CURRICULUM VITAE

Surname:	BANA
Other names:	BENSON ALFRED
Date of birth:	3rd MARCH 1959
Citizenship:	TANZANIAN
Sex:	MALE
Marital status:	MARRIED
Languages:	ENGLISH and KISWAHILI

EDUCATIONAL QUALIFICATIONS

Year	Institution	Award
2000- 2004	University of Manchester	Doctor of Philosophy (PhD - Human Resource Management)
1993 - 1995	University of Dar es salaam	Master of Arts (M.A) (Political Science & Public Admin.) Degree
1989 - 1993	University of Dar es salaam	Bachelor of Education (B. Ed.-First class Hons.)
1986 - 1988	Institute of Adult Education	Diploma in Adult Education (First class)
1977 - 1978	Tabora Teachers College	Grade "A" Teaching Certificate
1972 - 1975	Ihungo Secondary School	Certificate of Secondary Education
1969 - 1972	Mugeza Primary School	Primary School Leaving Certificate
1965 - 1968	Byandirima Lower Primary School	None

WORK / PROFESSIONAL EXPERIENCE

2006 today	Associate Consultant DEGE
2004 today	Lecturer, University of Dar es Salaam
2000 - 2004	Assistant Lecturer, University of Dar es Salaam
1999 - 2000	Assistant Lecturer, Open University of Tanzania
1996 - 1999:	Human Resources Training and Development Manager Tanzania Cigarette Company Limited.
1993 - 1996:	Teaching Assistant (Part time) – Political Science & Public Administration, University of Dar es salaam.
1994 - 1995:	Part time Lecturer - General Management Institute of Adult Education, Dar es Salaam.
1993 - 1993:	Tutorial Assistant Open University of Tanzania (Declined due other to academic task)
1992 - 1993:	Senior Tutor, Community Development Training Institute, Arusha.
1988 - 1989:	Tutor-cum-Co-ordinator of Studies Nzega Folk Development College
1979 - 1984:	Primary School Teacher/Head teacher, Bukoba

IN - SERVICE TRAINING ATTENDED

2002: Interpersonal Skills, University of Manchester
2000: Research Methodologies for Eastern and Southern African Universities' Academicians, Nairobi
1998: "Managing the Training and Development Function, Management Centre Europe, Dubai
1997: "Managing the Team", R.J. Reynolds International, Dar es Salaam.
1997: "Presentation Skills" R.J. Reynolds International, Dar es Salaam.
1996: "Sales Induction Program", R.J. Reynolds International Dar es Salaam - Tanzania.
1994: "Regional Integration in Eastern and Southern Africa", Harare - Zimbabwe.
1989: "Education Administration", Kibaha - Dar es salaam.
1988: "Workers education and Training Officers seminar", Tabora - Tanzania.
1986: "Educational Institutions Management", Arusha - Tanzania.

RESEARCHES AND PROJECTS UNDERTAKEN

1. Survey on Human Resource Management Practices in the Public Sector in Tanzania and Uganda- conducted by Danish Institute for International Studies-Researcher
2. REDET's Opinion Poll Survey (2006) -Principal Researcher-Shinyanga Region
3. Voters and Civic Education Monitoring and Evaluation in Tanzania: Principal Researcher, Central Zone.
4. "2005 Tanzania General Elections Monitoring". – Regional Coordinator, Dodoma Region.
5. REDET's Opinion Poll Survey (2005) -Principal Researcher-Kagera Region
6. The Search for Independent Organization: The Long Road to the
7. Trade Union Congress of Tanzania (TUCTA).
8. Human Resource Management in the Tanzanian Civil Service
9. Human Resources Management in Tanzanian Local Government Institutions:
10. The Case of Dar es salaam City Council
11. Impediments to Smooth Running Workers' Education Programmes in the Private
12. Enterprises in Tanzania: The case of Hotel Agip
13. Factors Affecting the Implementation of Workers Education Programs in
14. Tanzania: A case Study of Tanzania Tea Authority.
15. "Maximising Grass root Co-operative Organisations Efficiency and Effectiveness" in Tanzania. - Research Assistant.
16. "Tertiary Institutions Capacity Study in Tanzania". - Research Assistant
17. "Decentralisation and Democratisation in Sub Saharan Africa".-Research Assistant
18. "1995 Tanzania General Elections Monitoring". - TEMCO Constituency Monitor
19. Training Needs Assessment in RJR International

PUBLICATIONS

Bana, B. A. (2006). "Reforming the Public Service: The Tanzanian Experience" in Kiragu, K. and Mutahaba, G. (Eds.). *Public Service Reform in Eastern and Southern Africa: Issues and Challenges,* Dar es Salaam: Mkuki na Nyota Publishers (With Prof. Suleiman Ngware)

Bana, B. A. (2006). "*Trade Unions in Tanzania: Policy and Legal Changes in Tanzania*" A Paper Presentation at a REDET Workshop for Tanzania Trade union Leaders held at Bwawani Hotel, Zanzibar**.**

