Full Length Research Paper

The strength of political parties in Tanzania - A focus on local government councilor's by-elections

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This paper examines the strength of political parties in Tanzania Mainland focusing on the local government councilors by-elections of 2004. The first part provides an introduction, which explains the two types of strengths; that is, the number of voters supporting the party and the number of contestants willing to contest through the same. The second part covers the administration of local government elections in Tanzania. The third part covers the strength of political parties and the number of parties which participated in the elections and their stances. Managing political parties is the fourth part, and the conclusion is the fifth part. I find that the strength of political parties varies and is associated with several factors, including youthfulness and ability to manage political parties as organizations. However, the strongest party in terms of the averages of votes attained is United Democratic Party (UDP), while the strongest party on the aggregate of the factors assessed is Chama Cha Mapinduzi (CCM). On the other hand the party that has experienced the most drastic fall is NCCR-Mageuzi and the party that is experiencing most tremendous growth is Chama Cha Demokrasia na Maendeleo (CHADEMA). The study has further revealed that Civic United Front (CUF) has kept pace in winning more electors in the Tanzania mainland than in the past elections.

Key words: Political parties, strength, elections.

INTRODUCTION

The strength of political parties can be determined in various ways subject to the eye of the examiner and the objectives of such examination. However, the common phenomenon is through number of people that support the political party, as expressed through votes attained in a particular election. The second criterion is the number of contestants who vied in such elections.

There is, however, a tendency of conflating popularity of a political party with strength or acceptance. Some political party and/or leaders are popular due to the uncommon behavior observed by the leaders or followers of such a party. The tendency of some leaders to frequently petition on matters related to governance and elections may capture the attention of the electors and lead to popularity (Mtikira is connected with fighting for justice in Tanzania hence many people know him essentially because of petitioning and indeed winning some important cases such as private contestants as opposed to being member of political party). If at all the petitions can draw the attention of the majority people, such behavior may lead into popularity of that person and even the party is representing - petitions in elections

includes attempts by some party leaders or contestants to enquire the electoral management body through the court to consider disallowing some other candidates from continuing with the elections due the grounds put forward by the petitioner. The attempt of some candidates filing such petitions automates them to be known by the people as elections petitions are covered extensively by the media, hence they become popular. In Tanzania for example Rev. Christopher Mtikira is popular despite the fact that his party is none among the ten strong parties, if elections held in the year 1995, 2000 and 2005 are considered. The trend on such popularity does not necessarily mean acceptance. Thus, popularity of a poli-tical party does not guarantee strength or acceptance. Perhaps, if a study was to be conducted in South Africa in 1985 - 1995, the most popular party would be the Ikhatha led by Mangosuthu Buthelezi, while the strongest party would be the African National Congress (ANC) led by Nelson Rolihlahla Mandela, and latter Thabo Mbeki (The Inkhata party in South Africa is popular. The popula-rity is backed by many trends including behaviors of the followers).

Therefore observing elections through an eye of specialist, popularity does not necessarily mean acceptance. Nevertheless, the number of votes a party attains may reflect acceptance/strength. Also the number of candidates contesting through the political party may also reflect acceptance of the political party. In this view this paper examines strength or acceptance/strength of political parties in the local government councilors by elections in Tanzania held on 11 January, 2004. In this discussion therefore the strength of the political has been used to reflect acceptance. Since the strength of the party is actually weighed base on the two criteria: (1) the number of people supporting the party through votes, and (2) the number of contestants willing to stand/contest through the same party.

Political parties in Tanzania

Tanzania practiced Mult-party democracy for the first time in 1960 - 1964 (Msekwa, 2005). In 1964 the government under the presidency of Mwalimu Julius Nyerere abandoned the mult-party democracy and decided to converge into single party system of parties. One of the reasons for converging into one party system was the results of general elections of 1960/1961 which saw TANU winning all seats except one (Msekwa, 2006) . The elections revealed strength of the parties for the first time. Nyerere felt that it was evident that Tanzanians had the view that TANU was the party to bring fortune to the country. Another reason was the union of Tanganyika and Zanzibar which was officiated on 26 April, 1964. It was felt that both parts of the union should have one strong party which will enable the people to participate as one for the better of the nation.

Hence TANU was strong and thus dominant on Tanzania mainland (then Tanganyika) and Afro-Shiraz Party (ASP) was strong and thus dominant on Tanzania Zanzibar. On 5th February, 1977 the two sister parties TANU and A.S.P united to form one strong revolutionary party in the name of Chama Cha Mapinduzi (CCM). Therefore CCM enjoyed supremacy since 1977 - 1992 when the re-introduction of Mult-party came into being. The re-introduction of mult-party system marked a new history in Tanzania. In 1995 the first Mult-party election was conducted and saw CCM emerging winner in presidential, parliamentary and local government elections (councilors) elections (NEC, 1996). In this regard Norman (1997) notes that the strength of political parties can be assessed in two ways: 1) votes attained by a political party which is also reflected on the number of seats attained by the party 2) Number of people willing to contest through the same party.

