



THE UNITED REPUBLIC OF TANZANIA

Decent Work Country Programme

2025/26 - 2029/30

October 2025



International
Labour
Organization

Decent Work Country Programme



THE UNITED REPUBLIC
OF TANZANIA



International
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A | T | E
ASSOCIATION OF TANZANIA EMPLOYERS
Employers' Choice

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE INTERNATIONAL LABOUR ORGANIZATION
AND
THE UNITED REPUBLIC OF TANZANIA**

Whereas the International Labour Organization (ILO) effectively cooperates with its members in their efforts to achieve, the principles and objectives set forth in its constitution and the Declaration on Social Justice for a Fair Globalization, 2008

Recalling the Convention on the Privileges and Immunities of the Specialized Agencies, 1947 and its Annex I related to the ILO, which the United Republic of Tanzania acceded on 29 October 1962

The United Republic of Tanzania constituents endorsed the first-generation Decent Work Country Programme (DWCP) for 2006–2012 and the second generation DWCP implemented in 2013–2016; all were successful implemented. The present Memorandum of Understanding (MOU) covers the implementation of the third generation DWCP for the period 2025/26–2029/30.

The DWCP 2025/26–2029/30 has incorporated good practices and key lessons learned from implementation of the previous DWCPs and key recommendations of the 2017 Country Programme Review (CPR). These include potential of the DWCP; 2025/26–2029/30 to leverage on national resources and increase its relevance, coherence, and strategic fit by aligning its priorities and outcomes to national, regional, and global development priorities. The DWCP 2025/26–2029/30 has also integrated mechanisms to promote active participation of tripartite-plus partners in the design, implementation, monitoring and evaluation of DWCP including resource mobilization; ensure gender equality, diversity, and inclusion; promote creation and exploitation of synergy, sharing and learning from good practices; and enhance effectiveness of the DWCP through establishment and maintenance of a strong coordination framework.

The United Republic of Tanzania DWCP (2025/26–2029/30) is aligned to the Tanzania's long-term and medium-term development frameworks, including the Tanzania Development Vision 2050, Zanzibar Development Vision 2050, the Third National Five-Year Development Plan (2021/22–2025/26), and the United Nations Sustainable Development Cooperation Framework for Tanzania (2022–2027), through the following Strategic Priority Areas:

- 1: Prosperity
- 2: Enabling environment
- 3: Social dialogue and tripartism
- 4: Labour standards and rights at work

Whereas the Government of the United Republic of Tanzania, is represented by the Prime Minister's Office - Labour, Youth, Employment, and Persons with Disability (PMO-LYED), the undersigned representatives of the Employers' organization and Workers' organization and the International Labour Organization represented by the International Labour Office (hereinafter designated as the Parties), wish to collaborate in order to promote and advance decent work in the United Republic of Tanzania and implement the DWCP for the period 2025/26–2029/30.

Whereas the Parties desire to strengthen the development cooperation and to work, together to achieve the objectives of the attached DWCP prepared for the purpose.

Now, therefore, the Parties have agreed as follows.

1. The Parties affirm their commitment to collaborate in the implementation of the United Republic of Tanzania DWCP (2025/26–2029/30). The following are agreed as priorities of the DWCP (2025/26–2029/30):

- 1: Prosperity
- 2: Enabling environment
- 3: Social dialogue and tripartism
- 4: Labour standards and rights at work

2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.

3. In relation to DWCP and to any related activities of the ILO in the country, the Government will apply, to the Organization, its property, its officials and any person designated by the ILO to participate in ILO activities the provisions of the aforementioned Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO.

4. This MoU may be modified by agreement between the Parties.

5. The URT DWCP (2025/26–2029/30) document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail. The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.

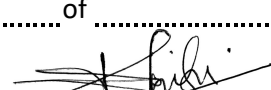
7. This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

IN WITNESS WHEREOF the undersigned, being duly authorized by their respective institutions, have signed and sealed this MoU in four original copies, all texts being authentic.

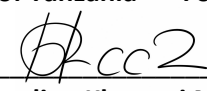
DONE in Dodoma on this day 13 of February 2026.


Ms Mary N Maganga
Permanent Secretary
Prime Minister's Office - Labour,
Employment and Relations (PMO-LER)

For Government of the United Republic of Tanzania


Mr. Khamis Suleima Mwalim
Principal Secretary
Ministry of Labour and Investment

For Revolutionary Government of Zanzibar


Ms Caroline Khamati Mugalla
Director, ILO Country Office for the United Republic of Tanzania,
Burundi, Kenya, Rwanda and Uganda
For the International Labour Office



Ms Suzanne Ndomba-Doran (Adv)
Executive Director & CEO
For Association of Tanzania Employers (ATE)
(ZANEMA)



Mr. Hery Hebert Mkunda
Secretary General
For Trade Union Congress of Tanzania (TUCTA)



Mr. Salah S. Salah
Executive Director
For Zanzibar Employers Association



Mr. Khamis Mwinyi Mohammed
Secretary General
For Zanzibar Trade Union Congress (ZATUC)

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Abbreviations and Acronyms

ADR	Alternative Dispute Resolution
AIDS	Acquired Immunodeficiency Syndrome
APR	Annual Progress Report
ATS	Anti-trafficking Secretariat
AU	African Union
BDS	Business Development Services
CBA	Collective Bargaining Agreement
CCA	Common Country Analysis
CEACR	Committee of Experts on the Application of Conventions and Recommendations
COVID-19	Coronavirus disease 2019
CPO	Country Programme Outcome
CPR	Country Programme Review
CSO	Civil Society Organization
DWCP	Decent Work Country Programme
DWT	Decent Work Team
EAC	East African Community
EBMO	Employers and Business Membership Organizations
GBV	Gender-Based Violence
GDI	Gender Development Index
GDP	Gross Domestic Product
GII	Gender Inequality Index
HCI	Human Capital Index
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
ICT	Information and Communications Technology
IHDI	Inequality Adjusted Human Development Index
ILFS	Integrated Labour Force Survey
ILO	International Labour Organization
ILS	International Labour Standards
IME&R	Implementation, Monitoring, Evaluation and Reporting
ITUC	International Trade Union Confederation
LGA	Local Government Authority
LMIS	Labour Market Information System
MCP	Master Craft Persons
MDA	Ministries, Departments and Agencies
MIT	Ministry of Industry and Trade
MSME	Micro, Small and Medium Enterprises
NAP	National Action Plan on Elimination of Child Labour
NBS	National Bureau of Statistics
NEET	Not in Education, Employment or Training
NHIF	National Health Insurance Fund

NSSF	National Social Security Fund
OCGS	Office of the Chief Government Statistician
OSH	Occupational Safety and Health
OSHA	Occupational Safety and Health Authority
PPP	Public-Private Partnership
PSSN	Productive Social Safety Net
PWD	People with Disabilities
QAM	Quality Assurance Mechanism
RC	Resident Coordinator
RCO	Resident Coordinator Office
RGoZ	Revolutionary Government of Zanzibar
RPL	Recognition of Prior Learning
SDG	Sustainable Development Goals
SGBV	Sexual and Gender-Based Violence
SSA	Sub Saharan Africa
STI	Science, Technology and Innovation
TaESA	Tanzania Employment Services Agency
TASAF	Tanzania Social Action Fund
TDV	Tanzania Development Vision
TiP	Trafficking in Persons
TOC	Theory of Change
TUCTA	Trade Union Congress of Tanzania
TVET	Technical, Vocational Education and Training
UN	United Nations
UNCT	United Nations' Country Team
UNICEF	United Nations Children's Fund
UNSDCF	United Nations Sustainable Development Cooperation Framework
URT	United Republic of Tanzania
USD	United States Dollar
VAC	Violence Against Children
VAW	Violence Against Women
WBL	Work-Based Learning
WCF	Workers Compensation Fund
ZANEMA	Zanzibar Employers Association
ZATUC	Zanzibar Trade Union Congress
ZDV	Zanzibar Development Vision
ZEEA	Zanzibar Economic Empowerment Agency
ZSPP	Zanzibar Social Protection Policy
ZSSF	Zanzibar Social Security Fund



Preface

The Decent Work Country Programme (DWCP) for the United Republic of Tanzania (URT) 2025/26–2029/30 represents a renewed commitment by the Government of the United Republic of Tanzania, workers' and employers' organizations, and the International Labour Organization (ILO) to promote decent work as an integral element of the national development agenda.

As the third-generation DWCP, this Programme builds upon the experiences and achievements of the first (2006–2012) and second (2013–2016) DWCPs. While no formal DWCP was implemented during the period 2017–2023, the tripartite partners continued to promote the decent work agenda by aligning their efforts with national sectoral plans and broader regional and international frameworks. The current DWCP marks a strategic re-engagement and revitalization of the collaborative platform that unites government, employers, workers, and development partners in advancing decent work in Tanzania.

The 2025/26–2029/30 DWCP is anchored in four strategic priorities: prosperity; enabling environment; social dialogue and tripartism; and labour standards and rights at work. These priority areas are fully aligned with Tanzania's long-term and medium-term development frameworks, including the Tanzania Development Vision 2050, the Zanzibar Development Vision 2050, the Third National Five-Year Development Plan (2021/22–2025/26), the Zanzibar Development Plan (2021–2026), and the United Nations Sustainable Development Cooperation Framework (2022–2027). Furthermore, the DWCP reflects Tanzania's commitment to regional and global frameworks such as the East African Community Vision 2050, the African Union Agenda 2063, and the United Nations 2030 Agenda for Sustainable Development.

The Programme was developed through a participatory and inclusive process led by the tripartite-plus partners, including the Prime Minister's Office Labour, Employment and Relations, President Office Labour, Economic Affairs and Investment, the Association of Tanzania Employers, the Zanzibar Employers Association, the Trade Union Congress of Tanzania, and the Zanzibar Trade Union Congress. Technical support was provided by Dr. Jacob Omolo, the ILO consultant, with additional inputs from Government Ministries, Departments and Agencies, civil society organizations, development partners, and the United Nations Country Team (UNCT) in Tanzania.

This DWCP is the result of extensive consultations, technical reviews, and validations conducted at various levels. It incorporates lessons and recommendations from Country Programme Review and aligns closely with the strategic and vision plans of the tripartite constituents. The Programme offers a comprehensive framework to mobilize and coordinate efforts, harness the ILO's normative and technical strengths, and enhance the coherence and impact of decent work initiatives across the United Republic of Tanzania.

We extend our gratitude to all stakeholders who contributed to the development of this DWCP. Through shared commitment and coordinated implementation, we believe this Programme will serve as a powerful instrument in advancing inclusive economic transformation, productive employment, and social justice for all Tanzanians.



Hon. Deus Clement Sangu

Minister of State, Prime Minister's Office
Labour, Employment and Relations



Hon. Shariff Ali Shariff

Minister; Ministry of Labour and Investment

COMMITMENT FROM THE SOCIAL PARTNERS

The social partners of the United Republic of Tanzania — the Trade Union Congress of Tanzania (TUCTA), the Zanzibar Trade Union Congress (ZATUC), the Association of Tanzania Employers (ATE), and the Zanzibar Employers Association (ZANEMA) — are proud to reaffirm our full commitment to the Decent Work Country Programme (DWCP III) for the period 2025/26–2029/30.

As active participants in the design of this Programme, and as signatories to the Memorandum of Understanding (MoU) that guides its implementation, we stand united in our resolve to translate the ambitions of DWCP III into concrete, measurable improvements in the lives of workers, employers, and communities across Tanzania Mainland and Zanzibar.

DWCP III is not a document that was handed to us, it is one we helped craft. Through extensive tripartite consultations, technical reviews, and validation processes, we, alongside Government and the ILO; shaped the four strategic priorities that guide this Programme: Prosperity; Enabling Environment; Social Dialogue and Tripartism; and Labour Standards and Rights at Work. These priorities reflect our shared understanding of Tanzania's labour market realities, and our collective ambition for a future of work that is productive, inclusive, and just.

We are encouraged that the Programme is fully aligned with Tanzania's long-term and medium-term development blueprints, including the Tanzania Development Vision 2050, the Zanzibar Development Vision 2050, the Third National Five-Year Development Plan (2021/22–2025/26), the Zanzibar Development Plan (2021–2026), and the United Nations Sustainable Development Cooperation Framework (2022–2027). This alignment is central to ensuring the DWCP's relevance, ownership, and sustained impact.

Our Commitments as Social Partners

In fulfilling our responsibilities under DWCP III, we jointly commit to actively participating in the Joint Tripartite Steering Committee and governance structures that oversee the Programme's implementation; championing social dialogue and reinforcing key tripartite institutions including LESCO, LAB, and Wage Boards; promoting decent work, enterprise growth, and productive employment with particular focus on MSMEs, youth, women, persons with disabilities, and workers in emerging sectors, including the informal sector; strengthening our organizations' capacity for evidence-based advocacy and compliance with labour standards and OSH requirements; contributing to the elimination of child labour, protection of migrant workers, gender equality, and expanded social protection; supporting skills development and work-based learning for sustainable employment; and reporting transparently on progress as part of the DWCP III monitoring, evaluation, and reporting framework.

Our Belief in Tripartism

Tanzania has a proud tradition of tripartism. We believe that the collaboration between government, employers, and workers is not merely a procedural requirement; it is the foundation upon which fair, stable, and productive labour relations are built. A three-legged stool stands only when every leg is sturdy. Through DWCP III, we reaffirm our collective commitment to constructive, solution-driven dialogue that protects workers, strengthens enterprises, attracts investment, and drives national development.

We recognize that implementation of DWCP III will require leadership, consistency, and mutual accountability. We are prepared to rise to this responsibility. We call upon all tripartite partners, development partners, and the broader community of stakeholders to join us in ensuring that this Programme delivers on its promise: decent work and social justice for all Tanzanians.

Let this Programme be more than a document; let it be a covenant. A covenant to partnership, to productivity, and to progress. We, the social partners, embrace this responsibility fully. We envision a United Republic of Tanzania where every enterprise thrives, every worker is valued, and every community benefits.

**Signed at Dodoma, United Republic of Tanzania
13th February 2026**



Hery Hebert Mkunda
Secretary General

Trade Union Congress of Tanzania (TUCTA)



Khamis Mwinyi Mohammed
Secretary General

Zanzibar Trade Union Congress (ZATUC)



Suzanne Ndomba-Doran (Adv)
Executive Director & CEO

Association of Tanzania Employers (ATE)



Salah S. Salah
Executive Director

Zanzibar Employers Association (ZANEMA)



Executive Summary

The overarching goal of the third-generation Decent Work Country Programme (DWCP III, 2025/26-2029/30) for the United Republic of Tanzania is to achieve decent, inclusive, and productive employment for all Tanzanians. The DWCP is developed in partnership with the International Labour Organization (ILO), social partners, civil society organizations, development partners, and the United Nations Country Team (UNCT) in Tanzania. The programme is fully aligned with national, regional, and global development frameworks.

