a big problem, have been solved through his arguments with the authorities. In talking to the people at community level they said there is a difference in the people trained others are using the knowledge to harass fellow villagers while others help people with legal or human rights problem. They recommended a retraining and a formation of a paralegal group known officially in the area.

In Kiteto the follow up revealed a lot of changes especially in attitudes. It was not easy for people in this area to discuss the issue of FGM openly when we began the project. During the follow up there were a lot of discussions around this issue. Men were accusing women of performing FGM while women were accusing men as they will not marry women who have not undergone FGM. This is a step as it was not easy for the people in this community to discuss FGM. The discussion may pave way to realizing the effects of the abuse. There are positive efforts to report abuse to proper channels although corruption is said to be a set back.

Generally there is an impact through the training in all the three areas but the need to have paralegals have not been achieved in most of the areas only a group in Hanang has managed to work as para-legals training and helping others. These are the women of HAWOCODA. In Kiteto the women department of KINNAPA have made human rights training part of its work. The head of the department is a women who was trained in this project.

LIST OF TRAINING ACTIVITIES

Date	Place	Number			Type of Activity
		M	F	Total	
13-17 April 1999	Kibaya Kiteto	13	4	17	Land Rights Training
10-14 May 1999	Kibaya Kiteto	17	5	22	Land & Rights Training
10-14 May 1999	Singida			46	Land & Rights Training
5-9 July 1999	Kilosa Morogoro (Kimamba)	20	7	27	Legal & Human Rights (TOT)

12-16 July 1999	(Mvomero) Morogoro Rural	16	6	22	Legal & Human Rights (TOT)
9-13 August 1999	Loliondo Ngorongoro District Arusha	26	10	36	Legal and Human Rights Centre (TOT)
15-21 May 1999	Hanang and Mbulu				Follow up of Trainers (TOT)
16 th -19 th August 1999	Kiteto Arusha				Follow up of TOTs
	Total	92	32	170	

Table 2

iv) *Human Rights Training Workshops*

Training workshop for human rights awareness and sensitization were conducted to various groups in the country. The Police, Primary Court Magistrates, Civil Society leaders, Parliamentarians and Political Party leaders are among the groups trained. The trainings were well received and appreciated by these categories of people. All of them requested the Centre to conduct such training regularly. The political party leaders managed to discuss their role in promoting human rights irrespective of their differences in party politics. Four political parties were represented. The civil society leaders were anxious for such trainings to circulate to all their constituencies as they claimed it will rise a vibrant civil society, which can assert rights and protect rights of others. For the police the training was sensitizing and they decided to pass the information to others. They asked the Centre to inform the Police Authority the need to give permission to those who were trained to conduct awareness raising sessions to other members of the police.

The Primary Court Magistrates took the training as a challenge and discussed a lot the issue of corruption which the courts are accused of enhancing. The Primary Court magistrates explained circumstances under which people might think they are corrupt while it is due to the lack of facilities and personnel.

The Parliamentarians trained were the members of the Parliamentary Committee on women and other Disadvantaged groups and the women Parliamentary Caucus. They said this training was needed for all parliamentarians. They requested the Centre to conduct more training for them and they proposed a topic on Private Motion.

These workshops also made the Centre to be known more and as such clients were directed from all the areas. The police, courts, parliament NGOs and political parties.

LIST OF HUMAN RIGHTS WORKSHOPS

Date	Place	Number			Type of Groups
		M	F	Total	
29-30 th April 1999	DSM PPF Conference Hall	28	12	40	Political Party leaders and Media Personnel
16-17 June 1999	DSM PPF Conference Hall	1	15	16	Leaders from Fifteen Civil Society Organization and the Media
16-20 August 1999	Dar es salaam Police College	23	2	25	Police Officers from three Regions DSM, Morogoro and Coast
1-3 rd September 1999	Dar es Salaam PPF Conference Hall	13	17	30	25 Primary Court Magistrates of Dar es Salaam and 5 Media People
26 October 1999	Karimjee Hall Dar es Salaam	1	35	36	Parliamentarians women caucus and committee on women and other disadvantage groups
29 November – 3 rd December 1999	Dar es Salaam Russian Cultural Centre	23	-	23	Police of rank and file
	TOTAL	89	81	170	

Table 3

Trainers:

The training project was facilitated by the LHRC members of staff and part time trainers from peer organizations. This year the use of part time staff was reduced as we have two more permanent staff in the department.