From the two criterion it can be revealed that during the 1995 General Election CCM was the strongest party followed by NCCR-Mageuzi, Civic United Front (CUF) and the fourth party was Chama cha Demokrasia na

Maendeleo (CHADEMA). In 2000 general elections the arrangement of the parties order in terms of strength changed. The strongest part was CCM, followed by CUF, TLP, CHADEMA and NCCR-Mageuzi (NEC, 2000). In 2004 there were about 49 vacant wards which had to have elections so as to get representatives in those areas. Vacant wards, just like vacant constituency happen through several reasons including death of the councilor or Member of Parliament, insanity and imprisonment. And when an election is conducted due to any reason after General Election, it is known as by- election. Hence, this article presents a discussion of the 49 councilors by elections of 2004 articulating the factors mentioned which are votes attained by political parties (seats attained) and number of contestants fielded in the parties.

ADMINISTERING THE LOCAL GOVERNMENT ELECTIONS

The power to conduct local government elections and by elections in Tanzania is vested in the National Electoral Commission (URT, 1977). The Commission as an Elections Management Body (EMB) administers all procedures through mandates of appointing electoral staff in various wards and councils (ACT, 1/1985 and Act 4/1979 sets the procedures and mandates of the Elections Management Body in Tanzania, and that such mandates shall be vested to National Electoral Commission (NEC). Therefore, the electoral commission made a formal announcement of the by elections which indicated that 41 wards were vacant, and that the registration of voters would start on 15 - 21 October, 2003, and the nomination day would be on 22 October, 2003. Further, the timetable indicated that elections materials would be at the polling district on 2nd - 7th January, 2004. The plan of actions concluded with Election Day on 11 January, 2004. Generally the NEC conformed to every activity as scheduled in the plan of action.

Registration

Registration started smoothly in 39 wards and was run from 15th - 21st October, 2003 (The elections in all wards were conducted smoothly. Except for the two wards Mbezi and Shungabweni in Mkuranga district, Cost region elections were postponed and thus were held from 27th October to 9th November 2003).

The total number of people registered for all wards that conducted elections was 104,784; nevertheless, turnout was 86,971, being 43 - 123% representing the minimum and maximum ward attained respectively. The highest registration was marked by the Hamugembe Ward in Bukoba Town Council which attained 123% of the anticipated and the lowest was marked by Nsalaga in Mbeya

Table 1. Number of wards each political party contested and the performance.

S/No.	Name of Political Party	Wards Contested	Wards Elected	% Wards Contested	Votes Attained	% Votes Attained	Average Votes per Ward
1.	CCM	41	39	100	46.975	65.36	1.146
2.	CHADEMA	11	1	26.8	5.315	7.40	484
3.	CHAUSTA	2	0	4.9	724	1.00	362
4.	CUF	19	1	34.3	11.233	15.63	592
5.	DP	3	0	7.3	33	0.05	11
6.	NCCR-Mageuzi	7	0	17	1330	1.8	190
7.	TADEA	1	0	2.4	42	0.06	42
8.	TLP	24	0	58.5	5.570	7.75	233
9.	PPT-Maendeleo	1	0	2.4	202	0.28	202
10.	UDP	1	0	2.4	1.778	2.47	1.778
	TOTAL	41	41	100	73.202	100	

Source: Norman, A. S. Strength of Political Parties in Tanzania: a Focus on the 11 January, 2004 by Elections, as Computed From the Returning Officers Result Forms at NEC, Dar es Salaam, 2004.