The DWCP III is structured around four country priorities, each with a corresponding Country Programme Outcome (CPO). The first priority is Prosperity, which seeks to ensure that, people working in micro, small and medium enterprises including small-scale agriculture and the blue economy, especially the most vulnerable, will achieve increased and more sustainable productivity and incomes. To realize this, the programme will enhance the technical capacity of government and the private sector to develop policies, improve the ability of women, persons with disabilities, and youth-led enterprises to grow their businesses and create jobs, equip young people with employable skills, and improve access to decent employment for vulnerable groups.

The second priority area is to create an Enabling Environment. The goal is that all people, particularly the most vulnerable, will participate in and benefit from government institutions and systems that promote peace, justice, and human rights in a gender-responsive and inclusive manner. This will be accomplished by strengthening social protection systems to expand coverage, enhancing policies to promote equitable access to these services, implementing strategies to help children engaged in child labour, and increasing institutional capacity to handle gender-responsive climate change resilience, disaster risk reduction, and pandemic response.

The third priority area focuses on Social Dialogue and Tripartism. The programme's outcome is for all tripartite partners and their constituents to increase their engagement in social dialogue, reinforcing their crucial role in labor market governance. The key outputs will be to strengthen the legal and institutional frameworks for social dialogue and to enhance the policy, legal, and institutional frameworks for effective labor administration at all levels.

Finally, the fourth priority is dedicated to Labour Standards and Rights at Work. The intended outcome is that all workers, employers, and their representative organizations will promote labour standards

and advance the enjoyment of fundamental principles and rights at work. To achieve this, the plan involves strengthening trade unions and employer organizations through innovative membership and recruitment strategies, and enhancing the capacity of these organizations to provide valuable services and conduct evidence-based advocacy for labor standards.

This programme is built on the theory that a robust enabling environment, combined with sustained commitment to social dialogue and legal frameworks, will lead to inclusive and sustained economic growth and the creation of productive and sustainable employment opportunities for all citizens of the United Republic of Tanzania.



A stylized black ink signature of Mary N. Maganga.

Mary N. Maganga

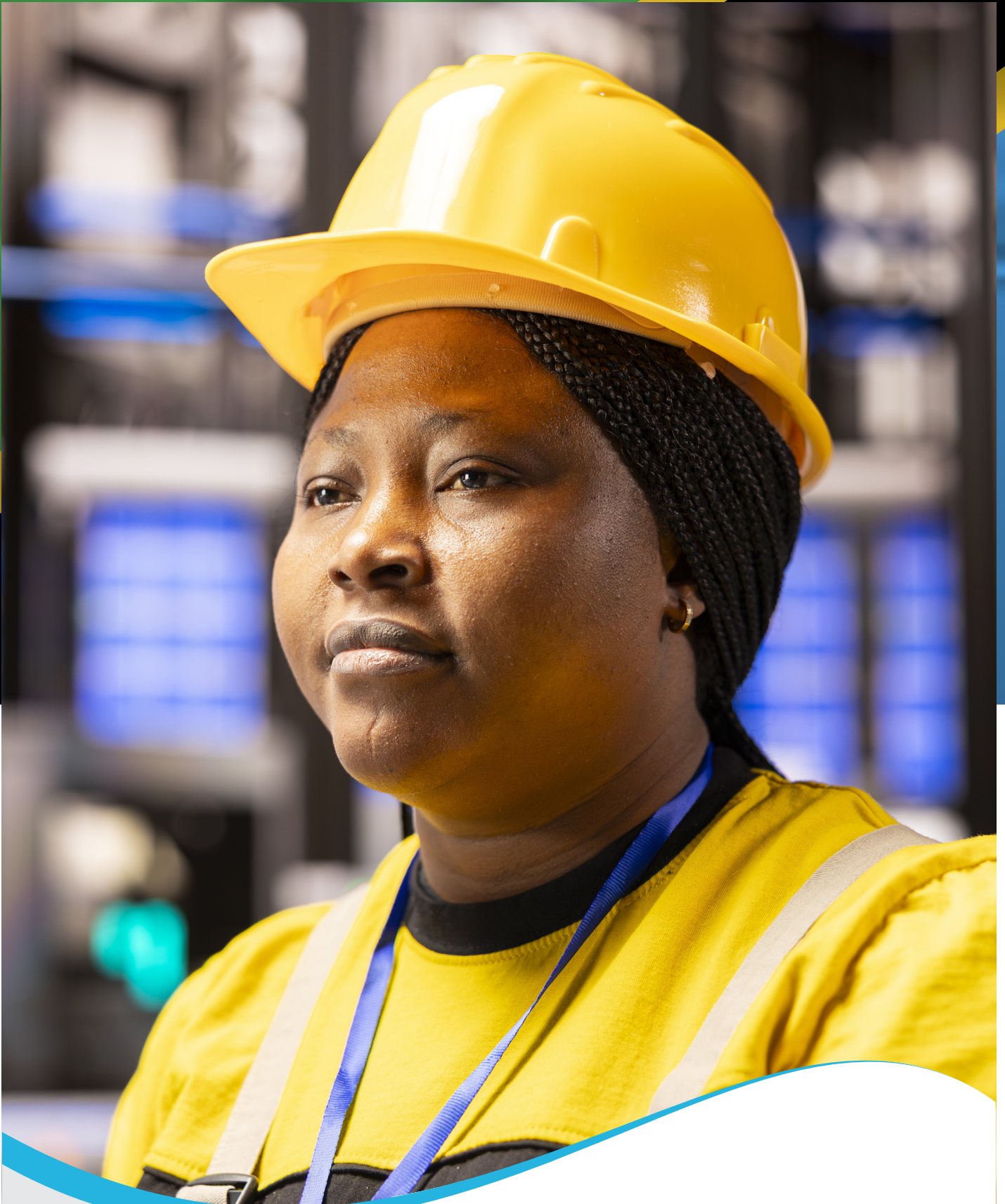
Permanent Secretary, Prime Minister's Office - Labour,
Employment and Relations



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Khamis Suleiman Mwalim

Permanent Secretary, Zanzibar
Ministry of Labour and Investment



| Introduction

The Decent Work Country Programme (DWCP III, 2025/26-2029/30) for the United Republic of Tanzania (URT) is the country's third-generation programme. The first country programme (DWCP I) was planned to be implemented over the period 2006 to 2010. However, with the consensus of the tripartite partners, the implementation period was extended to 2012. Following the expiry of the DWCP I, the partners developed and implemented DWCP II from 2013 to 2016. However, no successor DWCP was developed between 2017 and 2024. This implies that the tripartite partners in URT relied on the country's sectoral and national development plans, and regional and global development frameworks to guide their actions towards promotion of decent work agenda in the period 2017-2024.

The URT's DWCP II had four priority areas. These were creating jobs, guaranteeing rights at work, extending social protection, and promoting social dialogue. Gender equality and non-discrimination was integrated into the DWCP as a cross-cutting theme. A Country Programme Review (CPR) was conducted in 2016. The CPR underscored the importance of developing a DWCP that is versatile and responsive to the rapidly changing social, economic, political and environmental circumstances at national, regional and global levels. The CPR also recognized the potential of the DWCP to leverage national resources by aligning its priorities and outcomes to the country's strategic priorities. Such alignment is important in increasing the relevance, coherence and strategic fit of the DWCP.

The CPR also identified the need for active involvement and participation of tripartite-plus partners in the design, implementation, monitoring and evaluation (M&E) of the DWCP; integrating all decent work-oriented measures in the DWCP priorities and outcomes; and enhancing effectiveness of the DWCP through establishment and maintenance of a strong monitoring, evaluation and coordination mechanism. This is envisaged to facilitate creation and exploitation of synergy, harnessing and utilizing the comparative advantage of the International Labour Organization (ILO) in normative and standard setting role, and promoting sharing and learning from good practices between and amongst tripartite-plus partners.

The findings, lessons and recommendations arising from the review DWCP II were integrated in the design of the DWCP III. Specifically, the CPR emphasized the need for aligning the DWCP priorities and outcomes with the national priorities. This has been ensured through alignment of the four DWCP III priorities and outcomes to the Tanzania Development Vision 2050 (TDV 2050); Zanzibar Development Vision 2050 (ZDV 2050); National Five-Year Development Plan (FYDP III, 2021/22-2025/26); Zanzibar Development Plan (ZADEP, 2021-2026); and the United Nations Sustainable Development Cooperation Framework for URT (2022-2027).

Consistent with the recommendations in the CPR, formulation of the DWCP III has been tripartite partner-driven, highly collaborative and consultative. It brought on board the Government of the URT as represented by the Office of the Prime Minister responsible for Labour, Employment and Relations (PMO-LER) and the Office of the President- Labour, Economic Affairs and Investment (POLEAI), as well as the employers and workers' organizations. The social partners are the Trade Union Congress of Tanzania (TUCTA) and the Association of Tanzania Employers (ATE) for Tanzania Mainland, and the Zanzibar Trade Union Congress (ZATUC) and Zanzibar Employers Association (ZANEMA) for Zanzibar.

The DWCP III (2025/26-2029/30), therefore, offers the tripartite-plus partners in Tanzania with an opportunity, through an integrated and collaborative framework, to promote decent work as a key component of the country's national development strategy. It also facilitates the harnessing and directing of ILO's comparative knowledge, instruments, advocacy and cooperation at the service of the tripartite constituents in a results-based framework to advance decent work agenda in the country.

The country's DWCP III builds on the achievements and lessons learned from implementation of the DWCP I and DWCP II. It is anchored on four priority areas and four country programme outcomes (CPOs). The strategic priority areas are: (1) prosperity; (2) enabling environment; (3) social dialogue and tripartism; and (4) labour standards and rights at work. The first two priority areas are drawn from the United Nations (UN) Sustainable Development Cooperation Framework (UNSDCF) for URT (2022-2027). This is in keeping with the ILO DWCP Guidance, 2020, which emphasizes alignment of the DWCP priorities and outcomes to the strategic priorities and outcomes of the UNSDCF (2022-2027). The third and fourth priority areas (social dialogue and tripartism, and labour standards and rights at work) represents ILO's normative and standard setting role.

The DWCP III's country priorities and outcomes are aligned to URT's national priorities as elaborated in the country's long and medium-term development blueprints. The priorities and outcomes also strike a strategic fit with the aspirations contained in regional and global development frameworks. Alignment of the DWCP III to national and sectoral development priorities is aimed at promoting ownership of the DWCP at constituent partners' and political levels. It is also meant to enhance synergy between the policy blueprints, and leverage resources committed at national and sectoral levels to implementation and achievement of the DWCP priorities and outcomes. Such alignment is also aimed at harnessing resources and capacities, and consolidating UN support and actions in the country.

Key national development blueprints in URT, which the DWCP aligns to, include the Tanzania Development Vision 2050 (TDV 2050); Zanzibar Development Vision 2050 (ZDV 2050); National Five-Year Development Plan (FYDP III, 2021/22-2025/26); Zanzibar Development Plan (ZADEP, 2021-2026); and the United Nations Sustainable Development Cooperation Framework for URT (2022-2027). The priorities and outcomes of the DWCP III are also consistent with key regional and global development frameworks. These include the East African Community (EAC) Vision 2050; Southern Africa Development Community (SADC) Vision 2050; African Union Commission Agenda 2063; Abidjan Declaration 2019 and Implementation Plan; the ILO Programme and Budget for 2024-2025; and the United Nations 2030 Agenda for Sustainable Development.

The DWCP III (2025/26-2029/30) is also aligned to the Strategic and Vision Plans for the tripartite partners. It is particularly aligned to the Strategic and Vision Plans for PMO-LER (2023/24-2025/26); TUCTA (2022-2026); and ATE (2023-2028). The DWCP III (2025/26-2029/30) also incorporates the labour and employment aspirations contained in the Strategic and Vision Plans for POLEAI (2023-2027); ZATUC (2023-2027)) and ZANEMA (2024-2029).

The social, economic and political development in URT is underpinned by the TDV 2050 and ZDV 2050. The TDV 2050 envisions a Tanzania with a socio-economic development at par or exceeding that of upper-middle-income economies. It aspires to position Tanzania as an upper-middle-income country with a per capita income of at least USD 4,700¹. The TDV 2050 focuses on human development underpinned by robust economic growth and wealth creation to raise living standards and eradicate poverty in all its forms.

The URT has also been implementing the Long-Term Perspective Plan (2011/12-2025/26) whose implementation was divided into three five-year phases. The First Five-Year National Development Plan (FYDP I, 2011/12-2015/16) focused on unleashing growth potentials by eliminating binding constraints to growth. The Second Five-Year National Development Plan (FYDP II, 2016/17-2020/21) prioritized nurturing industrialization for economic transformation while the Third and final Five-Year National Development Plan (FYDP III, 2021/22-2025/26) seeks to realize competitiveness and industrialization for human development. It desires to increase the country's efficiency and productivity in manufacturing using local resources.

The ZDV 2050 is grounded on four pillars: Economic transformation, human capital and social services, infrastructural linkages, and governance and resilience². The Vision is implemented through five-year rolling plans. The ZADEP (2021-2026) with the theme of blue economy for inclusive growth and sustainable development is the first five-year plan for implementation of the ZDV 2050. The ZADEP (2021-2026) focuses on enhancing value addition in key growth opportunities in strategic sectors. These include the blue economy, agriculture, tourism, human capital, social development and governance.

The TDV 2050, ZDV 2050, FYDP III (2021/22-2025/26) and ZADEP (2021-2026) bear a strategic fit with the UNSDCF (2022-2027). The UNSDCF (2022-2027) seeks to impact on the reduction of multidimensional poverty in Tanzania through a transformative and inclusive sustainable economic transformation and growth³. It is anchored on four priority areas, namely people, prosperity, planet and enabling environment. Tanzania's national development priorities are also consistent with the aspirations enshrined in regional and global development frameworks. These include the East African Community (EAC) Vision 2050, African Union Commission Agenda 2063, and the Sustainable Development Goals (SDGs) developed in 2015 within the framework of the United Nations (UN) 2030 Agenda for Sustainable Development.

¹The United Republic of Tanzania (2025). The Tanzania Development Vision 2050, Dar es Salaam: Planning Commission.