Trainers were:

Helen Kijo Bisimba	- The Executive Director
Evod Mmanda	- Legal Officer
Projectus Rwehumbiza	- SAHRINGON National Coordinator
John Wallace	- Legal Officer
Scolastica Jullu	- Part time from WLAC
Martin Mdoe	- Part time from WLAC

I (c) Radio Programme

The DARUBINI radio programme through the National Radio was a very good supplement to the trainings as well as awareness raising generally to the public. The number of letters from listeners has increased and more areas in topics were covered. From listeners of this half an hour weekly programme we could cause the thirsty they have for knowledge in the area of legal and human rights while at the same time the listeners have treated the programme as a legal counsellor. Letters were received from listeners asking about a case lost in court, how to get compensation or remuneration etc. Many listeners were commending the programme and made request for certain topics they thought useful such as court procedures, how to report human rights violations etc. In some cases listeners wanted the programme to be used to report human rights abuse by the government. Once a month the letters from the listeners were answered and aired. This time has not been enough to respond to all the letters so some were just answered and sent by mail.

Topics covered:-

The New Land Law, Mob violence a human rights abuse, Women's rights, Cruelty,

murder, Evils of corruption, corruption and justice, The Parliament of the United Republic of Tanzania, The constitution, Cohesion and peace within the family, Right to freedom of worship, The history, role and duties of LHRC, discussion on violation of human rights.

Letters from listeners

A letter from a blind father of a girl student was received through the Radio programme. This father was pleading with the Centre to intervene on the fate of her daughter. This man claimed to have borrowed school fees for her daughter to finish form IV the 'O' level which the daughter was studying in a school in Iringa. Unfortunately the girl was found three months pregnant three months before she was to seat for her final exams. She was expelled from school. The father lamented that the girl was her only hope and she could have finished school as she was in the very early stage of pregnancy, her future and his future have been blurred by the policy of the expulsion of school girls who become pregnant. The Centre has to take up this smatter administratively to consult the Ministry of education as when the letter was received the exams were over.

The programme had the privilege of having a variety of speakers in the programme on evils of corruption on 9 – 5 – 99 we had the speech of The late Mwalimu Julius Nyerere, the Honourable President Benjamin Mkapa and the Prime Minister Hon. Frederick Sumaye. The Speaker of the United Republic of Tanzania, Parliament Hon. Pius Msekwa, also was on air on 30/5/99 responding to questions on the Parliament of the United Republic of Tanzania Parliament. Other resource persons were:-

- Lilian Mashaka
- Mr. Karsan Abubakar
- Ms. Jane Magigita
- Ms. Helen Kijo-Bisimba
- Mr. Projectus Rwehumbiza and
- Dr. Palamagamba Kabudi
- Mr. Emmanuel Slaa
- Mr. Alex Mgongolwa
- Mr. Evod Mmanda
- Students of Manyara Secondary School

Radio Tanzania Educational Programme producer's meeting

The Radio which airs the programme organizes quarterly meetings for the organizations with educational programme. The LHRC attends this meeting in most cases represented by the producer of Darubini. However this year the Centre was privileged to chair the 66th meeting which was the last in the century and conducted a human rights training to the members of the meeting.

Media Strategy

The Centre understands the power of using Media in its work. Information spreads easily through media. In this case in the training sessions in Dar Es Salaam, Media personnel have been invited and participated. This has given those who participated fully a wide knowledge on human rights which is an advantage in their reporting. The Centre also organised press conferences to talk with the Media on specific issues. For example the launching of the Police Training Manual was performed in a press conference. Interviews with various media have also been useful in ensuring that information the Centre has is circulated to the public. Media coverage of our activities was to some extent more than in the past years. Reports and interviews in various radio, newspapers, TV stations such as:

- Television: ITV News, DTV, CTN
- Radio: Radio Tanzania, Radio One BBC
- Newspapers: Dar Leo, Alasiri, The Guardian, Nipashe, Mtanzania, Democrat, The Sunday Times.

News Papers cuttings

- National News, The Sunday Times – 27th 1999
- Interview – Democrat – June 22 – 28 1999
- The Guardian National News: whole society should deal with human rights.
- Daily News – 9/12/99 – Human rights manual launched.
- Daily Mail – Constitutional Reforms – Group seeks wide review.
- Majira – 3/4/99 – Waafikiana kutochangia mawazo White Paper
- Nipashe 1/4/99 – Baadhi ya wawekezaji

II Research, Publication and Documentation

The department was engaged in research and follow up of human rights abuse as well as publication of posters, reports, and booklets.