Wards Contested
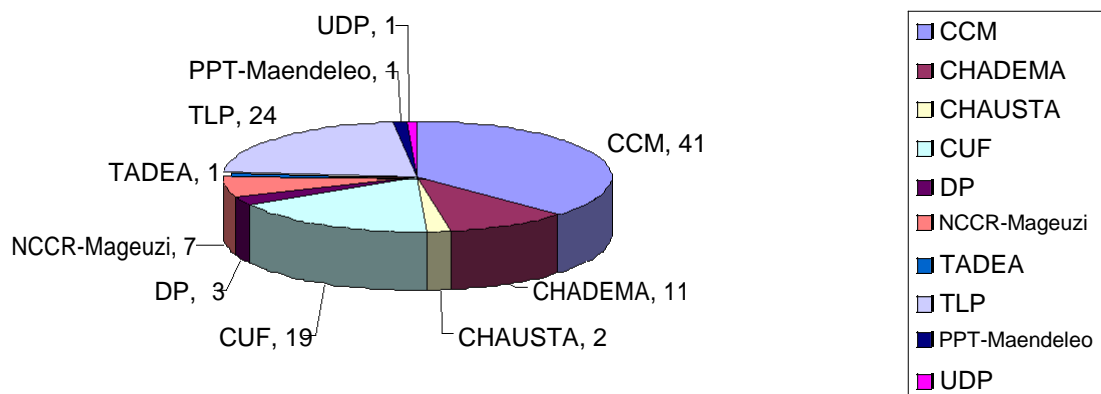
Figure 1. Pie chart indicating the strongest party based on the wards contested.

Municipal Council which attained registration of 43% of the anticipated. The average registration for 39 wards was 65.5% of the expected.

Nomination of candidates

Ten political parties participated in nomination of candidates. These are, Chama Cha Mapinduzi (CCM), Civic United Front (CUF), Chama Cha Demokrasia na Maendeleo (CHADEMA), Chama cha Haki na Ustawi wa Tanzania (CHAUSTA), Democratic Party (DP), National Convention for Construction and Reform (NCCR-MAGEUZI), Tanzania Democratic Alliance (TADEA), Tanzania Labor Party (TLP), Progress Party of Tanzania (PPT-MAENDELEO) and United Democratic Party (UDP).

CCM candidates nominated for Mng'aro ward in Lushoto District Council, Bukumbi in Tabora District Council and Nyakagomba in Geita District Council were unopposed. Although the number of political parties contesting seems to be ten, few of these parties had
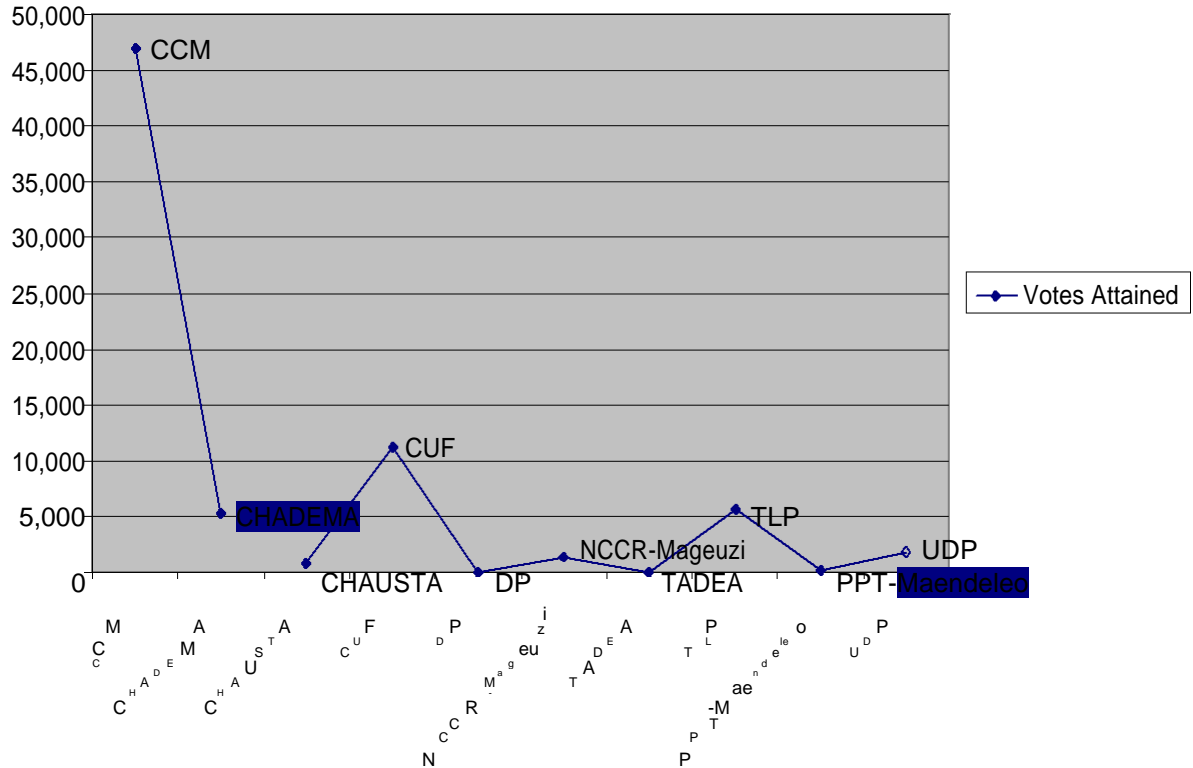
Votes Attained