²The Revolutionary Government of Zanzibar (2020). Zanzibar Development Vision 2050, Zanzibar: Zanzibar Planning Commission

³United Nations Tanzania (2022). UN Sustainable Development Cooperation Framework, 2022-2027, Dar es Salaam: United Nations in Tanzania.



The DWCP III (2025/26-2029/30) was developed through a participatory, consultative and inclusive tripartite-plus stakeholder process. The PMO-LER, in collaboration with POLEAI, TUCTA, ZATUC, ATE and ZANEMA, led the drafting, stakeholder consultation and consensus building processes over the DWCP priority areas and outcomes. Relevant Government Ministries, Departments and Agencies (MDAs) from both Tanzania Mainland and Zanzibar, civil society organizations (CSO), development partners and the United Nations Country Team (UNCT) in Tanzania also participated. A tripartite-plus technical committee under the leadership of PMO-LER and POLEAI led the drafting and finalization processes of the DWCP III (2025/26-2029/30).

A draft DWCP III (2025/26-2029/30) was submitted for review by the tripartite-plus partners and ILO's Programme Unit in February 2024. Comments and suggestions received from the ILO and partners were incorporated, and a revised draft produced in April 2024. The revised draft was exposed to further technical review and validation by tripartite-plus partners from 9th to 11th May 2024 in Zanzibar. The technical team approved the four priority areas and CPOs, and gave suggestions for improvement. The suggested amendments were incorporated, and a revised draft was submitted to the Labour, Economic and Social Council (LESCO) and the Labour Advisory Board (LAB) in May 2024. Both institutions of social dialogue approved the DWCP III priority areas and attendant CPOs.

A final Draft DWCP III was submitted for internal review by ILO Decent Work Team (DWT) in June 2024. Based on the reviews by the DWT, a more refined draft was subjected to quality assessment by the ILO's Quality Assurance Mechanism (QAM), and reviewed by UNCT and the UN Resident Coordinator Office (RCO). Comments and feedback received from the reviews were considered and validated by the tripartite-plus partners in a meeting held on 14th and 15th April 2025 in Dodoma. The final revised DWCP III was further subjected to finalization and approval processes as per the procedures of the ILO and the URT Government, before the official launch.



United Republic of Tanzania 3rd Generation
Decent Work Country Programme (DWCP III)



Country Progress Towards Decent Work and Sustainable Development

The ILO Centenary Declaration for the Future of Work⁴ is anchored on three pillars. These are strengthening the capacities of all people to benefit from opportunities of a changing world of work; strengthening institutions of work to ensure adequate protection of all workers; and promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. The 14th African Regional Meeting held in Abidjan in December 2019 also adopted the Abidjan Declaration with the theme - Advancing Social Justice: Shaping the future of work in Africa.

The Abidjan Declaration prioritizes seven work areas, which are linked to the Centenary Declaration for the Future of Work. The priority areas for the Abidjan Declaration are decent jobs for Africa, in particular for young women and men; improved skills and technology; inclusive transformation for decent work in the formal and rural economy; and conducive environment for sustainable enterprises. Other areas of focus at the continental level are effective and inclusive tripartism and social dialogue; social and labour protection for all; and effective application of up-to-date labour standards and promotion of gender equality.

Tied to these frameworks is the ILO Programme and budget for 2024-25⁵, which is designed to advance social justice and decent work by building on a number of global frameworks. These are the ILO Declaration on Social Justice for a Fair Globalization, 2008; the ILO Centenary Declaration for the Future of Work, 2019; and the Global Call to Action for a human-centered recovery from the Coronavirus disease 2019 (COVID-19) crisis that is inclusive, sustainable and resilient.

The ILO programme and budget for 2024-25 is grounded on five pillars and eight policy outcomes. The pillars are governance, jobs, equality, protection and coherence. The governance pillar has two policy outcomes. These are strong, modernized normative action for social justice; and strong representative and influential tripartite constituents and effective social dialogue. The jobs pillar anchors policy outcomes on full and productive employment for just transition; and sustainable enterprises for inclusive growth and decent work. Gender equality and equality of treatment and opportunities for all is within the equality pillar while protection at work for all, and universal social protection falls under the protection pillar.

The coherence pillar of the ILO programme and budget for 2024-25 speaks to integrated policy and institutional responses for social justice through decent work. Overall, the programme and budget for 2024-25 seeks to support ILO constituents in developing effective human-centered solutions adapted to the challenges and opportunities in the world of work generated by current crisis, technological progress, climate change and demographic shifts, while ensuring progress on the 2030 Agenda for Sustainable Development. The sections that follow present a status review of URT's progress towards decent work and sustainable development.

⁴ ILO (2019). International Labour Conference: ILO Centenary Declaration for the Future of Work, Geneva: International Labour Office

⁵ ILO (2023). Programme and Budget for 2024-25, Geneva: International Labour Office

2.1 People's capacity to benefit from opportunities from a changing world of work

This pillar of the ILO Centenary Declaration for the Future of Work seeks to strengthen the capacities of all people to benefit from the opportunities of a changing world of work. This is to be actualized through effective realization of gender equality and non-discrimination in opportunities and treatment, including the effective realization of the labour rights of persons with disabilities; effective lifelong learning and quality education for all; universal access to comprehensive and sustainable social protection; and effective measures to support people through the transitions they will face during their working lives.

2.1.1 Effective realization of gender equality and non-discrimination in opportunities and treatment

The URT has made significant progress in promoting gender equality. The country continues to report positive progress in gender parity in the four dimensions-economic opportunities, education, health and political leadership. The URT was rated position 48 out of 146 countries in the 2023 global gender gap index rankings, having closed 74% of its gender gap⁶. This was an improvement compared to 71.9% and 71.3% of the gender gap closed in 2022⁷ and 2020⁸, respectively. The 74% gender gap closed by the URT in 2023 was more favourable compared to the gender gaps closed by Kenya (70.8%) and Uganda (70.6%) in 2023 but below the progress made by Burundi (76.3%) and Rwanda (79.4%) in closing the respective countries' gender gaps. The considerable closing of the gender gap was attributed to multi-faceted approaches that addressed both financial and socio-economic factors.

The positive progress made by URT in promoting gender equality is demonstrated in consistent improvement in the country's human development as measured by the Human Development Index (HDI). The HDI for URT improved from 0.371 in 1990 to 0.549 in 2021⁹, representing an average annual growth of 1.27%. The country reported highest average annual HDI growth of 2.16% in 2000-2010 but the momentum slowed to 0.98% in 2010-2021. In relative terms, females in URT had a lower HDI of 0.532 compared to 0.565 for males in 2021. This shows existence of gender inequality in achievement in the three basic dimensions of human development-a long and healthy life, knowledge and a decent standard of living. The computed HDI value for URT in 2021 was higher than that of Burundi (0.426), Uganda (0.525) and Rwanda (0.534) but 4.5 percentage points below the HDI for Kenya (0.575).

When the HDI value for URT is adjusted for inequality in the three basic dimensions of human development, the country's Inequality-adjusted HDI (IHDI) reduces to 0.418 in 2021, representing an overall loss of 23.9%. This shows existence of relatively high levels of inequality in the country

⁶World Economic Forum (2023). Global Gender Gap Report 2023, Geneva: World Economic Forum.

⁷World Economic Forum (2022). Global Gender Gap Report 2022, Geneva: World Economic Forum.

⁸World Economic Forum (2019). Global Gender Gap Report 2020, Geneva: World Economic Forum.

⁹United Nations Development Programme (2022). Human Development Report 2021/2022: Uncertain Times, Unsettled Lives-Shaping our Future in a Transforming World, New York: United Nations Development Programme

in health, education and income. This, notwithstanding, the level of inequality in the URT is still lower than that of her peers in the East African Community (EAC). These include Uganda with an overall loss of 24.6%, Rwanda (24.7%), Kenya (25.9%) and Burundi (29.1%) in 2021.

Gender Development Index (GDI) measures gender inequalities in achievement in health, education and command over economic resources. It is measured as a ratio of female to male HDI values. The GDI for URT was estimated at 0.943 in 2021, some 4% above 0.907, which was the average GDI for Sub-Saharan Africa (SSA). The GDI for URT was, however, 1.6% below the world average of 0.958. Though URT has marked disparities in male and female achievements in the three basic dimensions of human development, the level of inequality in the country is lower than in South Sudan (0.843), Uganda (0.927), Burundi (0.935) and Kenya (0.941). Rwanda's GDI was higher at 0.954, implying a near parity in achievements in the three basic dimensions of human development between males and females.

Gender Inequality Index (GII) is a composite measure reflecting inequality in achievement between women and men in reproductive health, empowerment and labour market¹⁰. The URT had a GII of 0.560 in 2021, which is more favourable compared to SSA's average of 0.569. However, inequalities in achievement between women and men in reproductive health, empowerment and the labour market were more pronounced in URT compared to Uganda (0.530), Kenya (0.506), Burundi (0.505) and Rwanda (0.388).

The GII values for URT manifest high levels of gender inequality in favour of men. It is reported that in 2021, the share of seats in URT's parliament held by women was 36.9%. This was below the proportion of seats in parliament held by women in Burundi (38.9%) and Rwanda (55.7%) but above the rates for Kenya (23.2%) and Uganda (33.8%). Similarly, only 13% of the females aged 25 years and above in URT had at least some secondary education in 2021 compared to 19.1% for males.

In terms of labour market participation, females in URT have low levels of engagement in the labour market relative to males. Only 79.5% of females in the working age population participated in the labour force in 2021 compared to 87.1% for males. This implies that the male gender in URT are 1.1 times more likely to be engaged in labour market activities compared to the female gender. The males are, therefore, more likely to be empowered, educated and employed relative to the females.

Key barriers and limitations that hinder effective participation by men and women in the labour market include time poverty, gender disparities in education, reproductive health pressures and limited access to financial resources and assets. Other barriers are gender roles and discriminatory social norms, lack of access to market information and entrepreneurship training, and violence and harassment, including gender-based violence (GBV) and sexual

¹⁰United Nations Development Programme (2022). Human Development Report 2021/2022: Uncertain Times, Unsettled Lives-Shaping our Future in a Transforming World, New York: United Nations Development Programme

harassment. These interconnected factors create a complex web of challenges that impede women's full and equal participation in the labour market in URT.

The Organization for Economic Cooperation and Development (OECD, 2022) reports that in 2021, women in URT spent 3.1 times more time on unpaid care and domestic tasks than men¹¹. Specifically, women spent 4½ hours per day on unpaid care and domestic work in contrast to 1½ hours spent by men. The computed time use ratio of 3.1 for URT in 2021 is closer to the global average of 3.2 but lower than East Africa's average of 3.6. In Kenya, for example, women spent 18.7% of their time per day on unpaid domestic and care work in 2021 compared to 3.6% for men¹². Similarly, women spent 16.3% and 2.4% of their time per day on unpaid domestic work and unpaid care work in 2021 compared to 3.2% and 0.4% for men, respectively. This implies that women in Kenya spent at least 5 times the time spent by men in unpaid domestic and care work in 2021.

The women-to-men time use ratio, which is how women and men allocate their time across various activities, particularly focusing on the division between paid and unpaid work, is similar across urban (3.3) and rural (3.1) areas in URT. It is also similar across Tanzania Mainland (3.1) and Zanzibar (3.5). Women in URT, however, bear a double burden as they carry out significantly more unpaid care work than men in addition to a large amount of paid work. The OECD (2022) reports that, on average, women in URT engage in paid work for 5 hours per day, compared to 6 hours for men. Women, therefore, spend a total of 9.5 hours per day on both paid work, and unpaid care work relative to 7.5 hours for men.

While the women-to-men time use ratio for Tanzania Mainland mirrors the national average, it is a near parity in Zanzibar where women spend slightly more time (9.3 hours) per day on paid and unpaid care work compared to 9.2 hours for men. Women in the rural areas in URT spend disproportionately more time (1.3 times) on paid and unpaid care and domestic work compared to those in the urban areas (1.2 times). In the context of the large informal employment in URT, especially in the agricultural sector, and in the absence of a strong social protection system, care work mainly falls on women. This points to the need to strengthen the country's care policies and social protection system, promote women empowerment and avail opportunities for women's participation in productive and gainful employment, guided by the ILO resolution on decent work and the care economy.

Women in URT are also confronted by both vertical and horizontal occupational segregation. Vertical occupational segregation is visible in underrepresentation of women in higher pay grades. Less than half of URT's women is employed in senior and middle level management

¹¹OECD (2022). SIGI Country Report for Tanzania, Social Institutions and Gender Index, Paris: OECD Publishing

¹²Kenya National Bureau of Statistics (2023). Kenya Time Use Report: Based on 2021 Kenya Continuous Household Survey, Nairobi: Kenya National Bureau of Statistics

positions. In 2020, only 27.9% of women in URT were employed in senior and middle level management positions¹³. This is compared to 49.6% of women who were employed in senior and middle level management positions in Kenya in 2019. The United States Agency for International Development (USAID, 2020)¹⁴ also avers that though East Africa's economies have shifted away from farming to services and industry, 71% of women in URT still work in agriculture, depicting existence of horizontal occupational segregation.

The foregoing discussions show that URT has made progress in realization of gender equality in opportunities and treatment. The country, however, still faces barriers to achievement of the SDGs and its gender equality-related targets. The challenges include stigma and discriminatory social institutions, norms and practices that restrict empowerment and access by women and girls to rights and opportunities¹⁵. Other challenges are slow progress in health and HIV response and poverty, which is a key challenge and driver of gender inequalities, exacerbating social and economic disparities, including violence and harassment. The barriers underpin unequal outcomes across all spheres of life including employment, entrepreneurship, health and education men¹⁶.

2.1.2 Effective lifelong learning and quality education for all

One of the pillars of the TDV 2050 is a well-educated and learning society. The blueprint envisages a nation whose people have a developmental mindset and competitive spirit. The TDV 2050 reaffirms the central role of education and training in catalyzing mobilization and utilization of resources, strengthening creativity and innovation, and promoting productivity and competitiveness at all levels of the economy. To achieve the developmental aspiration, the FYDP III (2021/22-2025/26) prioritizes improvement in the education and training system, aligning the country's education and training outcomes to labour market needs, and promoting innovation and technological transfer among other interventions¹⁷.

Similarly, the strategic direction for education and training in the ZDV 2050 is to transform the country's education system to support provision of quality and inclusive education and training that is capable of building human capital, which meets the country's developmental needs. To operationalize this, the ZADEP (2021-2026) targets to improve the quality, access and affordability of education at all levels¹⁸.