II(a) Research***(i) FGM Research***

The Centre conducted a research on Female Genital Mutilation in eight regions of the twenty-five regions of the country. The findings of the research revealed the extent of FGM conducted not only in the eight regions but in almost all the regions. What became as a shock is the extent people are performing FGM in the name of tradition and are not at all concerned with the dangerous effects of the act. In some areas it was done openly with celebrations while in others for knowing there is a campaign for its eradication did it in hiding. It is performed to children of less than two years up to children of less than two years up to eighteen years old. This revelation necessitated the LHRC to call a dissemination workshop which involved many actors and interested groups in the eradication of FGM. A task force was formed which is co-ordinated by the Centre to work out a National Plan of Action for the eradication of the same. The dissemination workshop vibrated a lot of discussions and activities

around the issue. Various Media were interested to know of the findings which was given through interview with BBC London, Radio one Dar Es Salaam, etc. Also our report was reported by the American Bar Association Journal. At community level participants from areas where people were denying the existence of the FGM went back and conducted thorough survey and brought back more information. This is Iringa, Kilimanjaro and Singida. The taskforce is underway with the strategy for a National Plan of action although it seems very difficult to co-ordinate all actors especially those from the government side.

(ii) Child Domestic Workers

The LHRC was commissioned by KULEANA the Children's Centre in Mwanza to conduct a research on child domestic workers. The research was mainly on the laws and policies of Tanzania in relation to the issue. This research was done and was submitted to Kuleana.

(iii) Private Motion

From the workshop with the Parliamentarians it was requested that the LHRC prepare a training material for Private motions in Parliament how to tabled and formats etc. This was followed up by conducting a research on the same and a report was produced. The research findings are going to be used to prepare a training material.

II (b) Publications

(i) Repression Report

The third repression report was printed and distributed. It is entitled “ **The Police and Media Image: A Newspaper Survey January – December 1998**”. This report is also used in the training of police as it gives case studies on the police work. This

report and other two have been used as a resource by researchers from various Universities in the country and outside the country.

(ii) *Police Training Manual*

A manual to train the Police was finalized, pre-tested printed and also launched. This manual is a very useful tool for the training of police. It was prepared in a process where the police participated fully. The manual is in Kiswahili and English.

(iii) *Booklets*

- (Reprinted) The Universal Declaration of Human Rights (Kiswahili).
- Printed booklets on Constitution and Democracy and a facilitator's guide.

(iv) *Posters*

The Centre has printed posters on Human Rights issues and distributed them widely to the population. Seven types of posters with different topics were printed each 2000 copies. The topics written in Kiswahili the National language are:-

- On Education for children and girl child specifically.
- Women in leadership
- Rights of the Child
- Corruption
- Human Rights for all
- Constitutional Reform, Democracy.

The posters were launched for distribution on the 10th of February 1999. Distribution was made to NGOs, Ministries, Embassies, Police Stations, Schools etc. In the areas where the Centre conducted trainings, posters were distributed. Distribution was also made to the traffic police on the way as we were travelling. The posters have also raised a lot of discussions especially the question of corruption. In one of the police

stations the distributor was being given people to give the posters to in that they are well known for corruption. There have been a great demand as the Centre received orders from other NGOs/CBOs and government functionaries.

(v) *T-shirts and caps were also produced with messages:-*

- Human Rights for all
- Constitution is livelihood

The message has been very effective as it is quoted even in some speeches by politicians.

II (c) Follow up of human rights abuse

Follow up of human rights abuse has been a challenge to the LHRC. This year many issues were reported to the Centre while others were followed through the media. The LHRC tried to make a follow up in various way. There were issues which press release was used, like the state violation of citizen's rights, the case of harassment of NCCR Mageuzi political party members. In other instances press conference was performed and a visit to the area where abuse was reported. Actual cite follow up was done to:-

(i) *Zanzibar treason trial*

A team set to Zanzibar, visited the accused and interviewed them, interviewed court officials, the registrar of the Zanzibar High Court and CUF members. A report was made and a letter pleading with the government was written to the President of Zanzibar and to the President of the United Republic of Tanzania. None responded although through the media the Zanzibar government said it was not ready to drop the case and the LHRC can go on with whatever action they wanted to take. This case has been followed up by more press release and petition to fellow activities in other countries to call upon the release of these people accused.