Figure 2. Diagram indicating the performance of the party based on votes attained.
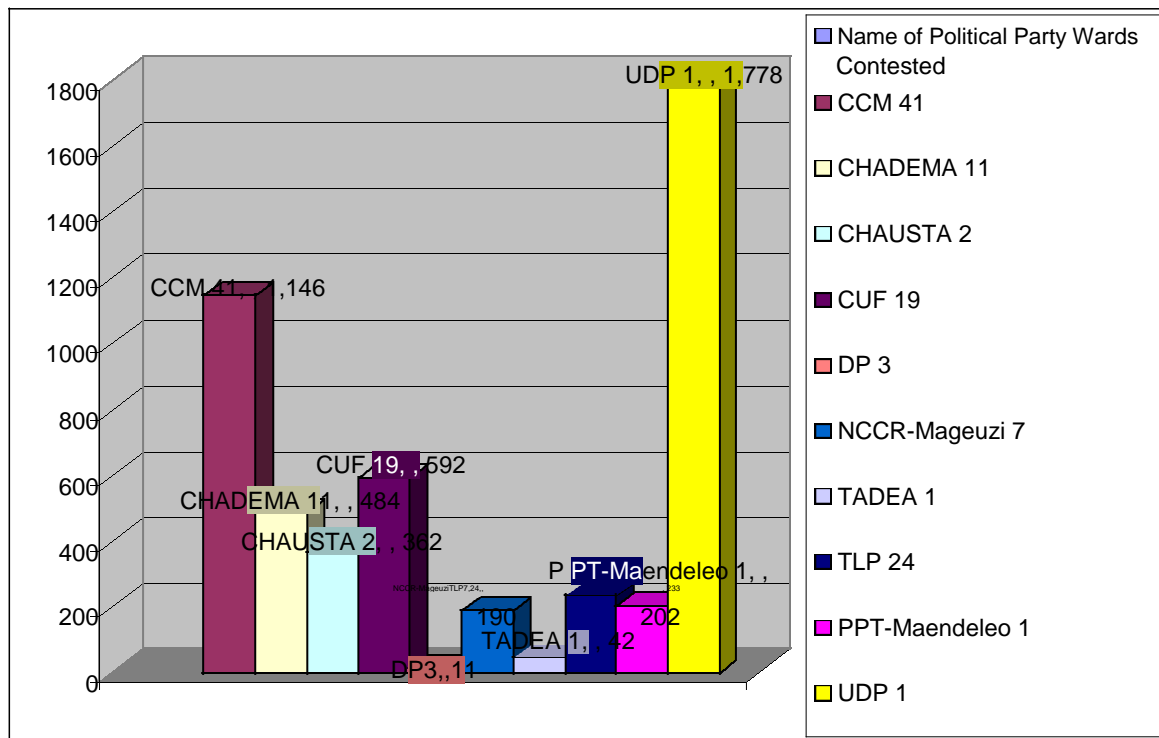

Figure 3. Bar chart indicating the strongest party based on the average votes attained.

contested in all or most of the wards. Table 1 indicates the number of wards each political party contested and the performance (Figures 1, 2 and 3).

CRITERION FOR THE STRENGTH OF POLITICAL PARTY

As it has been indicated on introduction, the strength of the political party can be examined through number of people voted for the entire party, and the number of candidates that are willing to be nominated by the party for the entire election. Generally, it is argued that people may vote for a certain political party or candidate irrespective of the familiarization to such party or candidate. That is, it needs not much analysis to consider before voting to a certain political party as compared to deciding to contest.

However, it is debatably agreed that though many people can vote without general knowledge of the party or the candidate, most people who decide to contest through a certain political party must be certain of the entire political party and be conscious of it in bringing fortune for the community (Norman, 2002). In this regard, some elections scholar tends to prefer the number of candidates contesting through a certain political party to determine both popularity and strength of the party, and the number of votes earned by such political party to determine only acceptance/strength (Norman, 2003).

From the narratives above, it can be realized that the whole concept of strength or acceptance and popularity depends on the number of candidatures filled and the number of votes attained. We shall be discussing the analyses of the data based on the named criterion above.

Contestants criterion

Examining on the number of contestants, it is revealed that CCM had 41 contestants in 41 wards, leading to 100% acceptance basing on willingness to contest. An assumption is that no candidate is forced to contest. The second acceptable party is TLP, with 24 contestants leading to 58% of the total wards contested. CUF is the third with 19 contestants, leading to 46%.