¹³ILO (2022). ILO Modelled Estimates and Projections (ILOEST) Database, November 2022 edition, ILOSTAT, <https://ilostat ilo.org/data/>

¹⁴USAID (2020). Gender equality and female empowerment, https://2017-2020.usaid.gov/sites/default/files/documents/Gender_Fact_Sheet_East_Africa_July_2020.pdf

¹⁵The United Republic of Tanzania (2022). National Multi-Sectoral Strategic Framework on HIV and AIDS, 2021/22-2025/26, Dar es Salaam: Office of the Prime Minister

¹⁶OECD (2022). SIGI Country Report for Tanzania, Social Institutions and Gender Index, Paris: OECD Publishing

¹⁷The United Republic of Tanzania (2021). National Five-Year Development Plan 2021/22-2025/26: Realizing Competitiveness and Industrialization for Human Development, Dar es Salaam: Ministry of Finance and Planning

¹⁸The Revolutionary Government of Zanzibar (2022). Zanzibar Development Plan (ZADEP) 2021-2026: Blue Economy for Inclusive Growth and Sustainable Development, Zanzibar: Zanzibar Planning Commission

The URT operates a five-cycle (2-7-4-2-3) system of education that consists of pre-primary, primary, junior secondary, senior secondary and tertiary levels, with a total of 18 years of schooling¹⁹. The country registered an average of 9.2 years of expected years of schooling in 2021²⁰. This was an improvement from the 8 years of expected years of schooling recorded by the country in 2018²¹. The expected years of schooling for URT was low compared to the averages reported for Uganda (10.1), Burundi (10.7), Kenya (10.7) and Rwanda (11.2). It was also below the average for SSA (10.3 years) and the world (12.8 years).

The 9.2 years of expected years of schooling of URT implies that on average, a child of school-entry age in URT could expect to receive only 9.2 years of the 16 years of schooling offered by the country's education system. This is an indication of low prospects for human capital accumulation with negative implications for labour productivity and effective participation in the labour market by the labour force. The low expected years of schooling in URT is attributed to economic barriers leading to poverty and child labour, hindrances relating to access and infrastructure, and gender inequality. Other obstacles are low quality education, household shocks and social norms.

A major progress made by URT, particularly from 2018, is the promotion of access to education, especially by girls and their retention in school. This is manifested in the 20.8% improvement in the expected years of schooling by females, increasing from 7.7 years in 2018 to 9.3 years in 2021. While females in URT had a lower expected year of schooling (7.7 years) in 2018 compared to males (8.1 years), they had a better educational outcome in 2021 (9.3 years) relative to males (9.1 years).

Estimates on the mean years of schooling, which is the average number of years of education received by people ages 25 and older, show that mean years of schooling in URT improved slightly from an average of 6 years in 2018 to 6.4 years in 2021. Females had lower mean years of schooling of 5.9 years in 2021 compared to 6.9 years for males. The implication is that learners in URT only attain 37.5% of the 16 years of schooling offered by the country's education system. The low mean years of schooling signal lower levels of human capital and less productive workforce in the future.

The relatively low expected and mean years of schooling in URT is further manifested in the diminished proportion of the population with at least secondary education. On average, only 16.1% of the URT's population ages 25 and older had at least some secondary education in 2021. This was less than one half of the average for SSA (37.7%) and below one fourth of the world average (67.3%). Less females (13%) compared to males (19.1%) ages 25 and older in URT had at least some secondary education in 2021. This further undermines the participation of girls and women in gainful and productive employment opportunities in URT.

¹⁹African Development Bank (2020). East Africa Economic Outlook 2020: Coping with the COVID-19 Pandemic, Abidjan: African Development Bank Group

²⁰United Nations Development Programme (2022). Human Development Report 2021/2022: Uncertain Times, Unsettled Lives-Shaping our Future in a Transforming World, New York: United Nations Development Programme

²¹United Nations Development Programme (2019). Human Development Report 2019: Beyond income, beyond averages, beyond today-Inequalities in human development in the 21st century, New York: United Nations Development Programme

The low expected and mean years of schooling in URT coupled with the low proportions of the population ages 25 and older with at least some secondary education contrasts with the reported trends in the country's gross enrolment ratios (GER). The GER in primary education increased steadily from 91.3% in 2015 to 110.3% in 2019²². Similarly, the GER in secondary schools increased from 36% in 2016 to 43.9% in 2020, signaling fair primary-secondary school transition rates.

The increase in enrolments at primary and lower secondary school levels is mainly attributed to the implementation of Fee-Free Basic Education Policy, improvements in teaching and learning environment, and strong partnership between the state and non-state actors in the education sector. This, notwithstanding, the relatively low GER, together with the variances in the GER between primary and secondary education, point to high dropout rates in the education system.

A low GER translates to low educational achievement of the labour force. This is confirmed by the Integrated Labour Force Survey 2020/21²³, which showed that majority (63.4%) of the labour force in URT had primary level of education with only 21% of the labour force having at least secondary education. Generally, Zanzibar had better educational outcomes compared to Tanzania Mainland. While slightly more than three in five (64.5%) of the labour force in Tanzania Mainland had primary level of education in 2020/21, only 26.1% of the labour force in Zanzibar had primary level of education. In contrast, 53.9% of the labour force in Zanzibar had secondary education in 2020/21 relative to 15.4% in Tanzania Mainland. Furthermore, about 3.2% of the labour force in Zanzibar had either vocational training, tertiary non-university education or university education compared to 1.4% of the labour force in Tanzania Mainland.

United Republic of Tanzania's educational outcomes point to low human capital development. The Human Capital Index (HCI), which is a measure of the knowledge, skills and health that people accumulate over their lives puts URT among the countries with low HCI. The World Bank (2021) estimated the HCI for URT at 39% in 2020²⁴, down from 40% 2018²⁵. The 2020 HCI for URT implies a human capital development gap of 61%. It shows that a child born in URT in 2020 will only be 39% as productive as he/she could be as a future worker if he/she enjoyed complete education and health. Both the TDV 2050 and ZDV 2050 seeks to reverse the low trends in HCI in URT by prioritizing education and training. The blueprints implicitly acknowledge that higher HCI is associated with higher earnings for people, higher income for the country and stronger cohesion in societies.

2.1.3 Skills development through work-based learning

Quality, accessible and inclusive education and skills development is a key priority area in the TDV (2050), ZDV (2050) and the attendant national development plans. Work-based learning

²²The United Republic of Tanzania (2021). National Five-Year Development Plan 2021/22-2025/26: Realizing Competitiveness and Industrialization for Human Development, Dar es Salaam: Ministry of Finance and Planning

²³The United Republic of Tanzania (2021). Integrated Labour Force Survey 2020/21, Dar es Salaam: National Bureau of Statistics

²⁴World Bank (2020). The Human Capital Index 2020 Update: Human Capital in the Time of COVID-19, Washington, DC: World Bank

²⁵World Bank (2020). The Human Capital Project, Washington, DC: World Bank

(WBL) programmes implemented through apprenticeships and Recognition of Prior Learning (RPL) is one of the avenues used by URT to promote skills development.

A number of interventions have been implemented in this front. These include identification and building of capacities of TVET institutions to design, implement and monitor apprenticeships programme; improving the quality, relevance and inclusiveness of skills training provided by the TVET institutions; deepening skills recognition systems targeting informal economy workers; and operationalizing pre-apprenticeship programmes for out of school and disadvantaged young women and men. Other interventions are strengthening engagement of the private sector in skills development; development and implementation of the National Apprenticeship Guidelines and the National Internship Guidelines; formulation of skills strategy for the beef sector; and capacity building of tripartite-plus members on skills matching and skills anticipation.

More than 607 vulnerable persons benefitted from the apprenticeship programmes and about 10,000 artisans certified through the RPL programmes in 2023/2024. About 487 apprentices of whom 44.1% were females, and 5% PWDs were trained towards certification. Close to 190 youth NEET of whom 50% were females benefitted from the modular pre-apprenticeship programme in Zanzibar. The apprenticeship programme was also expanded to new sectors such as banking, insurance, hotel management, hospitality and water.

The number of graduates linked to internships by the Tanzania Employment Services Agency (TaESA) saw a significant increase of 33.3%, from 4,803 in 2019/20 to a peak of 5,742 in 2021/22. However, this trend reversed sharply, with the number declining to 3,864 in 2022/23 and then to just 1,754 in 2024/25, representing a 54.6% drop. Female graduates linked to internship opportunities averaged 46.8% over the period. The decline in the number of graduates linked to internships may be attributed to insufficient funding and lack of dedicated resources to TaESA, weak capacity of URT's economy to create adequate formal jobs and mismatched skills.

Within the same framework, the number of youths trained for employment services in Tanzania Mainland more than doubled from 5,283 in 2021/22 to 10,698 in 2022/23 and to a further 12,055 in 2023/24. This represented an annual average increase of 64.1%. A total of 5,303 youths had been trained for employment services between July 2024 and March 2025, making up 44% of the number trained in the previous year. On average, female youth accounted for 47.4% of the youths trained. The considerable increase in youth trained for employment services in Tanzania Mainland suggests a growing focus and investment in human capital development. however, continued monitoring of the quality of the training and job market dynamics is crucial to maximizing the impact of these efforts.

2.1.4 Universal access to comprehensive and sustainable social protection

The URT has a National Social Protection Policy (2023), which structures the country's social protection into two elements: contributory social protection and non-contributory social

²⁶The United Republic of Tanzania (2023). National Social Protection Policy (2023), Dar es Salaam: Prime Minister's Office (Labour, Youth, Employment and Persons with Disability)

protection²⁶. The objective of the policy is to ensure that all persons live at socially acceptable international standards and exploit their human capabilities to optimize social and economic development.

The policy prioritizes nine (9) strategic areas of intervention. These are management framework and coordination of social protection; social protection financing system; coverage of social protection services; adequacy of benefits; and portability of social security benefits. Other strategic policy issues are social welfare system; synergies between disaster risk management, environment and social protection; gender; and good governance.

Social protection in Tanzania Mainland is anchored on the National Social Protection Policy (2023)²⁷. The vision of the policy is to establish a strong and effective social protection system that protects against social and economic risks, promotes inclusive growth and provides minimum acceptable standard of living. The policy targets to establish innovative mechanisms for the extension of old-age pensions to informal economy workers and uncovered populations, among others. The aspiration is to be achieved through extension of social insurance, universal or means-tested non-contributory basic old-age pensions.

The policy structures social protection into four features: contributory, non-contributory, social welfare, and productive inclusion. The Revolutionary Government of Zanzibar (RGoZ) unveiled the Zanzibar Social Protection Policy (ZSPP) in 2014 though implementation started in 2017²⁸. The overall objective of the ZSPP is to establish a comprehensive and integrated social protection system that meets the needs for income security, risk management and access to basic services for all Zanzibaris, thereby contributing to a more equitable society. The ZSPP seeks to put in place programmes that contribute to minimum income security, protect citizens against risks and shocks, and extend access to basic services.

The URT operates a number of social assistance programmes. These include Tanzania Social Action Fund (TASAF), which is implemented under the Productive Social Safety Net (PSSN). The programme targets low-income households in Tanzania Mainland and Zanzibar. The URT also implements in-kind transfers such as non-cash aid in form of disaster relief, food supplement programmes, school meal subsidies, as well as fee exemptions to facilitate access to essential services by the vulnerable groups. The RGoZ operate a universal non-contributory, tax financed scheme established in 2016. The Zanzibar Universal Pension Scheme (ZUPS) provides all residents over the age of 70 years with a monthly pension of TZS 50,000(US\$ 19.69)²⁹.

The URT amended the Employment and Labour Relations Act in 2019³⁰. The amended Act provides for paid maternity leave of 84 days; or paid maternity leave of 100 days if the employee

²⁷United Republic of Tanzania (2023). National Social Protection Policy (2023), Dodoma: Prime Minister's Office (Labour, Youth, Employment and Persons with Disability)

²⁸Revolutionary Government of Zanzibar (2020). Mid-Term Evaluation of the Zanzibar Social Protection Policy, Zanzibar: Ministry of Labour, Empowerment, Elders, Women and Children

²⁹Based on exchange rate of 1US\$ to TZS 2,540 as of 7th February 2024.

³⁰United Republic of Tanzania (2019). The Employment and Labour Relations Act, 2019, Dar es Salaam: The Government Printer

gives birth to more than one child at the same time. It also entitles an employee to an additional paid maternity leave of 84 days within the leave cycle if the child dies within a year of birth. It, however, limits the maternity leave entitlement to four terms of maternity leave. The Act obliges employers to grant employees who perform work that is hazardous to her health or that of her child a suitable alternative employment on terms and conditions that are no less favourable than her terms and conditions. The law also guarantees breast-feeding mothers paid leave of a maximum of two hours per day.

The Employment and Labour Relations Act (2019) also guarantees paid paternity leave of at least three days if the leave is taken within seven days of the birth of the child. It also guarantees workers paid leave of at least four days in the event of sickness or death of the employees' child, death of spouse, parent, grandparent, grandchild or sibling.

Further, the Labour Laws (Amendment) Act, 2025 revised Section 33 of the Employment and Labour Relations Act (2019). The amendment granted maternity leave protection to employees who give birth to a premature child³¹. It entitles an employee who gives birth to a premature child paid maternity leave from the date of giving birth up to completion of the 40 weeks of pregnancy and to maternity leave period within the leave period.

It is reported that 14% of Tanzania's population were covered by at least one social protection benefit in 2021³². The FYDP III (2021/22-2025/26) also estimated the social protection coverage in URT at 20% in 2019/20. Coverage of health insurance and social security schemes was estimated at 50% and 7.3% in 2019/20, respectively while the proportion of beneficiary household receiving disability benefit was projected at 4%.

Coverage of the ZUPS was estimated to have increased from 21,750 older persons in 2016³³ to 27,783 persons in 2019³⁴ and to a further 30,564 older persons by 2024. The ZUPS facilitated over 32,000 beneficiary households with cash transfers in 2019, at an average payout rate of TZS 16,600 per household per month. The number of informal sector workers and operators covered under the ZUPS also increased from 7,500 in 2016 to 9,000 in 2020.

The ILO (2021) measured the URT's non-contributory old-age pensions at 43.1% of the national poverty line in 2017. While the benefit level of the social pension is modest and on its own cannot lift older people out of poverty, it constitutes a reasonable first step towards achieving universal coverage. The URT is also among the few countries in Africa to have introduced unemployment social insurance with an estimated coverage of 8.6% of the labour force in 2020.