Bana, B. A. (2005). "Voter Education and Response" in TEMCO, Preparation of a *Permanent Voters' Register for Tanzania Mainland: A Report of the Tanzanian Election Monitoring Committee*, Dar es Salaam: TEMCO (Chapter Four)

Bana, B. A. (2006). **"**Institutions and Governance: Public Staff Management in Tanzania" Submitted for publication in *Public Administration and Development Journal – Reviewed subject to minor corrections. (With McCourt, W.)*

Bana, B. A. (2006). **"***Voting, Vote Counting, and Declaration of Results."* In TEMCO General Elections Report, Book Chapter. (Forthcoming)

Bana, B. A. (2006). **"**Institutions and Governance: Public Staff Management in Tanzania", Book Chapter in McCourt, W. *The Human Factor in Governance: Managing Employees in Africa and Asia* (Forth coming-to be published in September), London: Palgrave **(**With Dr. McCourt, University of Manchester)

Bana, B. A. (2005). *The Search for Independent Organization: The Long Road to the Trade Union Congress of Tanzania (TUCTA)*. Book chapter (forthcoming) With Prof. Rwekaza Mukandala

Bana, B. A. (2005). "Voter Education and Response" in TEMCO, Preparation of a *Permanent Voters' Register for Tanzania Mainland: A Report of the Tanzanian Election Monitoring Committee*, Dar es Salaam: TEMCO (**Chapter Four**)

Bana, B. A. (2005). *Public Service Reform: The Tanzanian Experience.* A Paper Presented at the 3rd Eastern and Southern Africa Consultative Workshop on Public Service Reforms: Arusha Tanzania2nd– 4th June, 2005 (With Professor S. Ngware)

Bana, B. A. (2005). I*nstitutions and Governance: Public Staff Management in Tanzania,* Working Paper, No. 14, Management in Development Group, IDPM, University of Manchester,

Bana, B. A. (2004). *Human Resource Management in the Tanzanian Civil service*, Un Published PhD Thesis, University of Manchester.

Bana, B. A. (1997). *The Current Trends in Human Resources Development in Tanzania: Realities, Challenges and Opportunities*. Paper Presented at the Tanzania Association of Workers Education and Training Officers Symposium Held at AICC, Arusha.

Bana, B. A. (1995). *Human Resources Management in Tanzanian Local Government Institutions: the Case of Dar es salaam City Council.* M. A. (Public Administration) Thesis. University of Dar es salaam.

Bana, B. A. (1994). *Public Personnel Management: Practices and Problems in Tanzania.* Seminar Paper. University of Dar es salaam.

Bana, B. A. (1993). *Impediments to Smooth Running Workers Educational Programmes in Private Enterprises in Tanzania: The Case of Hotel Agip.* B. ed. Dissertation. University of Dar es salaam.

Bana, B. A. (1993). *Environmental Education in Tanzania: A Country Paper*. Seminar Paper. Dar es salaam.

Bana, B. A. (1993). *Pluralism in Tanzania: The Inherent Dangers*. Feature Paper Business Times. Dar es salaam.

Bana, B. A. (1988). *Promoting Adult Education in Tanzania .* Conference Paper. Adult Education Officers Conference. Tabora

Bana, B. A. (1988). *Factors Affecting the Implementation of Workers Education in Tanzania: A Case Study of Tanzania Tea Authority.* Dissertation. Institute of Adult Education

AWARDS AND PRIZES RECEIVED

1.	**Commonwealth (Association of Commonwealth Universities) (2000)**	To pursue doctorate studies (PhD) -Human Resource Management), United Kingdom
2.	**SAREC Partial Scholarship (1993)**	To pursue Postgraduate studies i.e. M.A (Public Administration) following excellent Performance in undergraduate studies – B.ed.
3.	**Education prize by the Tanzania Cigarette Company Limited. (1993)**	Best final year student Faculty of Education. University of Dar es salaam.
4.	**University of Dar es salaam Prize (1993).**	Best student in the second year examination Faculty of Education. University of Dar es salaam.
5.	**The Agakhan Education Prize (1993).**	Best overall student in Bachelor of Education Degree final examinations.
6.	**Ministry of Education Prize By the Minister for Education (1993).**	Best student in education Second year university examinations.
7.	**Ministry of Education Prize By the Minister for Education (1993).**	Best student in education Final year university examinations.
8.	**Sheikh Mubarak Ahmad Prize (1993).**	Best overall student in Bachelor of Education Degree final examination.
9.	**Institute of Adult Education Prize (1988)**	Best student in the 1986 -1988 Diploma Programme.

PROFESSIONAL ASSOCIATION MEMBERSHIP

1. American Management Association International
2. Tanzania Union of Teachers (CWT).
3. Tanzania Association of Workers and Training Officers (TAWETO).
4. National Association of Adult Education.
5. Association of Political Science in Tanzania (TAPS).

HOBBIES / EXTRA CURRICULAR ACTIVITIES

1. Games and Sports.
2. Reading and writing.
3. Gardening and “pubbing”