The forth in the list is NCCR-Mageuzi which filled candidates in 7 wards, equivalent to 17 percent. Other political parties are CHADEMA, with 11 contestants (26%), DP 3 contestants (7.3%), CHAUSTA, the newly registered political party had 2 contestants (4.87%). Of the ten political parties three had filled one candidate, the list include TADEA, PPT-Maendeleo, and UDP, leading to (2.4%) each. The dominance of CCM in the local authority's elections may suggest that people do still have a positive image of the party. Again the data designate that CHAUSTA and PPT-Maendeleo, the newly registered political parties, have started the work tremen-

dously. The dominance of CCM can be associated with some key factors grouped into two historical and strategically. Historically CCM is a result of the union of two political parties namely Tanganyika African National Union (TANU) which was a dominant party in the mainland and Afro Shiraz Party (ASP) which was dominant in Zanzibar. So far since independence in 1961 TANU was the first ruling party in Tanganyika (currently Tanzania mainland) and ASP was the ruling party in Zanzibar (Zanzibar is named to mean the two main island which are Unguja and Pemba- which after the first election in 1962 saw ASP as the first party which won election and thus was mandated to form the government (revolutionary government of Zanzibar)). In 1964 the two parts, Tanganyika and Zanzibar united to form Tanzania but the two dominant parties kept persisting.

In 1977 TANU and ASP united to form a new revolutionary party which was named in Kiswahili language as Chama Cha Mapinduzi (CCM). Observing the trend of parties since independence, it can be argued that to many Tanzanians, CCM has been in their minds since independence. The second reason which also falls under historical is that few years of existence rendered by mult-party system has captured few people in support of rival political party though the trend is also increasing. Realizing the fact that mult-party re-introduction (Mult-Party system in Tanzania existed in 1960 to 1964 and was re-introduced in 1992) in Tanzania took place in 1992 hence few political parties are known in rural areas. The second cause for perpetual strength of CCM is accredited to the first Tanzania president Mwalimu Julius Nyerere who is regarded as the father of the nation. The influence of Nyerere is well noted in rural areas where some people seem to know Nyerere more than CCM. The third reason is strategic in nature. CCM has spread wings (branches) of ten cells (During single party system, Tanzania was divided ten houses and a political party leader was elected. Hence CCM is well noted in many places) in the whole of Tanzania and has offices in the whole of the land. This provides legitimacy for CCM of being seen potential if compared with the rival political parties which indeed have not been able to accrue offices in wards and divisions particularly in Tanzania mainland.

Voters' criterion

Analyzing the strength of the political party based on the number of people who voted for the party, it is apparent that CCM is ranked the strongest through an attainment of 46,975 votes, about 65.3 percent of the total. CUF is ranked the second in the list with 11,233 votes, about 15.6%. TLP is ranked third with 5,570 votes; about 7.7%.The fourth on the list is CHADEMA with 5,315 votes, about 7.3%. Other parties on the list include UDP 1,778 (2.4%), NCCR-Mageuzi 1330 (1.8%), CHAUSTA 724 votes (1%), TPP-Maendeleo with 202 votes (0.28%),

TADEA attained 42 votes (0.05%) and DP attained 33 votes (0.04%).

The study reveals that while TLP is the second strongest party in terms of number of contestants in the local government by elections, CUF is the second strongest in terms of votes attained. This further may suggest that voters have lost confidence in the TLP party though the few who are still with the party have loyalty as reflected in the number of contestants. It is worth noting that TLP has been ranked the second strongest party when observed on two the criteria. This is reflected on the number of votes attained during the 2000 General elections when TLP placed second on number of votes attained (NEC, 2001).

Assessing the averages attained by each political party, some important lessons are revealed. That, the political party attained the highest votes is none of the first four strongest parties as reflected in the 2000 General Elections. UDP attained the highest number of votes as averaged on the table after contesting on only one ward. The figure may suggest that there is a need for UDP to fill candidates in more constituencies to assess the acceptance/strength of the party in broader area.

CCM averaged the second (1,146) votes, CUF the third (592) votes, followed by CHADEMA (484) votes, and CHAUSTA (362) votes. TLP was the seventh after averaging (233) votes, then NCCR-Mageuzi (190) votes, PPT-Maendeleo (202) votes, TADEA (42) votes, and the last in the list is again DP with 11 votes.