Despite the achievements, the social protection sector in URT still faces challenges. These

³¹United Republic of Tanzania (2025). The Labour Laws (Amendment) Act, 2025, Dar es Salaam: The National Assembly

³²International Labour Organization. (2022). ILOSTAT database [database]. Available from <https://ilostat.ilo.org/>.

³³International Labour Organization (2021). World Social Protection Report 2020-22: Social protection at the crossroads-in pursuit of a better future, Geneva: International Labour Office

³⁴Revolutionary Government of Zanzibar (2020). Mid-Term Evaluation of the Zanzibar Social Protection Policy, Zanzibar: Ministry of Labour, Empowerment, Elders, Women and Children

include low coverage of social protection in both formal and informal sectors, inadequate benefits package offered by schemes, inadequate financing for social protection programmes and weak frameworks for coordination of the social protection interventions.

While the Coronavirus disease 2019 (COVID-19) pandemic exposed significant deficits in social protection systems, it also triggered numerous social protection policy response to cushion the vulnerable population against catastrophic health expenditures and protect them against income and job losses. The COVID-19 pandemic acted as a stress test for social protection systems in many countries, including URT. The pandemic exposed gaps in social protection coverage, its comprehensiveness and adequacy. Specifically, the COVID-19 crisis disproportionately affected workers in the informal economy, which accounted for more than 72% of the employed population in URT.

The informal economy workers and employees of households work in the most adversely affected sectors and are typically neither covered by contributory social protection schemes nor reached by targeted social assistance programmes. Women, youth, people with disabilities (PWDs) and migrant workers, many of whom are employed in the informal economy were also overly exposed to social and economic risks, and other vulnerabilities due to low social protection coverage exacerbated by the COVID-19 crisis.

To cushion workers and employers against future pandemics, epidemics or other emergencies, the Labour Laws (Amendment) Act, 2025 introduced a new section (Section 16A) in the Employment and Labour Relations Act. It requires employers and employers to enter into an agreement to cushion the workers in the event of an outbreak or potential outbreak of an infectious disease or other emergency. Though not adequate, this provision marks a good start in the efforts to enhance social protection coverage.

The low coverage and inadequacy of benefits and contingencies of URT's social protection system is glaring if benchmarked against the basic social security principles and minimum standards provided for in the ILO's Social Security (Minimum Standards) Convention, 1952 (No. 102). The Convention identifies nine branches of social security as medical care, sickness benefit, unemployment benefit, old-age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivors' benefit. The minimum objective of the Convention relates to percentage of the population protected by the social security schemes, the level of the minimum benefit to be secured to protected persons, and conditions for entitlement and period of entitlement to benefits.

2.2 Institutions of work to ensure adequate protection of all workers

This pillar seeks to ensure that all workers enjoy adequate protection in accordance with the Decent Work Agenda, considering respect for their fundamental rights as well as safety and health at work; adequate minimum wage; and maximum limits on working time.

2.2.1 Fundamental principles and rights at work, social dialogue and tripartism

The fundamental principles and rights at work, inclusive of social dialogue and tripartism consist of several interrelated components. The components discussed in this section are child labour, forced labour and human trafficking. Others are freedom of association and collective bargaining; occupational safety and health (OSH); and social dialogue and tripartism.



Child labour

The URT considers child labour to exist when a child's engagement in an undertaking is detrimental to the child's development, especially endangering the child's health and wellbeing or interfering with their schooling. The ILO expands the definition and distinguishes between child employment and child labour³⁵. It defines child employment to mean children who have been engaged in an economic activity for at least one hour in the last seven days. Employment in this context includes work in both the formal and informal economy, inside and outside family settings, for pay or for profit, and domestic work outside the child's own household for an employer whether paid or unpaid.

According to the ILO (2023), child labour is child employment that is illegal or hazardous by its nature or circumstances. This includes children working intensively in unpaid household services within the child's own household. At the extreme end are the worst forms of child labour, encompassing slavery, forced recruitment into armed conflict, commercial sexual exploitation, and illicit activities such as drug trafficking. Overall, classification of specific types of 'work' as 'child labour' depends on various factors, which include the child's age, the nature and duration of the work, working conditions, and the criteria established by each country³⁶. This assessment not only differs from one country to another but also varies among different sectors within individual countries.

The Integrated Labour Force Survey (ILFS, 2020/21) reports that URT had 5.02 million children aged between 5-17 years that were engaged in child labour in 2021. This represented 24.9% of the children population. About one in four (25.4%) of the children were in Tanzania Mainland while 7.4% were in Zanzibar. It is also reported that more boys (26.9%) compared to girls (22.8%) were involved in child labour. Child labour prevalence was found to be higher in the rural areas (29.5%) than in urban areas (13.6%).

About one percent of the children indicated availability to take up a job if an opportunity presented itself. Further estimates show that 24.1% or 4.85 million of the children in child labour are in hazardous child labour. About one in four (24.6%) of the children in hazardous child labour are in Tanzania Mainland and 7.3% are in Zanzibar. Again, boys in Tanzania Mainland and Zanzibar are more likely to engage in hazardous child labour than girls.

The URT has put in place policy, legal and institutional framework for combating child labour,

³⁵International Labour Organization (2023). Understanding informality and child labour in sub-Saharan Africa, Geneva: International Labour Office

³⁶<https://www.ilo.org/international-programme-elimination-child-labour-ipecc/what-child-labour>

including measures to address the worst forms of child labour. At the global level, the URT has ratified the Minimum Age Convention, 1973 (No. 138) and Worst Forms of Child Labour Convention, 1999 (No. 182). Equally, Tanzania's Law of the Child Act (2009) and Employment and Labour Relations Act (Cap. 366, 2019) prohibit hazardous child labour. The laws also prohibit employment of minors under the age of 18 years in mining work. Similarly, in Zanzibar, the Employment Act No. 11 of 2005 prohibits child labour.

The URT is implementing the National Strategy on Elimination of Child Labour II (2023/24-2029/30) whose goal is to eliminate child labour and its worst forms to achieve decent work for all³⁷. The Strategy is aligned to the National Plan of Action to End Violence Against Women and Children (NPA-VAWC II, 2023/24-2027/28). Similarly, the RGoZ formulated the National Action Plan for the Elimination of Child Labour (2009–2015) to anchor national response to child labour in Zanzibar. The Plan seeks to promote welfare, development and protection of children in Zanzibar³⁸.

The Integrated Labour Force Survey (2020/21) established that children are more vulnerable to work-related injuries and illnesses³⁹. It estimated that 0.31 million children aged 5-17 years who were engaged in economic activities in URT in 2019, experienced work-related injuries and illnesses. A majority of the children experienced work-related injuries and illnesses sometimes (61.9%) or frequently (9.4%) with the incidence being higher for girls than boys.

The statistics show persistence of child labour in URT despite the interventions. The actors attribute the slow progress in eliminating child labour to inadequate and unreliable data on child labour, inclusive of its causes, socio-economic patterns and consequences. Increase in the prevalence of child labour is also attributed to inadequate capacity of labour inspectorate services at central and local government levels.



Protection from forced or compulsory labour is one of the fundamental principles and rights at work (FPRW). Article 25(2) of URT's Constitution prohibits forced labour while Article 256 of the Criminal Code criminalizes forced labour. Similarly, Article 22(2) of the Constitution of Zanzibar prohibits forced labour⁴⁰. Besides the legal framework, the tripartite partners and other stakeholders in URT are implementing a number of programmatic actions aimed at preventing all forms of forced or compulsory labour.

³⁷The United Republic of Tanzania (2024). National Strategy on Elimination of Child Labour II (2023/2024-2029/2030), Dar es Salaam: Prime Minister's Office-Labour, Youth, Employment and Persons with Disability

³⁸The Revolutionary Government of Zanzibar (2009). National Action Plan for the Elimination of Child Labour (2009-2015), Zanzibar: Ministry of Labour, Youth, Women and Children Development.

³⁹National Bureau of Statistics (2022). Tanzania Integrated Labour Force Survey 2020/21: Analytical Report, Dodoma: National Bureau of Statistics

⁴⁰The Revolutionary Government of Zanzibar (2006). The Constitution of Zanzibar, Zanzibar: College of Education Press



The interventions include information, education and awareness raising targeting workers in vulnerable situations and employers; strengthening and broadening the coverage of legislation, especially the labour laws; and regulation and supervision of the labour recruitment and placement processes⁴¹. Other measures are addressing the factors that perpetuate forced and compulsory labour; promotion of safe and regular migration; promotion of freedom of association and collective bargaining to accord more security to the workers at risk; and extending the coverage of basic social security guarantees.



Trafficking in persons

The URT is a source, transit and destination country for trafficking in persons (TiP), especially child trafficking for forced labour and commercial sexual exploitation⁴². The URT is a tier two country in respect to efforts to combat TiP. The ranking implies that URT has not fully met the minimum standards for the elimination of TiP but is making significant efforts to do so⁴³.

⁴¹United Republic of Tanzania (2022). Country Baseline Under the ILO Declaration Annual Review: The Elimination of All Forms of Forced or Compulsory Labour Protocol of 2014 P029 to the Forced Labour Convention, https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/genericdocument/wcms_885989.pdf

⁴²Bureau of International Labor Affairs (2020). Tanzania: 2020 Findings of the Worst Forms of Child Labor, https://www.dol.gov/sites/dolgov/files/ILAB/child_labor_reports/tda2020/tanzania.pdf

The URT government identified 151 victims of trafficking (VoTs) in 2023 compared to 185 in 2022, representing a decline of 18.4%. Close to one in five (18.5%) of the VoTs identified in 2023 were victims of sex trafficking, 113 (74.8%) were trafficked for purposes of labour exploitation while 10 (6.6%) were for unspecified forms of exploitation. Only 25.2% of the VoTs identified in 2023 were adults of whom a majority (76.3%) were women. Slightly more than three in four (76.1%) of the children trafficked were girls. This confirms the prevalence of child trafficking in URT. Majority (97.1%) of the VoTs were URT nationals and the other 2% were from Burundi and Kenya. The nationality of the remaining VoT was not specified.

A number of interventions aimed at combating TiP have been designed. The measures include initiating amendments to the Anti-Trafficking in Persons Act (2008). The targeted amendments include removing sentencing provisions that allowed fines in lieu of imprisonment; establishing specialized anti-trafficking units in Tanzania Mainland and Zanzibar; referring all identified victims to services; developing shelter guidelines in Zanzibar; and providing ad hoc assistance to support participation of VoTs in investigations and prosecutions of traffickers. The amendment also focuses on increasing anti-trafficking training for law enforcement officials and social welfare officers.

The URT government also increased budgetary allocation for the Anti-Trafficking Secretariat (ATS). The government also developed and launched the National Anti-Trafficking in Persons Plan of Action (NAP, 2021-2024)⁴⁴ in 2022, and committed funding towards implementation of the Plan. Measures were also taken to promote ethical recruitment and regular migration in the country.

Freedom of association, right to organize and collective bargaining

Freedom of association, right to organize and collective bargaining is entrenched in the legal and institutional framework of the URT. Article 20 of the Constitution of Tanzania Mainland guarantee all persons the right to freedom of association. This is reinforced by Article 22 of the Constitution, which entrench the right to work, fair remuneration and non-discrimination. Article 20 of the Constitution of Zanzibar also guarantees all persons the right to freedom of association.

The URT has also ratified a number of ILO Conventions, which promote freedom of association, collective bargaining and industrial relations. These include the Right of Association (Agriculture) Convention, 1921 (No. 11); Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87); and Right to Organize and Collective Bargaining Convention, 1949 (No. 98). The URT has also ratified Workers' Representatives Convention, 1971 (No. 135) and Collective Bargaining Convention, 1981 (No. 154).

⁴³United States Department of State (2023), Trafficking in Persons Report: Tanzania, Washington D.C: Office to Monitor and Combat Trafficking in Persons

⁴⁴United Republic of Tanzania (2022). National Anti-Trafficking in Persons Plan of Action, 2021-2024, Dar es Salaam: Ministry of Home Affairs

The Constitutional provisions inclusive of the protections guaranteed under the International Labour Standards (ILS) have been domesticated in various labour laws in Tanzania Mainland and Zanzibar. The Employment and Labour Relations Act and the Labour Institutions Act govern promotion of the right to freedom of association, collective bargaining and practice of industrial relations in Tanzania Mainland. Similarly, the Employment Act and Labour Relations Act domesticate the constitutional and ILS provisions that promote advancement of freedom of association, right to organize and collective bargaining, and exercise of industrial relations in Zanzibar.

The URT has dearth of labour market data, especially on indicators of freedom of association, right to organize and collective bargaining. The ILO estimates that trade union density, which is a measure of the advancement of the right to freedom of association, declined by 11.1 percentage points from 35.4% in 2010 to 24.3% in 2015⁴⁵. The Integrated Labour Force Survey (2020/21) estimated the union density in URT at 20.6% in 2021, with only 34.6% of the union members being females. The decline in trade union density may be attributed to reduced share of formal employment in total employment, changes in forms of employment which make it difficult for workers to organize, and weak strategies for trade union membership organization, recruitment and retention.

The ILO also measures the level of national compliance with labour rights by countries using an index that ranges between zero and ten⁴⁶. Zero is the best possible score, which indicate higher levels of compliance with the right to freedom of association and collective bargaining. A score of 10 signifies lower levels of national compliance. Based on the ILO estimates, the URT's index of national compliance with labour rights remained constant at 1.43 in 2018-2021. This implies relatively high levels of national compliance with the rights to freedom of association, organizing and collective bargaining.

The ranking signals that trade unions, employers' associations, workers and employers in URT advance the rights to freedom of association, organizing and collective bargaining without much hindrance. The URT's score of national compliance with labour rights for 2018-2021 was more favourable compared to that of Rwanda (1.5), Burundi (2.7) and Kenya (3.9). It was, however, below the score for Uganda (1.3). It was also better than the average for SSA (2.1).

The International Trade Union Confederation (ITUC), however, classifies URT among the countries with systematic violations of rights⁴⁷. The URT is classified in category four together with Kenya and Uganda. South Sudan and Burundi are in category 5+, which are countries that do not guarantee the rights of workers due to breakdown in the rule of law while Rwanda is in category three, which is a more improved category of countries that have regular violations of rights.

⁴⁵International Labour Organization. (2024). ILOSTAT database [database]. Available from <https://ilostat.ilo.org/>.

⁴⁶International Labour Organization. (2024). ILOSTAT database [database]. Available from <https://ilostat.ilo.org/>.