(ii) *Zakayo Salum's Case*

A young man was tortured by a big farmer in a rural area in Babati Arusha. He went to the police but the person who tortured him was not apprehended, when some people followed up and took the young man to hospital he was discharged before he had recovered and was asked to vanish. The Centre got this information from another organisation known as ABANTU vision who has taken a video of the condition of the young man. After the follow up the government reacted and some District Police Officials were reprimanded while one was sacked. The matter has been taken to court. The issue now is whether the victim will be able to proceed with the case as it has been transferred to a court in Arusha which is far from the village. A written report and a video documentary of this incident has been produced.

(iii) *Serengeti Killings*

The LHRC received information from an organisation in Mara Region claiming that people are being killed in the Serengeti National Park. This incident was reported earlier and the government had sent a probe team which reported that there were no such killings. The organisation brought to us names and pictures of survivors and claimed that such killings are rampant and are still taking place. A follow up team visited the area and a report is being prepared. The findings will help the Centre to make follow up with the government in case it is true that such killings are still taking place.

(iv) *Karagwe Killings and property damage*

This was another incident reported to the Centre from Karagwe Region where there were claims of a person killed and the suspect who was a militia personnel has been released and also he had damaged property and no action has been taken upon reporting. This was followed by writing to the Regional Police Commander of Kagera Region who made a response and explained that the suspect was released for lack of

evidence. This information was relayed to the claimant but he brought fresh evidence and claims which necessitated the Centre to follow this matter in the specific area and peruse files etc. The report made has been sent to the Director of Criminal Investigation for clarification and follow up.

There has been calling from organisations in other countries to write petitions against violation or appeals to the various governments. The LHRC has reacted to these calls and has written:-

- Urgent Alert for Action from Pakistan
- Optional protocol to the women’s Convention
- Clemency for Gabriella Paulin Cuella etc.

III Finance and Administration

Under this department all the activities of the Centre are co-ordinated. Also the Centre’s Networking is co-ordinated in this department.

III (a) Networking

“Networking with public interest and human rights organization, non-governmental organizations, universities etc.” is one of the LHRC’s specific objectives. In line with this objective the LHRC is working with other organizations through networks. In this year the LHRC continued to co-ordinate the CCNC and SAHRINGON and the newly formed FGM Task Force.

(i) CCNC

Under CCNC the task of following up the constitutional reform process continued. A meeting was convened for members to plan and re-plan in accordance with the situation. A needs assessment was conducted to establish the extent of the

knowledge people has on constitution and their engagement in the White Paper process. All the country was surveyed in eight zones and the report revealed the need for a serious campaign to sensitize people on the issue of constitution. This was followed by preparation of campaign materials on constitution and democracy. Booklets and posters have been prepared ready for dissemination throughout the country.

(ii) SAHRINGON

This is the Regional Network of NGOs in the SADC region. The LHRC is co-ordinating the Tanzania Chapter. In this year the first annual general meeting was held and the members adopted their constitution. A plan of action was prepared in line with the regional plan. The network has begun capacity building exercise for its members in the area of Human Rights. A monthly human report is prepared by SAHRINGON on the human rights situation in the country. These reports are distributed to SAHRINGON members throughout the SADC region.

(iii) The FGM Task Force

This task force was formed by participants of the FGM dissemination workshop organized by the LHRC. The Centre is co-ordinating the task force. The task force has been mandated to establish the capacity of various actors in the issues of FGM and prepare a National Plan of action for the eradication of FGM. The task force is working on a proposal for this task.

(v) Membership in Networks

The LHRC is involved in various networks:-

- The Legal and Human Rights Network – (Founder member and member of steering and executive Committee).
- Fem Act

- Human Rights Commission NGOs Network.
- WiLDAF

III (b) Capacity Building

The organization was assessed through a management audit and recommendations to strengthen the organization were taken up by the Centre. The Centre is working on a strategic plan for the next three years 2001 – 2003. The management staff was trained on strategic planning – Log frame. This will help the centre to have a plan logically prepared for logical results and impact measurement.