The lesson can be learnt on the growth of political parties in Tanzania and East and Southern Africa in general. Most strong parties during the emergence of plural democracy have had a tough way to go to maintain their pace of growth in relation to the number of years the party has enjoyed in both power and existence. For example NCCR–Mageuzi was the second strongest party in Tanzania during the 1995 first multi-party General Elections. However, the by elections saw the party dropping in both the number of voters and the number of contestants. The trend certainly can suggest that the defecting of the then National Chairman of the party, the former deputy Prime Minister and minister for home affairs Mr. Lyatonga Mrema to TLP demonstrated the shift of members from NCCR-Mageuzi to TLP. Perhaps that could be the reason why NCCR –Mageuzi has experienced a quick drop. On the assessed by elec-tion, NCCR-Mageuzi dropped to the eighth position out of ten parties contested.

It can thus be argued that common men do not vote for the party because of party manifestos, certainly there other pinning factors that persuade people to vote than party policies (Norman, 2002). The factors may include influence of the leaders on speech, former formal status of the leaders of the new party in relation to the government which they served. Prior to joining the new party, or the potentials of the new party leaders in relation to formal respectable organizations they worked for prior to

joining a new party. Most electors seem unaware of what policies look like. Norman (2003) reveals that electors who vote for the party are generally persuaded by speech, and affiliations. Thus parties that start earlier in seeking members stand a better chance to win. Norman further notes that only 2.4% of electors vote with the expectation of change of the community status from a lower living standard to a more improved livelihood of the people. The study 'Elections Management as Tool for Development Thinking Systemically and Sustainably' has revealed that about 74% of electors vote through majority whim persuasion (mob psychology) as demonstrated by the top leader of the party, while 8% vote for candidates not for the party (The study was conducted in Tanzania, Zambia and Botswana under the auspicious of the Commonwealth Youth Forum which was led by the author, who during the research he was the Common-wealth Regional Coordinator Africa Region with headquarters in Lusaka Zambia. The study was conducted in 2000 - 2001).

The strength of political parties varies accordingly, and can be associated with several factors; from those of youthfulness in terms of birth, and ability to manage political parties as organizations. Most political parties face tremendous difficulties in managing the organizations. There is a factual concern that few political parties can draw a distinction and a line of command, in terms of authority. For example Norman (2003) notes that during the 2000 General Elections in Tanzania three presidential contestants from UDP, CUF and TLP which are Memose Cheyo, Ibrahim Lipumba and Augostine Mrema had opined that they would win the entire election by 57, 52 and 90% respectively. When the ballot completed and the result declared none of the three attained even 20%. The circumstance implies that some political leaders are led by whims instead of scientific analyses. The trend of elections in Tanzania, particularly when observing the elections of 1995, 2000 and 2005 and the councilors by elections above, suggests that the future politics of Tanzania will be in hands of CCM, CHADEMA and CUF. TLP has fallen from second place in 2000 to the seventh position during the by elections. It has been observed that the number of supporters for TLP has decreased while CHADEMA and CUF have gained more supporters.

There are many factors associated with the drop of number of supporters for political parties. The studies however indicate that factors are either externally orient-ted or internally oriented. Nevertheless, the party seems to be damaged more by factors that are internal than those which are external. While members within the party in particular leaders seem to have a different and oppo-sing opinion versus followers of the party on the factors that hinder or promote the resilience of the parties. Followers indicate that factors that bar them from the party are intra-party conflicts, particularly leaders within the same party. Lucy and Norman (2009) reveal that leaders of the parties tend to impose candidates of their

wish without articulating the competence of these candidates. In so doing most competent members tend to loose interest with the political party. Secondly, conflicts of leaders with other party leaders. Leaders of political parties in Tanzania have revealed a conflicting experience within opposition political leaders. In some instances leaders of parties that are not in power (opposition political parties) do not support each other and some are perceived as branches of the ruling party. Lack of unity among opposition political party can be said to cultivate a sense of weakening the parties. On the contrary, leaders seem to ignore the conflicts within the parties (among leaders); rather concentration is on protecting misunderstanding between leaders and followers. Hence, concentration has been on speeches that move the audience even at the cost of a lie (Massoi, 2005).

Generally a strong country in terms of leadership is one bold within. A country that can not afford to control itself internally can hardly meet the challenges of externally oriented. In the same vein Norman (2003), narrates that while globalization is vital at hampering and or improving the situation of the governance, yet institution that will survive are those which are strong within. He emphasizes that it is a responsibility of our leaders to mold our institution within first and finally externally. To him, it seems he considered the strength within the organization as including ability to anticipate and realize challenges and hurdles which are externally oriented and developing mechanisms that will contain the anticipated challenges. Therefore, political parties as institutions need to realize the behavior of electors and thus work to motivate them for the purpose of gaining and maintaining strength. In the same line Heller (1998) reiterates that motivation can be done through reduced conflicts within organizations which ultimately strengthen the entire organizations.

