



INTERNATIONAL LABOUR ORGANIZATION

PROJECT PROFILE

Project Title: IMPROVING LABOUR LAW COMPLIANCE IN THE UNITED REPUBLIC OF TANZANIA

Location: UNITED REPUBLIC OF TANZANIA (MAINLAND AND ZANZIBAR)

Start date: 1 JUNE 2009

End date: 31 MAY 2012

Development Objective: To address the existing challenges in implementing and promoting compliance with the new labour laws, in order to support the Government's commitment and efforts towards productive economic development and decent work.

Brief Project Description:

Building on the achievements of the USDOL-funded Project on Strengthening Labour Relations in East Africa (SLAREA), the project on Improving Labour Law Compliance (ILLC) focuses on strengthening compliance with the revised national labour legislation. Objectives include raising the awareness of employers' and workers' organizations and their constituents of their rights and obligations at work, increasing the effectiveness of the labour administration/inspection systems including the tripartite dialogue process at different levels, and improving the stakeholders' capacity to collect and analyze relevant data related to labour relations.

Project Objectives:

Project Objective 1: Increased knowledge among employers and workers of rights, obligations and services under national labour laws

Project Objective 2: Increased effectiveness of the labour administration/inspection system that includes compliance with the Employment and Labour Relations Act and the Labour Institutions Act of 2004 for mainland Tanzania and the Employment Act and the Labour Relations Act of 2005 for Zanzibar.

Project Objective 3: Increased ability to collect and analyze Labour Market Information related to labour relations.

Expected Outcomes/Results

The ILLC project expects to contribute to the following outcomes:

- Increased knowledge and awareness of the Labour Laws, through
 - A public information and awareness raising campaign, to educate the public about their rights under the laws.
 - Comprehensive training programs on the Labour Laws, run by employers and workers organizations.
 - A system of voluntary self-evaluation for enterprises to assess their compliance with the Labour Laws.

- Labour institutions that function more effectively, through
 - An audit of the labour administration and labour inspection systems on the mainland and Zanzibar
 - Strengthened authority at the central and regional levels for labour administration/labour inspection systems.
 - A more attractive career path for officials in the labour administration.
 - Increased capacity and efficiency of the labour officers to conduct inspections and implement the laws.
 - Improved effectiveness of the Labour, Economic and Social Council (mainland) and the Labour Advisory Board (Zanzibar).
 - Increased effectiveness of other labour institutions (CMA, Dispute Handling Unit, Labour and Industrial Courts, etc.).

- Better management of labour relations data, including
 - The establishment of a national registry of enterprises in both Ministries of Labour.

Project Publications/Reports:

ILO. 2010 (forthcoming). Technical Memorandum: the United Republic of Tanzania Labour Administration and Inspection Audit. Labour Administration and Inspection Programme (LAB/ADMIN), Social Dialogue Sector, International Labour Office - Geneva

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