- The Board of Directors was trained on Board Governance. This has been a continuation from last years training of the Board.
- Some members of Staff were trained in specific areas; such as
 - Human Rights: International Human Rights Instruments. (International Human Rights Law).
 - Training on the use of ICT
 - Internet

III (c) Management and Administration

The Centre is under the management of the Executive Director who is getting support from two heads of departments. The trio forms the management team. Every Monday a management meeting is held to evaluate the past week and plan for the coming week. All the operational staff meets every morning to give a briefing of what is to be done on that specific day. Staff meetings are supposed to be held once in every month. This has not been possible and for this year the staff met twice only.

(i) Staff Retreat

The normal annual retreat was held in October at the Bahari Beach hotel. The retreat was attended to by all the staff members, volunteers and part time staff. This year the Staff had time to reflect the past of the organization and projections for the coming year. The staff sitting at the beach with the waves of the Indian Ocean mentioned the success they achieved in the year 1999 and the setbacks. In most of the success mentioned they were paged to the success of the organization. One member had as a success the first born baby in her life. It was a set back for one member on the death of a legal aid client before she could get her right. Her death was mysterious, as no one knew what happened to her. This client had a matrimonial problem. The retreat was also an avenue to get the minds out of the routine work and reflect more on work relationship and how we can serve the public better.

(ii) Board Meeting

The Board of Directors is the policy-making organ of the Centre. In the past years the Board used to meet only once in a year. This year the Board met three times which was very useful to the Executives. The Board gave policy directions and approved reports and budgets, This year the first board finished its term and a new board was formed for the next five years. Most of the old members were re-elected to the board while few retired for various reasons.

(iii) Workshops, Training and Facilitation

The LHRC continued to participate in workshops organized by other organizations. The staff and volunteers represented the Centre. The Executive Director serves as a Board Member in other Human Rights organizations in Tanzania and outside the country and the Legal Officer Mr. Evod Mmanda is also serving as a Board Member in two organizations in the country and outside.

Board Meetings	Place and Date	Member attended
WiLDAF (T)	Harare, Zimbabwe. 31 st January – 3 rd February 1999	Helen Kijo-Bisimba, Executive Director
World Vision (T)	Arusha, 22 nd – 23 rd February 1999/21-25/9/1999	Helen Kijo-Bisimba, Executive Director
Women’s Legal Aid Centre	Dare Es Salaam, 5 th May 1999	Helen Kijo-Bisimba, Executive Director,
	DARE ES SALAAM OCTOBER	Evod Mmanda, Legal Officer
EACODEV	Dar Es Salaam, April 1999	Evod Mmanda, Legal Officer.
WILDI	WASHINGTON NOVEMBER 1999	Helen Kijo-Bisimba

Workshops:

Dates	Topic	Organizer	Venue	Participant
January 1999	Commonwealth Human Rights NGOs	CHRI – India	Harare, Zimbabwe	Helen Kijo-Bisimba, Executive Director
March 9 – 10, 1999	Launching of Kiswahili Training Manual for Women in Africa	WiLDAF	Dar Es Salaam	Projectus Rwehumbiza and Helen Kijo-Bisimba
March 16 - 17	Human Rights of Women and Children	ELCT Women Division	Tanga	Helen Kijo-Bisimba, Executive Director
April 6 th – 10 th 1999	Prisons and Alternative sentencing as a human rights issue	Prisons Headquarters	Arusha	Evod Mmanda
April, 17 th 1999	The structured series of North South awareness taking	National Youth Forum	Dar Es Salaam, British Council	Projectus Rwehumbiza
April 27 th	Land Rights LARRI	TGNP	Dar Es Salaam, Mabibo	Living Raphael
May 1 st	Joint Human Rights Project	TAMWA	Dar es salaam	Helen Kijo-Bisimba
May 6 th – 7 th	Freedom and access to environmental information in Eastern and Southern Africa	LEAT	Arusha	Living Raphael
May 22 nd	Dialogue between TAMWA and Business Community	TAMWA	Dar Es Salaam, Sheraton Hotel	Evod Mmanda
June 3 – 6	Advance Human Rights Course	WILD	Washington DC	Helen Kijo-Bisimba
June 17	Preparatory workshop on NGOs Policy	TANGO	Dar Es Salaam	Living Raphael
June 21 – 23	NGO Policy consultative workshop	TANGO	Mwanza	Evod Mmanda
June 21 – 23	NGO Policy Consultative	TANGO	Kibaha	Living Raphael