Managing political parties

A political party as an institution needs all qualities of managing a team. Skipping from this fact may purport to an up and down trend of growth. Growth is created, designed, planned and achieved through proper management of the organization, in this case leadership of political party. Today's fast moving environment demands that the effective leaders be both a well organized administrator and highly adept in understanding people's basic needs and behavior in the organization. This involves gaining commitment, nurturing talent and ensuring that people are motivated and productive which requires open communication and trust between managers and staff (Heller, 1999). Political party as organization deals with managing people.

Thus, successful leadership and management techniques will pave the way to get the best out of the people who work for the party. It will also demonstrate the importance of how by identifying and avoiding common

problems, leaders and managers can turn potential failure into success for their party. In this regard Heller (1998) has further developed nine points necessary for any manager or leader of an organization to acquaint with, in order to manage the organization (see Table 2).

That is why some political parties have experienced growth while others have been declining and another group has grown at a declining rate. Generically parties need to be managed just as any other organization which deals with people. Therefore an observation by Heller may suggest that certainly even parties in Tanzania and Africa in general suffer growth due to poor management of the parties as organizations. The study on the cause for growth of political parties in Tanzania reveal that most parties suffer growth due to incompetent leadership and conflicting interest among leaders of the same party (Norman and Lucy, 2007).

Leaders of political parties in particular Tanzania have to learn some important tricks on behaving appropriately. In this regard Heller has developed nine natural behaviors as opposed to nine appropriate behaviors (1998b). The appropriate behavior reveals measures to be taken by managers and leaders, in this case political party leaders for the furtherance of their organizations. It is worth noting that natural behavior is based on subjective responses that can often lead not only to negative feelings (deceptions), but also to mistaken perceptions concerning the intentions of other members. On the other hand constructive behavior leads to co-operation encouragement, openness and self-confidence.

Credentials for political party leader

Some credentials are revealed in the qualities of leaders. The first and foremost as revealed by Norman (1998) is commitment to the organization. Commitment means attachment and loyalty (Armstrong, 2001). It includes an identification with goals and values of a political party; a desire to belong to the organization; and willingness to display effort on behalf of the organization (Mowdray et al., 2000). Therefore, a commitment is a state of being in which an individual political party leader or member becomes bound by his actions to beliefs that sustain his activities and his own involvement. This may involve the feasibility of acts, which means what one performs may tell whether the organization is the supreme beneficial or not. The fact is actions of leaders in organizational dealing may indicate the level of dedication to the organizations. It involves the extent to which the result or outcomes are immutable, that is, should the outcome or a task performed gauged, would suggest permanence or irrevocability of such results. What leaders do, can easily be weighed through observing the outcome. It is the outcome which reveals the fortune or what was hidden or concealed in the actions of leaders.

Leaders of the party need to get proper information in

Table 2. Replacing negative characteristics.

S/No	Natural behavior	Appropriate behavior
1.	Reacting emotionally when information is received (acting on whims without availing the truth on the information received) (Narrations in the brackets are of the author of this article).	Establishing the facts using a pragmatic approach (finding out on the reality of the information, and responding accordingly).
2.	Avoiding risks through fear and insecurity (negating important decisions because of fear, normally is accompanied by incompetence of the leader or manager).	Taking risks in an entrepreneur fashion (Seeing a problem as a challenge as a ladder to make one climb and thus prosper).
3.	Fighting fiercely and defensively when under threat (Even when such threat out to be one resists negatively).	Forming collegiate, collaborative, non combative relationship (establishing vital relations that by their formation resists fear hence increases collaboration).
4.	Making snap judgments about people and events (moved by whims or deceptions).	Insisting on detailed analysis before judgment (aiming at proper decision making remember true information is power).
5.	Spreading gossip throughout the organization (when truth is not part of a person normally a lie takes control).	Practicing totally open communication (brunt communication narrows the possibility of cheats or lies).
6.	Competing for status and its symbols (Normally a non sound drum capitalizes on how it looks like; like wise weak or incompetent personnel).	Recognizing achievements not status (competent a personnel aims at output, hence status to them is achievement on symbolic organizational structure status quo).
7.	Dwelling on past successes (what else to show even when is outdated).	Learning from mistakes (for the purpose of improving past achievement).
8.	Feeling more comfortable in small factions (Essentially because cannot achieve big factions).	Choosing to work in co-operative groups (Share of skills is source of achievement; it bridges weaknesses).
9.	Always seeking hierarchical superiority (That is the only boost).	Operating within flat non Hierarchical structures (Desires more achievement).