⁴⁷International Trade Union Confederation (2020). 2020 ITUC Global Rights Index: The World's Worst Countries for Workers, Brussels: ITUC International Trade Union Confederation

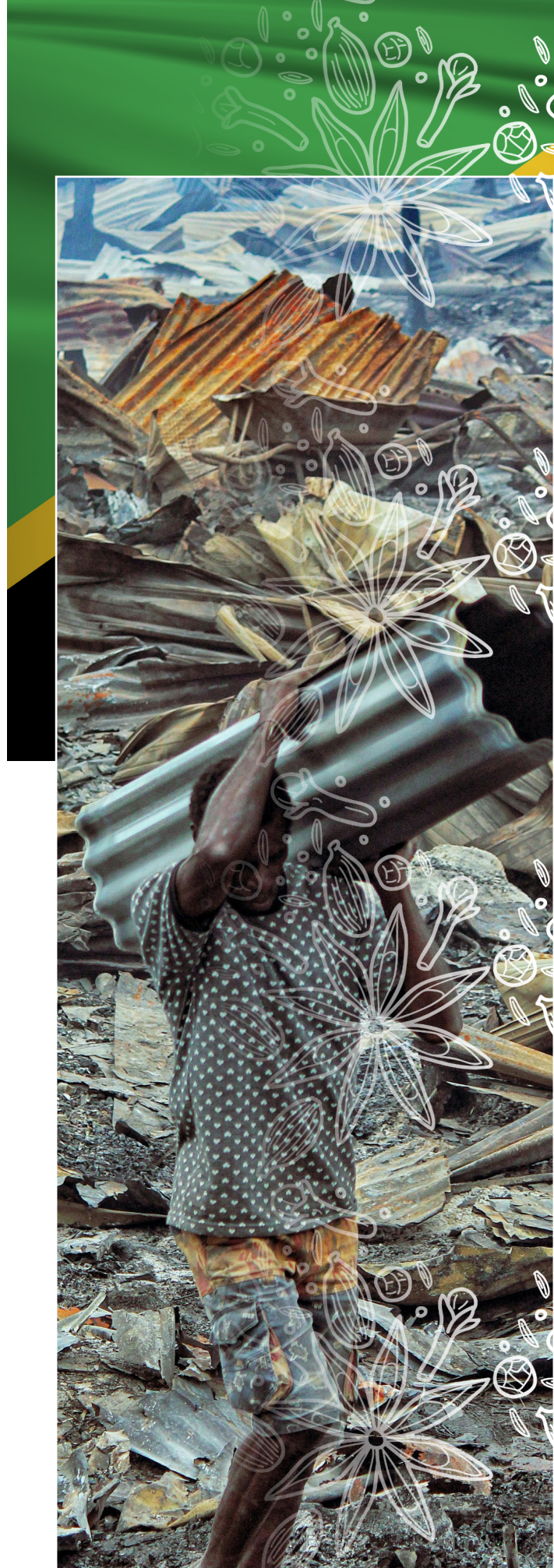
The status of advancement of the right to freedom of association, right to organize and collective bargaining points to existence of challenges. Key impediments lie in limited capacity of technical and advisory services; insufficient training and capacity building among trade unions and employers; limited enforcement mechanisms; insufficient knowledge development mechanisms; inadequate financial resources; and non-compliance with labour laws. Collective bargaining in URT is also undermined by low trade union density; weak bargaining power and negotiation skills particularly by workers and trade unions; weak framework for collaboration and cooperation at bipartite and tripartite levels; and increased informality and informalization of formal jobs.

Occupational safety and health

Promotion of OSH in URT is governed by a number of laws and policies. The key laws governing OSH in Tanzania Mainland include the Occupational Safety and Health Act (2003); Occupational Safety and Health (Building and Construction Industry) Rules (2015); and the Workers Compensation Fund Act (2015). The National Occupational Safety and Health Policy was also formulated in 2010 to provide the policy framework for managing OSH in Tanzania Mainland.

In Zanzibar, the Workers Compensation Act (1986) was amended to provide for workers compensation benefit under Zanzibar Social Security Fund (ZSSF). The Occupational Safety and Health Act (2005) was also enacted in 2005 to give impetus to promotion of safety and health in the workplaces. Zanzibar also developed an Occupational Safety and Health Policy in 2017, and undertook a mapping and developed an OSH profile in 2013.

The legislations and policy provide the framework for operation and guiding of national administration of OHS in the country. The Occupational Safety and Health Authority (OSHA), which is mandated to



enforce OSH regulation, standards and promotion of OHS practices in all workplaces in the country provides the institutional framework⁴⁸.

The URT has ratified Workmen's Compensation (Agriculture) Convention, 1921 (No. 11), Workmen's Compensation (Accidents) Convention, 1925 (No. 17) and Occupational Safety and Health (Dock Work) Convention, 1979, (No. 152). It has, however, not ratified the OSH standards such as Occupational Safety and Health Convention, 1981 (No. 155); Occupational Health Services Convention, 1985 (No. 161); Safety and Health in Construction Convention, 1988 (No. 167); Protocol of 2002 to the Occupational Safety and Health Convention, 1981; and Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

The Integrated Labour Force Survey (2020/21) estimated the incidence of work-related injuries and illnesses for persons aged 15 and over in URT at 23.4% in 2019⁴⁹. Males had a higher incidence of work-related injuries and illnesses (27.4%) compared to females (19.2%). Tanzania Mainland also had a relatively higher incidence of work-related injuries and illnesses (23.5%) than Zanzibar (20.2%). In both cases, males had a higher probability of experiencing work-related injuries and illnesses than females.

Workers in the construction industry had a higher likelihood of getting work-related injuries and illnesses (34.7%). This was followed by workers in mining and quarrying (33.2%); transportation and storage (31.4%); electricity, gas, steam and air conditioning supply (30.3%); and manufacturing (29.6%). Incidentally, female workers in mining and quarrying were more vulnerable to the work-related injuries and illnesses (48.8%) compared to males (29.5%).

The OSHA reports for Tanzania Mainland indicate that 16,457 workplaces were registered in 2020/21, and 193, 385 workplaces were inspected⁵⁰. Also, 283,348 workers were medically examined and 9,172 persons were trained in OSH in 2020/21. In Zanzibar, 3,670 workers were trained on OSH in 2023/24. Also, 260 OSH inspections were conducted and 120 workplaces registered.

Social dialogue and tripartism

Social dialogue and tripartism remain an essential instrument of labour market governance in URT. The URT ratified the Tripartite Consultations (International Labour Standards) Convention, 1976 (No. 144) in 1983. Together with the country's Constitution and labour laws, they anchor the promotion and practice of social dialogue in both Tanzania Mainland and Zanzibar.

The URT is implementing social dialogue mandate within the framework of tripartism. The platform brings on board a number of institutions of social dialogue. These include PMO-LER,

⁴⁸Gervas, A., Torm, N. and Kinyondo, G. (2023). "Health and Safety Compliance in Tanzania: Regulatory Impediments in the Construction Sector", *African Studies Quarterly*, Vol. 21, No. 4, (July), pp 29-48

⁴⁹National Bureau of Statistics (2022). Tanzania Integrated Labour Force Survey 2020/21: Analytical Report, Dodoma: National Bureau of Statistics

⁵⁰<https://www.osha.go.tz/?language=eng>

POLEAI, TUCTA, ZATUC, ATE and ZANEMA. Affiliate trade unions that organize workers along craft, industrial and general lines, and employers from both public and private sectors of the economy also engage in social dialogue. The LESCO; Wage Boards (WBs) for both private and public sectors in Tanzania Mainland; as well as the LAB and the Wages Advisory Board (WAB) in Zanzibar are important institutions of social dialogue in URT.

The URT has also established and operationalized the Commission for Mediation and Arbitration (CMA) in Tanzania Mainland, and the Dispute Handling Unit (DHU) in Zanzibar. There also exist a National Negotiation Machinery (NNM) in Tanzania Mainland. The CMA, DHU and NNM are important institutions of social dialogue, which promote efficiency in collective bargaining and negotiations, handling of labour disputes. The judiciary also plays a role in social dialogue by adjudicating labour disputes in both Tanzania Mainland and Zanzibar.

Trade unions and employers' associations are important institutions of social dialogue. About 13 trade unions in Tanzania Mainland are affiliated to TUCTA, and eight (8) trade unions in Zanzibar are affiliated to ZATUC. Similarly, majority of employers in Tanzania Mainland are affiliated to ATE while those in Zanzibar are represented by ZANEMA. The institutions of social dialogue have facilitated establishment of a national minimum wage guideline, and bipartite collective bargaining agreements (CBAs) at enterprise and sectoral levels.

The URT has also developed and adopted mechanisms to ensure industrial disputes are pre-empted and prevented for enhanced industrial harmonious in workplaces. The mechanisms include effective enforcement mechanisms and standardized labour inspection; promoting equality in employment and elimination of discrimination; enhancing knowledge and awareness on implementation of labour laws; fair and consistent workplace policies; employee's engagements and effective communication; and conflict management.

2.2.2 Minimum wage, statutory or negotiated

The right to work and the guarantee to just remuneration is entrenched in Articles 22 and 23 of the Constitution of Tanzania Mainland, respectively. Article 21 of the Constitution of Zanzibar also protects the right of all persons to work, and to receive remuneration commensurate to their work. Both the Constitution of Tanzania Mainland and Zanzibar prohibit discrimination in employment, occupation and pay.

The URT has also ratified a number of ILO Conventions, which strengthen the right to just remuneration and non-discrimination. These include the Minimum Wage Fixing Machinery Convention, 1928 (No. 26); Protection of Wages Convention, 1949 (No. 95); and Minimum Wage Fixing Convention, 1970 (No. 131). It has also ratified the Equal Remuneration Convention, 1951 (No. 100); and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

The URT has a minimum wage regulation that is independently implemented in Tanzania Mainland and Zanzibar. The minimum wage in Tanzania Mainland is based on sectors while that of Zanzibar is based on employee category and occupations. The applicable minimum wage in Tanzania Mainland was issued under the Labour Institutions Wage Order Government

Notice No. 687 of 2022. The Order, which became effective on 1st January 2023 replaced the Labour Institutions Wage Order Government Notice No. 196 of 2013⁵¹.

The Order sets statutory minimum wages in 12 sectors with a monthly minimum wage ranging between TZS 60,000 (US\$ 23.6) and TZS 592,000 (US\$ 233.1). The least paid workers are domestic workers in the domestic and hospitality services sector. The highest paid minimum wage workers are those in energy services; and trade, industry and commercial services sectors. Workers in other sectors not covered in the Wage Order are entitled to a statutory monthly minimum wage of TZS 150,000 (US\$ 59.1).

The 2020/21 ILFS estimated the overall mean monthly income for persons in employment in URT at TZS 410,147 (US\$ 161.5). The mean monthly income for employed persons in Tanzania Mainland was estimated at TZS 411,354 (US\$ 162) while that of Zanzibar was TZS 363,298 (US\$ 143). Based on these estimates, the lowest statutory monthly minimum wage payable in Tanzania Mainland is, on average, 14.6% of the mean monthly income for employed persons in Tanzania Mainland and URT in general. However, the highest statutory minimum wage of TZS 592,000 (US\$ 233.1) is 43.9% above the mean monthly income for employed persons in Tanzania Mainland and 44.3% above the mean monthly income for employed persons in URT. The minimum wage data shows a high spread in minimum wages, signaling existence of disparities in minimum wages.

Zanzibar's minimum wage regulation is anchored in the Employment Act, No. 11 of 2005. The minimum wage, proclaimed under Legal Notice No. 43 of 2023, became effective on 1st May 2023. It repeals the Legal Notice No. 68 of 2017, and is enforceable in the private sector. The minimum wage regulation covers six categories of workers, namely employees with written contracts, employees with written contracts for small institutions, skilled labour, unskilled labour, domestic workers and foreign employees. The statutory minimum wage ranges between TZS 25,000 (US\$ 9.8) payable to live-in domestic workers and TZS 347,000 (US\$ 136.6) payable to employees with contracts. The statutory minimum wage for foreign employees is US\$ 1,000.

The prescribed minimum wage for live-in domestic workers constitutes 6.9% of the mean monthly income for employed persons in Zanzibar in 2020/2021. The minimum wage for employees with contracts is 95.5% of the mean monthly income for employed persons in Zanzibar. The legislated minimum wages in Zanzibar equally show a high spread with potential for wide disparities across different categories of workers and occupations.

2.2.3 Maximum limits on working time

Working time is an important determinant of employee earnings, productivity and longevity

⁵¹Clyde&Co. (2023). Introduction of the New Wage Order, <https://cdn.clydeco.com/clyde/clyde/media/insight-files/introduction-of-the-new-wage-order-tanzania-230125.pdf>

of working life. The Employment and Labour Relations Act and the Employment Act regulates working time in Tanzania Mainland and Zanzibar, respectively. Both laws legislate the working hours at 45 hours per week. The legislated working hours is slightly above the mean current hours worked of 44 hours reported by the Integrated Labour Force Survey (2020/21) for URT⁵². It is, however, 15.1% below the mean usual hours worked of 53 hours.

The Integrated Labour Force Survey (2020/21) estimated the current hours worked by employed persons in Tanzania Mainland to be 44 hours while that of Zanzibar was 42 hours. The usual hours worked was estimated at 53 and 51 hours in Tanzania Mainland and Zanzibar, respectively. Generally, males worked for more hours compared to females in both Tanzania Mainland and Zanzibar. Overall, the current and usual hours worked by employed persons in URT are consistent with the ILO recommended working hours of 48-56 hours per week.

2.3 Sustained and inclusive economic growth and decent work

The third pillar of the ILO Centenary Declaration for the Future of Work aims at promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. This is to be achieved through macroeconomic policies that have those aims as their central objective; trade, industrial and sectoral policies that promote decent work, and enhance productivity; and investment in infrastructure and in strategic sectors to address the drivers of transformative change in the world of work.

2.3.1 Sustained and inclusive economic growth

The TDV 2050 envisages a strong and competitive economy with a growth rate of at least 8% per annum. The ZDV 2050 targeted Zanzibar's economic growth rate to rise from 7% in 2019 to an average annual growth rate of 9-10% by 2030; 7-8% by 2040; and 5.5-6.5% by 2050. The FYDP III (2021/22-2025/26) reports that Tanzania Mainland's economy grew by an average of 6.9% per annum in 2016/17-2020/21, and is projected to post a better performance to meet the TDV 2050 target. The ZADEP (2021-2026) estimated Zanzibar's economy to have grown by between 5.8% and 7.7% during the period 2016-2019.