	workshop			
June 21 – 23	Cairo Plus 5	TAMWA	Dar Es Salaam, Peacock Hotel	Emanuel Magazi
30/6/99	British Council In country Training Programme (ICTP) Review meeting, DSM	British Council	British	Helen Kijo - Bisimba
1/7/99	Ijue Sheria (ITV) Programme, DSM	ITV Programme	ITV	Evod Mmanda – Resource
3/7/99	WiLDAF Members meeting, DSM	WiLDAF (T)	WiLDAF Office	Helen Kijo-Bisimba
19-22/7/99	ELCT Pastor's Meeting Constitution making process, Moshi	ELCT Northern Diocese	MOSHI	Evod Mmanda
23/7/99	National launching workshop on rural food security, Dar es Salaam	Institute of Development studies, University of Dar Es Salaam	Kilimanjaro Hotel	Projectus Rwehumbiza
26/7-3/8/99	Advance Human Rights Training for Women in Africa – Entebbe – Uganda	Women Law and Development International and Associates for Change	Entebbe Imperial Botanical Hotel Entebbe	Helen Kijo-Bisimba, Trainer, Martha Kisyombe LHRC Trainee.
31/7/99	National Health Research Ethics Committee Meeting	National Health Forum	Ocean Road	Projectus Rwehumbiza
24-25/8/99	Dialogue on children's rights by religious leaders, DSM	KULEANA	IFM Conference Room	Evod Mmanda – facilitator
25-27/8/99	Post Copenhagen WSSD Regional workshop on social watch, Entebbe, Uganda	DENIVA Uganda, SODNET Kenya and WLAC Tanzania	Entebbe	Projectus Rwehumbiza and Ezekiel Massanja
26/8/99	National Health Research Ethics Committee, DSM	Essential National Health Research Forum	National Institute of Medical Research	John Wallace
20/9/99	NGOs meeting to discuss commission for Human Rights and Administration, DSM	United Nations Association of Tanzania	UN Offices	Helen Kijo-Bisimba
21/9/99	Discussion on proposal for the commission for human rights and administrative justice, DSM	Ministry of Justice and constitution affairs and Danish Centre for Human Rights	Seacliff Hotel Dar es Salaam	Helen Kijo-Bisimba
25/9/99	Feedback on the WiLDAF 2 nd General Assembly, DSM	WiLDAF (T)	WiLDAF	Helen Kijo-Bisimba
27-29/9/99	Training of Trainers in human rights, Dar Es Salaam	Ministry of Justice and Constitutional Affairs	TEC - Kurasini	John Wallace and Projectus Rwehumbiza
Date	Topic	Organizer	Venue	Participants
2/10/99	Dialogue on domestic violence, DSM	TAMWA	British Council	Evod Mmanda

4/10/99	Ethics and public policy making, DSM	Christian Professionally of Tanzania	Economic and Social Research Foundation	Sharon Lee
11 – 18 October 99	Reproductive Health and Rural reporting Dar Es Salaam	TAMWA	Msimbazi Community Centre	Desderia Haule
27-29/10/99	Women Parliamentarians workshop Campaign strategies and skills to win election, DSM	URT Parliament	Kilimanjaro Hotel	Evod Mmanda
28-29/10/99	TGNP Annual Gender Conference, DSM	TGNP	Mabibo Resource Centre	Helen Kijo-Bisimba, facilitator, Evod Mmanda, facilitator, Namsifu Naimani, displaying and distribution of LHRC materials.
1/11/99	African Human Rights Camp – Arusha	Human Rights Institute of South Africa (HURISA)	TCDC Usa River	Helen Kijo-Bisimba, Trainer
1/11/99	Round table discussion on Electoral and Democratic Process in Southern Africa	TGNP	Mabibo Resource Centre	Evod Mmanda
3/11/99	CUSO country advisory committee meeting	CUSO – Arusha	Impala Hotel Arusha	Sharon Lee and Ezekiel Massanja
4/11/99	Seminar for Widows and Widowers on the Laws of Inheritance and the rights of Widow(s) (ers)	African Evangelical Enterprise (DSM)	Luther House Dar	Helen Kijo-Bisimba
5/11/99	North South Awareness talk	National Youth Forum	British Council	Amos Samweli
8 – 25/11/99	Municipal Management (The Hague)	Association of Dutch local Authorities of Netherlands	The Hague	Projectus Rwehumbiza
9-12/11/99	Regional Seminar on Education for Human Rights in the Great Lakes Region (Kigali Rwanda)	CLADO (<i>Rwanda collectif des liques et Associations de Defence des Droits det Lomme au Rwanda</i>) “Association of leagues and organisations for the deffence of human rights Rwanda”	Kigali	Evod Mmanda
19/11/99	Role of Religion organizations in promoting peace and reconciliation in Tanzania (DSM)	Evangelical Lutheran Church of Tanzania	Kurasini Evangelical Centre	Scholastica Jullu
22-25/11/99	Capacity building for paralegals	Women’s Legal Aid Centre	TanESCO Institute Morogoro	Ezekiel J. Massanja (Facilitator)
27/11/99	TV Programme – Ujue Sheria	ITV		Evod Mmanda (Resource person)
22-26/11/99	Implementation of the	Danish Centre for	Copenhagen	John Wallace and