Source: Developed from, Heller Robert (1999) Managing People. Dorling Kindersley. London.

relation to the decisions they undertake. Hence motiveting people who serve the party is vital. It is from motivation some workers develop a sense of belonging to organizations. Hence motivating people shows how best to sustain a positive environment in the workplace. In the same vain Heller (1998) adds learning how to motivate others has become an essential skill for managers. There are several techniques used for motivating people. Yet this paper has dealt with only the importance to motivate as a tool to strengthen political party's strength. Nevertheless, leaders would need to familiarize themselves with as many techniques as possible for the purpose of enhancing the party's sustainable strength.

Finally is the degree to which the person undertakes the action voluntarily. Political party's objectives are fulfilled through the people devoted to the organizations, who consider less personal gain at the expense of group gain. It is from this view that marks a difference between political parties as an organization and other type of organizations such as companies and state or government

institutions to mention a few. While there are many factors that are important in enabling maximization of objectives, such as profit for profit making organizations, number of converts for religious institutions, and governing for political parties, yet the level of need for commitment varies.

Various incentives

The incentive to enabling fulfillment of objectives in a particular organization differs from one institution to another. The incentive can be termed as the one which drives the change. For instance the spur needed to meet objectives for institutions such as political parties and religious institutions is Commitment as opposed to money as an incentive needed for meeting objectives to profit making institutions. There indeed, many reasons for joining political parties including advancing themselves, getting jobs, learning and others. However the spur

towards realizing a potential leader for enabling growth of the party is commitment.

It is therefore, important to value every motive in relation to the organization. It is expected therefore, that when looking for the leader of a political party, the most important criterion to consider will be Commitment, while when in search of the head of the company, certainly, education in the required field would be vital as may reflect professionalism. Education may help to awaken sense of responsibility to some persons but does not always render a sense of commitment to all people. A certain level of education, to most workers may improve the sense of commitment to organization goals subject to improved money incentives as a salary increment or other packages (Norman, A. S. Human Resource Development as a Tool to Foster Organizational Success, Mzumbe: IDM, 1997, P. 47). Thus the most considered criterion to political party leader is commitment. A demonstration of Commitment overrides education.

The second criterion is acceptability. How many people are supporting the party because of the leader? How many people relate the values of the party and the leader? The power of any political party is vested in people following it. People may consider a certain leader competent even in circumstance that other leaders perceive different. Whether fellow leaders' ranks low another leader, such rank does not guarantee incompetence of the political party leader unless proven by the people following it.

The opinion poll normally works to assess what people see in eyes and actions of their leaders. No wonder some leaders are not acceptable to fellow 'high rank leader' yet they have an incomparable acceptance to members or electors. In this view, a need to protect such leaders and help them govern is essential. It is, indeed, not proper to reject leaders at the expense of education, unless such education level suggests illiteracy. Other qualities include, responsibility and judgment – ability to make right decisions, handle extra work and accept and fulfill responsibility. As a political party leader the content must be to people.

It should be noted that, the whole practice of political posts, and specifically leadership involve problem solving at every instance. The led demonstrate a sense of trusting the leader in every issue, and some of concerns may seem home or personified, Yet they need courtesy It is sense of commitment that makes one to survive in such a situation. Political leader is a leader of the public and thus people will enquire his or her skills whenever and wherever are to be met. Since majority of people will meet the leader, prompt decisions are vital otherwise the situation may not be good.

Moreover working relationships must be enhanced. This includes the ability to work in a team, and get on with other subordinate leaders and staff and gain respect from them and others. To contain different behavior availed from different people; party leaders need a sense of tolerance and forbearance. A leader must be ready to hear what he would not want to hear, and relate to people with whom he might not want to relate. Once this and other credentials are met, integrity will be revealed, thus dignifying the prolongation of well established strong party.

Conclusion

In concluding this paper, one may notice that the trend of the councilor's by-elections as observed above has different indications depending on the eye of the examiner. However, it is clear that both political parties need strategies that are observed, prepared and monitored through an eye of a specialist so as to conclude elections without much suffrage. Understanding the environment one works in and with, may lead into doing right things to the entire people and can be the base for acquiring more party members and/or supporters and hence win the governing power. The two assessment criteria reveal that UDP was the strongest political party in terms of votes attained in the 2004 by elections, while on aggregate CCM was the strongest party followed by CUF and CHADEMA. The assessment was also conformed by the 2005 General Elections which saw CCM as the strongest political party, followed by CUF and CHADEMA (The analyses disclosed in this article are on the United Republic of Tanzania. CHADEMA however, is the top second after CCM in the Tanzania mainland, while CUF is top second after CCM in Tanzania Zanzibar).

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