The African Development Bank (AfDB, 2023) reports that URT's real gross domestic product (GDP) slowed to 4.7% in 2022 from 4.9% in 2021⁵³. It was projected to rise to 5.3% in 2023 and further to 6.3% in 2024. Similarly, the World Bank (2023) projected URT's real GDP to grow at 5.1% in 2023 and forecasted it to increase to 5.5% in 2024 and 6.1% in 2025⁵⁴. The growth in URT's real GDP is further forecasted to continuously increase from 5.1% in 2023 to a peak of 7% by 2028.

The URT has, overtime, recorded cyclical real GDP growth where episodes of high economic growth have been interrupted by low economic growth rates⁵⁵. The country's GDP growth rates

⁵²National Bureau of Statistics (2022). Tanzania Integrated Labour Force Survey 2020/21: Analytical Report, Dodoma: National Bureau of Statistics

⁵³African Development Bank (2023). African Economic Outlook 2023: Mobilizing Private Sector Financing for Climate and Green Growth in Africa, Abidjan: African Development Bank Group

⁵⁴<https://thedocs.worldbank.org/en/doc/bae48ff2f5c5a869546775b3f010735-0500062021/related/mpo-tza.pdf>

have often fallen below the SDG target of 7% per annum, which is necessary to drive creation of productive, inclusive and sustainable employment opportunities⁵⁶. The low and un-sustained economic growth in URT is attributed to weak levels of competitiveness as manifested in diminished annual labour productivity⁵⁷ growth. The country's annual labour productivity growth averaged 1.98% per annum in 2016-2023⁵⁸, and stood at 1.38% in 2023. Both the FYDP III (2021/22-2025/26) and ZADEP (2021-2026) have decried the low levels of productivity in URT, which undermines competitiveness.

Low and un-sustained economic growth coupled with low growth rate in labour productivity undermines URT's capacity to create productive and sustainable jobs to meet the demands of the growing labour force. The implication is that tripartite partners and other stakeholders in URT must design and implement measures to promote productivity mainstreaming and improvement in the country if the employment creation aspiration is to be realized. This includes formulation of productivity policy and guidelines, establishment of productivity measurement approaches, development and dissemination of productivity indicators, and conducting productivity promotion campaigns.

2.3.2 Full and productive employment and decent work for all

The Integrated Labour Force Survey (2020/21) estimated URT's working age population at 32 million, representing 54.8% of the total population. Slightly above three in four (75.4%) of the labour force were employed while 7.7% were unemployed and 16.9% were inactive. Males constituted 51.4% of the employed while females were the majority in the unemployed (69%) and economically inactive (60.9%) categories. The national trend was replicated in Tanzania Mainland and Zanzibar. The implication is that there exist barriers, which hinder women from engaging in the labour market, getting employed and retaining the jobs.

Majority (41%) of the employed were adults (36-64 years) while the youth aged 25-35 and 15-24 years represented 27.6% and 25.3% of the employed, respectively. Similar trends were recorded in Tanzania Mainland and Zanzibar where adults respectively accounted for 40.8% and 47% of the employed. Agriculture, forestry and fishing industry was the major employer, absorbing 64.9% of the employed. This was followed by wholesale and retail trade, repair of motor vehicles and motorcycles (12.2%); and manufacturing (4.6%). A similar distribution was observed in Tanzania Mainland and Zanzibar.

⁵⁵United Nations Tanzania (2021). Common Country Analysis: United Republic of Tanzania, Dar es Salaam: Office of the United Nations Resident Coordinator in Tanzania

⁵⁶Omolo, J. and Anyidoho, N.A. (2017). Africa's youth and prospects for inclusive development: Regional situation analysis, Addis Ababa: United Nations Economic Commission for Africa

⁵⁷Defined as the value of output produced per unit of labour input

⁵⁸International Labour Organization. (2024). ILOSTAT database [database]. Available from <https://ilostat.ilo.org/data/>.

The labour force participation rates for URT was reported at 83.1%. This was about three percentage points above the participation rates for females (80.3%). Males in URT had a higher participation rates (86.1%) compared to the national level. Zanzibar had a lower labour force participation rate of 76.3% relative to Tanzania Mainland (83.3%). Similarly, females in Zanzibar had lower labour force participation rates (70.9%) compared to their peers in Tanzania Mainland (80.6%). A similar situation was observed with relatively low labour force participation rates for males in Zanzibar (82.2%) compared to the males in Tanzania Mainland (86.3%).

More than half (54.3%) of the employed in URT were own account workers, and slightly below one-third (29%) were contributing family workers. Only 14.3% of the employed were wage employees. This shows that 83.3% of the employed in URT are vulnerable workers with a higher degree of enduring economic risk and vulnerability. Majority (89%) of the vulnerable workers are females, and males account for 77.8%.

Similarly, about four in ten (43.3%) of the wage employees were in precarious employment⁵⁹. These workers accounted for 43.8% and 32.6% of the wage employees in Tanzania Mainland and Zanzibar, respectively. The incidence of precarious employment was more pronounced in the rural areas and among the males. The implication is that labour market actors in URT must design and implement policy, legal and programmatic actions aimed at addressing the decent work deficits in the country.

The informal sector, majority of whom are micro, small and medium enterprises (MSMEs), is a major contributor of employment and livelihoods in URT. It is the second largest employer after agriculture. It accounts for 29% of total employment compared to 60.9% for agriculture and 10.1% for formal sector. It constitutes 28.7% of total employment in Tanzania Mainland and 41.7% of the employment in Zanzibar. As a single group, adults (36-64 years) form a large proportion (43.7%) of the persons engaged in the informal sector. The youth aged 25-35 years account for 33.2% of the workers while those aged 15-24 years make up 23.1% of the workforce. Informal sector employment is dominant in the rural areas compared to urban areas, with majority of the workers being female.

It is estimated that 2.47 million persons aged 15+ were unemployed, giving unemployment rate of 9.3%. Majority (93.9%) of the unemployed were in Tanzania Mainland. Females bore a higher burden of unemployment at 12.7% compared to 5.8% for males. This phenomenon is replicated in Tanzania Mainland and Zanzibar, and urban areas where in some instances the female unemployment rate is 2-3 times that of males.

The youth bear the greatest burden of unemployment in URT. The youth aged 15-24 years suffered unemployment rate of 15.2% compared to 10.1% for the youth aged 25-35 years, and 5.6% for adults (36-64 years). This implies that the youth aged 15-24 years were 2.7 times more likely to be unemployed compared to adults, and 1.5 times more likely to unemployed compared to the youths in the 25-35 years age bracket. The incidence of youth unemployment was higher

⁵⁹Precarious work entails employment that is characterized by low pay, low intensity working hours or low job security.

among females aged 15-24 (18.3%) relative to those aged 25-35 years (15.2%).

2.3.3 Disability inclusion in work and employment

The URT's efforts to advance disability inclusion in work and employment is anchored in the Constitution of both the URT and RGoZ. The URT Government has also made continuous efforts to protect the rights of people with disabilities (PWDs) by putting in place policy, legal and institutional framework. The URT has enacted disability-specific legislation such as the Persons With Disabilities Act (2010) in Tanzania Mainland and Persons with Disabilities Act (2022) in Zanzibar. The URT also formulated a Guide to Employers on Promoting Equal Opportunity and Elimination of Discrimination at Workplaces (2020), and Standard Guidelines on Disability Inclusion (2022).

The Integrated Labour Force Survey (2020/21) documented different types of disabilities in URT. They include albinism, and people with difficulties in seeing, hearing, walking, remembering, selfcare and communication. The Survey showed that difficulties in walking is the most prevalent type of disability in URT affecting 2.1 million persons. This is followed by difficulty in seeing (1.6 million) and remembering (1.1 million).

Save for albinism and difficulty in communicating where males had, on average, a higher prevalence (58.9%) than females (42.1%), a large proportion (57.1%) of females in URT had other types of disabilities compared to males (42.9%). This trend is generally replicated in Tanzania Mainland and Zanzibar, except for the case of albinism where the prevalence is higher among females (78.6%) than males (21.4%).

The finding of high prevalence of disability among women is consistent with the reports by UN Women, which put the number of PWDs in URT at over 3.3 million⁶⁰. Women had a higher disability prevalence of 7.8% compared to 5.7% for men.

The Persons With Disabilities Act (2010) makes important provisions for promoting employment, inclusive of retention in employment of PWDs in Tanzania Mainland. Section 31 of the Act obliges employers to offer employment to PWDs who meet the minimum requirements for employment⁶¹. It also requires employers with at least 20 employees to establish employment quota for PWDs and ensure that 3% of their employees are PWDs.

Section 32 of the PWD Act compels employers to safeguard and maintain employment of PWDs at the workplace while Section 33 prohibits employers from discriminating against PWDs in employment. Furthermore, Section 34 of the Act compels employers to improve their work environment to prevent injuries and impairment of PWDs, and to generally ensure reasonable

⁶⁰<https://africa.unwomen.org/en/stories/news/2023/01/strengthening-the-voice-and-agency-of-women-with-disabilities-in-tanzania#:~:text=Across%20Tanzania%2C%20over%203.3%20million,5.7%25%20men>

⁶¹United Republic of Tanzania (2010). The Persons With Disabilities Act, No. 9, Dar es Salaam

accommodation for PWDs in employment.

In Zanzibar, the Persons with Disabilities Act (2022) guarantees PWDs fundamental human rights. Section 28(1c) of the Act guarantees the PWDs the right to work and employment. Section 28(3) of the Act compels institutions responsible for labour and public service to ensure that they prioritize and deliberate on employment opportunities for PWDs in the public and private sector while Sections 28(4&5) require both public and private sector organizations to create an enabling environment to facilitate PWDs to be engaged in paid and/or self-employment, and to participate in the labour market at national, regional and global levels.

The legal provisions are progressive but their full effect depends on willingness of employers to comply, capacity of the government to enforce the legislations, and capability of the PWDs to have the employable skills necessary for tapping onto the employment opportunities. The PWDs remain one of the most marginalized groups in URT. Both in Tanzania Mainland and Zanzibar, PWDs experience considerable stigma, discrimination and violence, which hinders the realization of their rights. They face difficulties in acquiring and retaining jobs, and have less access to support networks and social capital to improve on their employability. On the demand side, employers have low levels of awareness about disability employment. They also lack enabling environment to support disability employment besides having little or no investment to improve the employability of PWDs⁶².

2.3.4 HIV and AIDS

The Global AIDS Strategy (2021-2026) seeks to reduce the inequalities that drive the AIDS pandemic and put people at the centre to get the world on track to end AIDS by 2030⁶³. The Strategy emphasizes that people living with HIV can experience unemployment rates three times higher than the national unemployment rates. In addition to its devastating impact on working women and men and their families and dependents, HIV affects the world of work through stigma and discrimination against people living with and affected by HIV. The pandemic, therefore, threatens advancement of fundamental principles and rights at work, thus undermining opportunities for people to obtain decent work and sustainable employment.

The Global AIDS Strategy (2021-2026) underscores the fact that safe and secure work environments facilitate access to HIV services, including for workers in informal employment and migrants. According to the Strategy, violence against women, denial of legal rights and women's limited participation in decision-making exacerbate vulnerability to HIV infection, which in turn increases their probability of experiencing GBV.

The URT is among the countries in Eastern and Southern Africa that is heavily affected by HIV.

⁶²Mboya, G. (2019). What do employers in Tanzania think about hiring persons with disabilities? <https://pfp-idefellowship.org/2019/10/23/what-do-employers-in-tanzania-think-about-hiring-persons-with-disabilities/#:~:text=Gamariel%20Mboya%2C%20Spring%202019%20PFP,to%20equal%20opportunities%20for%20employment>.

⁶³UNAIDS (2021). Global AIDS Strategy (2021-2026): End Inequalities, End AIDS, Geneva: UNAIDS

Tanzania's HIV Impact Survey (THIS, 2022-2023) estimated the HIV prevalence among adults at 4.4% in 2022, with regional HIV prevalence ranging from 0.5% in Zanzibar to 11.4% in Njombe. The HIV prevalence was higher among women (5.6%) than among men (3%). Among women, HIV prevalence ranged from 0.8% in women aged 15-19 years to 13% in those aged 45-49 years. Among men, HIV prevalence varied from 0.3% among those aged 15-19 years to 8.4% among those aged 50- 54 years.

Women and girls, therefore, continue to be disproportionately affected by HIV compared to men, with adolescent girls and young women accounting for 80% of all new HIV infections. This is higher than the Eastern and Southern Africa's prevalence where women comprised three in five new HIV infections among adults in the region in 2019, and adolescent girls and young women aged 15-24 years were up to three times more likely to acquire HIV than their male peers⁶⁴.

According to THIS (2022-2023), 82.7% of adults in URT aged 15 years and older living with HIV knew their HIV-positive status, 97.9% were on antiretroviral therapy (ART) and 94.3% had viral load suppression. The implication is that the URT has achieved one of the three global AIDS goals, which require that 95% of those diagnosed with HIV are receiving sustained ART. It is also closing the gap in ensuring that 95% of those on ART are virally suppressed. The URT, however, still lags behind in the first target, which seeks to ensure that 95% of people living with HIV are aware of their HIV status.

The URT has put in place legal, institutional and programmatic actions aimed at mitigating the negative effects of HIV and AIDS in the workplace. In 2017, the RGoZ enacted Regulations for the General Conduct of HIV and AIDS at Workplace⁶⁵. The Regulation provides guiding principles relating to HIV and AIDS in the workplace; workplace policy and programs; and duties and responsibilities of social partners and stakeholders. It also provides a framework for implementation, dissemination, evaluation, monitoring and review. The Regulation applies to all employers and workers in all forms of employment relationships, arrangements and workplaces. It is also applicable to those in training, including interns and apprentices, volunteers, job seekers and job applicants, and laid-off and suspended workers.

The PMO-LER in collaboration with the social partners and other stakeholders developed a Guide to Employers on HIV and AIDS Workplace Policy in 2020. The Guide to Employers seeks to ensure elimination of stigma and discrimination against persons infected with and affected by HIV and AIDS at the workplace; facilitate care and support for workers living with HIV and AIDS including their families; and promote protection of the human rights and dignity of persons infected with and affected by HIV and AIDS at the workplace⁶⁶.