	Police Manual (Copenhagen)	Human Rights (Copenhagen)		Projectus Rwehumbiza
10-11/12/99	Feedback on the agricultural Research and Orientation to the Gender budget initiative	TGNP	TGNP	Living Raphael
10/12/99	Observation of the 51 st Anniversary of the UDHR (Dar Es Salaam)	United National Association of Tanzania	UNDP	Sharon Lee

(iv) Finances

Legal and Human Rights Centre acknowledges the support of the following in 1999.

NOVIB –

BILANCE –

HIVOS –

FORD FOUNDATION –

ORGUT CONSULTING AB –

KONRAD ADENAUER –

DANISH CENTER FOR HUMAN RIGHTS –

FRIEDRICH EBERT FOUNDATION –

CIDA –

SURVIVAL INTERNATIONAL

MEMBERSHIP

The membership of the LHRC has risen from the five to thirty four. More people are encouraged to join the LHRC which is a membership organisation. The current members are:-

1. Prof. C. R. Mahalu
2. Dr. Ringo W. Tenga
3. Dr. Sengondo Mvungi
4. Dr. Harrison Mwakyembe
5. Dr. John Palamagamba Kabudi
6. Dr. Wilbert Kapinga
7. Mr. Martin Saning'o
8. Ms. Ananilea Nkya
9. Ms. Marie Shaba
10. Ms. Rose Kamili
11. Ms. Martha Bulengo
12. Ms. Helen Kijo-Bisimba
13. Mr. Evod Mmanda
14. Mr. Ezekiel J. Massanja
15. Mrs. Theresia Kinabo
16. Mr. Ally Saidi Mwashongo
17. Mr. Ahmed Mbinga
18. Miss Nipael Kiondo
19. Mr. Saidi Mohamed
20. Fr. Hayuma
21. Mr. Eliapenda Chuwa
22. Ms. Nakazael Tenga
23. Ms. Monica Mhoja
24. Ms. Annie Brigita Asenga

25. Ms. Scolastica Jullu
26. Mr. Kaleb Lameck
27. Mr. Deogratius Mwarabu
28. Mr. Peter Kusikila
29. Mr. Peter Azaria Mbughuni
30. Ms. Asha Ibrahim Mnzavas
31. Ms. Mercy Kyamba
32. Bishop Elinaza E. Sendoro
33. Mr. Hamisi Athumani Mwanankuta

STAFF

The Staff of the LHRC in 1999

1. Ms. Helen Kijo-Bisimba – Executive Director
2. Mr. Ezekiel J. Massanja – Finance and Administrative Officer
3. Mr. Evod Mmanda – Legal Officer
4. Mr. John Wallace – Legal Officer
5. Mr. Projectus Rwehumbiza – National Co-ordinator – SAHRINGON
6. Ms. Sharon Lee – Lawyer
7. Ms. Theresia Kinabo – Secretary
8. Mr. Ally Saidi Mwashongo – Driver/Messenger
9. Ms. Nipael Kiondo – Custodian
10. Mr. Said Mohamed – Guard
11. Mr. Ahmed Mbinga – Guard

VOLUNTEERS FOR THE LEGAL AID CLINIC 1999

1. Mr. Living Raphael – Lawyer
2. Mr. Kassim Lema – Lawyer

3. Mr. Emmanuel Magazi – Lawyer
4. Mr. Alex Mgongolwa – Advocate
5. Ms. Zainabu Muruke – Advocate
6. Ms. Merycia Luther – Secretary
7. Mr. Gilbert Lugibile – Guard
8. Ms. Namsifu Naimani – Custodian
9. Mr. Peter Heavenlight