⁶⁴UNAIDS (2021). Global AIDS Strategy (2021-2026): End Inequalities, End AIDS, Geneva: UNAIDS

⁶⁵Revolutionary Government of Zanzibar (2017). The Employment Act No. 11 of 2005: Regulations for the General Conduct of HIV and AIDS at Workplace, Legal Supplement (Part II) to the Zanzibar Government Gazette Vol. CXXVI No. 6678 of 24th November, 2017

⁶⁶The United Republic of Tanzania (2020). HIV and AIDS Workplace Policy: A Guide to Employers, Dodoma: Prime Minister's Office-Labour, Youth, Employment and Persons with Disabilities.

The Guide is issued under Section 62 of the Labour Institutions Act No 7 of 2007. It is also anchored on Employment and Labour Relations Act No 6 of 2004; Employment and Labour Relations (Code of Good Practice) Rules, 2007; The Persons with Disabilities Act, 2010; HIV and AIDS (Prevention and Control) Act No 20 of 2008; and the Tri-partite Code of Conduct on HIV and AIDS at the Workplace in Tanzania Mainland. The instruments oblige employers to formulate a HIV and AIDS Policy to guide HIV and AIDS prevention at the workplace, and care and support to workers infected with and affected by HIV and AIDS.

2.3.5 COVID-19 pandemic and the changing workplace

The COVID-19 pandemic has had considerable implications in the world of work globally and URT is no exception. It is reported that COVID-19 slowed URT's growth rate to 5.5% in 2020 down from the initial projection of 6.9%. Studies have also shown that COVID-19 induced shock led to a decline in URT's real GDP of 5.4% compared to the non-pandemic period⁶⁷. According to the research, wage rates declined more for female labour than male labour in both rural and urban areas. Furthermore, many women work in export-oriented sectors, where output and export demands decreased sharply thus leading to redundancies and loss of wage income.

The COVID-19 pandemic changed the working space in URT dramatically, forcing a number of enterprises to adopt remote and hybrid working arrangements. It has also exposed gaps in law, skills and productivity management among other important parameters, calling for public policy dialogue including review of labour laws to align to the requirements of the changing workplaces.

In URT, the Labour Laws (Amendment) Act, 2025 introduced a new section in the Employment and Labour Relations Act (Section 16A). It requires employers and employers to enter into an agreement to cushion the workers in the event of an emergency. The Act provides that in case of an outbreak or potential outbreak of infectious disease or other emergency, which is likely to affect the safety of employees or disrupt operations and production at work place, the employer and employees shall agree on the best ways to overcome the situation. It guides further that such an agreement shall consider the interests of both parties. However, in the event of a disagreement between the parties, any party to the dispute may refer the dispute to the Commission for mediation.

2.3.6 Labour migration

Labour migration is an important phenomenon globally and indeed in the URT. The URT is a country of origin, transit and destination for labour migration. Labour migration outflows in URT is mainly informed by the pursuit for better economic opportunities across Tanzania Mainland and Zanzibar, to neighboring EAC and SADC countries, North America, Europe and the Gulf

⁶⁷Maskaeva, A., Chitiga, M., Henseler, M., Mabugu, R. and Maisonnave, H. (2022). Modelling of COVID-19 Impact on Tanzanian Economy and Female Labour, A paper prepared for the IARIW-TNBS Conference on "Measuring Income, Wealth and Well-being in Africa", Arusha, Tanzania, November 11-13, 2022

Cooperation Council (GCC) countries.

The URT is a member of the EAC whose Common Market Protocol towards free movement of labour among other factors of production became effective in 2010⁶⁸. The URT is also a member of SADC, which adopted a Regional Migration Policy and a Labour Migration Action Plan (2020-2025) in 2020. In 2021, the Tanzanian Parliament ratified the Africa Continental Free Trade Area (AfCFTA). The agreement includes a Protocol on Free Movement of Persons. It seeks to establish a visa-free zone within the AfCFTA countries.

There is scanty labour migration data for URT. It is estimated that the number of URT citizens that migrated to other EAC countries declined from 302,516 in 2019 to 219,868 in 2020⁶⁹. The destination countries for those who migrated in 2019 were Kenya (62.1%), Rwanda (17.2%), Burundi (10.4%), Uganda (9.8%) and South Sudan (0.3%). Though not disaggregated by purpose of migration, it is anticipated that majority of the migrants were workers.

Remittances received by URT increased gradually from US\$ 410 million in 2011 to US\$ 435 in 2019, representing an average growth rate of 0.8%. Compared to other countries within the region, the URT had the third largest remittance in 2019 after Kenya (US\$ 2,838 million) and Rwanda (US\$ 1,425 million). The implication is that the URT could be facing binding constraints in promoting safe, orderly and regular labour migration.

The number of migrant workers from URT accessing jobs abroad through legal and ethical channels more than doubled from 1,243 in 2022/23 to 2,851 workers in 2023/24. The proportion of females accessing the jobs increased from 75.5% of the total migrant workers in 2022/23 to 87.5% in 2023/24. A total of 3,110 URT nationals of whom 78.7% were females accessed jobs abroad between July 2024 and March 2025, representing a growth of 9.1% from the 2023/24 level. The labour migration data for URT paints a positive picture of increasing access to legal and ethical foreign employment for Tanzanians, particularly women. However, it also underscores the importance of proactive measures to protect the workers, mitigate potential negative consequences, and ensure that labour migration contributes to URT's sustainable development.

The URT has undertaken a number of measures aimed at promoting safe, orderly, regular and mutually rewarding labour migration. The interventions include entering into bilateral labour agreement (BLA) with friendly and needy destination countries globally. The first BLA was signed with Qatar in 2014, followed by agreements with Saudi Arabia and United Arab Emirates in 2023, and with Iran in 2024. Other measures are digitization of registration and application processes for migrant workers; and development and implementation of Recruitment Guidelines for private recruitment agencies (PRAs), which aim to promote ethical recruitment practices and ensure safe, regular and orderly migration.

A rise in the number of BLAs between URT and the destination countries point to increased

⁶⁸East African Community (2015). East African Community Vision 2050: Regional Vision for Socio-Economic Transformation and Development, Arusha: EAC Secretariat

⁶⁹East African Community (2022). International Migration Statistics Report, Edition One, Arusha: EAC Secretariat

opportunities for labour migration through regular and orderly pathways, enhanced protection and worker rights, opportunities for skills development and remittances, and reduced risk of TiP and labour rights violations. The success of the agreements inclusive of the guidelines and other frameworks, however, depend on the extent to which they are effectively implemented, monitored and enforced by the authorities in URT and the destination countries.

2.3.7 Refugees and host communities

The URT, relative to other EAC countries, hosts fairly low numbers of refugees and asylum-seekers. It is estimated that the URT had 235,082 refugees and asylum seekers as of 30th September 2023⁷⁰. The refugees and asylum seekers were mainly from Burundi and Democratic Republic of Congo (DRC). About 83% of the refugees and asylum-seekers are camp-based, residing in Nyarugusu and Nduta refugee camps. The camp-based refugees and asylum-seekers are particularly in need of durable solutions.

The strict encampment policy and emerging administrative directions on refugee matters have reduced the protection space for the persons of concern. The policy and administrative restrictions have also impacted on access to basic services as well as livelihoods and self-reliance opportunities. This may have heightened the risk of exploitation and abuse of the refugees and asylum-seekers as they adopt coping mechanisms. Refugees and asylum-seekers also puts a strain on the host community. These may be manifested through low HDI, and localized conflicts.

The United Nations Refugee Convention (1951) and its 1967 Protocol gives the definition of a refugee, outlines the rights and privileges of refugees, and the legal obligations of Member States to protect refugees. Article 3 of the Convention advocates for non-discrimination of refugees in the application of the provisions of the Convention. Article 15 accords refugees the right to freedom of association in non-political and non-profit associations and trade unions, while Article 17 grants refugees the right to engage in wage employment. Article 18 allows refugees to engage in self-employment such as in agriculture, industry, handicrafts and commerce, including establishing commercial and industrial companies. Article 24 of the Convention grants refugees the right to enjoy the protection of fundamental principles and rights at work as advanced in the country's labour laws, including the right to social security.

The Comprehensive Refugee Response Framework (CRRF) and the Global Compact on Refugees (GCR) emphasize inclusion of refugees into national systems, particularly in education, health and livelihoods sectors. This means that measures towards opening of operational space inside of the refugee camps with regards to the restrictions to market-based livelihoods that have the potential to enable refugees and asylum-seekers to become self-reliant, enhance household incomes and promote livelihoods is critical.

⁷⁰<https://reporting.unhcr.org/east-and-horn-africa-and-great-lakes-operational-update-q3>

2.3.8 International Labour Standards

The URT has ratified 37 ILO Conventions of which 30 are in force, 1 has been denounced and 6 abrogated⁷¹. Among the 37 Conventions ratified are eight of the ten Fundamental Conventions, one of the four Governance Conventions and 28 out of 177 Technical Conventions. The conventions ratified are Forced Labour Convention, 1930 (No. 29); Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87); Right to Organize and Collective Bargaining Convention, 1949 (No. 98); and Equal Remuneration Convention, 1951 (No. 100). Others are Abolition of Forced Labour Convention, 1957 (No. 105); Discrimination (Employment and Occupation) Convention, 1957 (No. 111); Minimum Age Convention, 1973 (No. 138); and Worst Forms of Child Labour Convention, 1999 (No. 182).

The fundamental conventions not yet ratified by URT are Occupational Safety and Health Convention, 1981 (No. 155), and Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187). It has also not ratified the Protocol of 2002 to the Occupational Safety and Health Convention, 1981; and Protocol of 2014 to the Forced Labour Convention, 1930. The Governance Conventions not ratified by URT are Labour Inspection Convention, 1947 (No. 81); Employment Policy Convention, 1964 (No. 122); and Labour Inspection (Agriculture) Convention, 1969 (No. 129).

Zanzibar had ratified five 5 of the 177 Technical Conventions as of 22nd June 1964⁷². These are the Minimum Age (Industry) Convention, 1919 (No. 5); the Minimum Age (Sea) Convention, 1920 (No. 7); the Minimum Age (Sea) Convention (Revised), 1936 (No. 58); Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947 (No. 85); and Migration for Employment Convention (Revised), 1949 (No. 97). Only the last two Conventions are in force.

2.3.9 Artificial Intelligence

Artificial Intelligence (AI) presents a dual landscape of opportunities and challenges for the future of work in the URT, demanding proactive and strategic consideration within the DWCP III. On the opportunity side, AI offers the potential to enhance productivity across various sectors, automate routine tasks freeing up human capital for more complex and creative endeavours, and drive innovation leading to new industries and job roles. The AI, for example, can optimize agricultural practices, improve healthcare diagnostics and delivery in remote areas, and enhance efficiency in manufacturing and service industries. Moreover, AI-powered educational tools can personalize learning and bridge skills gaps, while AI-driven platforms can facilitate job matching and connect individuals with relevant employment opportunities, particularly for the youth entering the labour market. The development and maintenance of AI systems can also generate new demands for specialized skills in data science, AI ethics, and software engineering, fostering a new segment of the digital economy.

⁷¹https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103476

⁷²https://normlex.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103568

Equally, integration of AI into the world of work in URT poses significant challenges. A primary concern is the potential for job displacement, particularly in sectors reliant on manual and repetitive tasks, which could exacerbate existing unemployment problems and increase inequalities. The current skills mismatch in URT, where some of the skills provided by some education and training institutions are not aligned with the needs of industry, including evolving demands of an AI-driven economy, further compounds this risk.

Limited technological infrastructure, especially in rural areas with poor internet connectivity and access to technology, presents a substantial barrier to widespread AI adoption and equitable distribution of its benefits. Furthermore, the absence of a comprehensive national AI policy and regulatory framework raises concerns about ethical considerations, data privacy, and the potential for algorithmic bias, necessitating careful planning and governance to ensure a just and inclusive transition in the world of work. Addressing these challenges through targeted skills development, infrastructure investment, and the formulation of a robust AI strategy will be crucial for URT to harness the transformative potential of AI while safeguarding decent work principles.

2.3.10 Just Transition

The URT is among the countries that is severely impacted by climate variability. The country frequently experiences droughts, floods and other extreme weather events, with evidence that the frequency and intensity of such events are increasing because of climate change. Though the effects of climate change are universal, they are felt more by the poorer and vulnerable communities such as women, youth, PWDs, refugees, informal economy workers, unemployed and those living in informal settlements. Climate change also places significant stress on food security.

The four pillars of the Decent Work Agenda, namely social dialogue, social protection, rights at work and employment are indispensable building blocks of sustainable development. These pillars are at the centre of the DWCP for URT (2023/24-2027/28) being a foundation for strong, sustainable and inclusive growth and development. The DWCP for URT (2023/24-2027/28) advocates for a well-managed just transition for all towards an environmentally sustainable economy. This is expected to contribute to the goals of decent work for all, social inclusion and eradication of poverty.





Country Priorities And Country Programme Outcomes

3.1 ILO's comparative advantage

The URT is member of the ILO and continues to be an active constituent partner that respects FPRW. The ILO has also continued to work with the URT and her social partners to promote decent work as a key component of the country's national development strategy. The ILO has a longstanding technical expertise, experience and tripartite-based institutional structure to support delivery of all the country priorities in the DWCP III (2025/26-2029/30).

The comparative advantage by the ILO in supporting implementation of the DWCP III (2025/26-2029/30) inclusive of achievement of the intended outcomes lies in a number of areas. These include ILO's strategic positioning, technical expertise, accumulated experience, and resource mobilization capacity, giving it advantage to support programmatic interventions at policy, institutional and operational levels. The ILO's strategic advantage also draws from its global recognition and acceptance as a credible, trustworthy and reliable partner with normative and standard setting role in promoting social dialogue and tripartism across the globe.

The ILO also leads several alliances and multi-stakeholder partnerships on decent work-oriented goals and targets in the UN 2030 Agenda for Sustainable Development. These present opportunities for collaboration, joint programming, resource mobilization and learning, which are critical for effective implementation and realization of the outcomes of the DWCP III (2025/26-2029/30)

3.2 Alignment to national, regional and global development frameworks

The DWCP III (2025/26-2029/30) has four country priorities and an equivalent number of CPOs. The country priorities are:

1. Prosperity;
2. Enabling environment;
3. Social dialogue and tripartism; and
4. Labour standards and rights at work

The first two priority areas draw from the UNSDCF (2022-2027) while the third and fourth priority areas represents the ILO's normative and standard setting role. The country priorities and CPOs are aligned to URT's national development aspiration as grounded in TDV 2050 and ZDV 2050. They are also anchored on the FYDP III (2021/22-2025/26) and ZADEP (2021-2026), which operationalizes the TDV 2050 and ZDV 2050, respectively. The country priorities and CPOs are also aligned to the aspirations of the PMO-LER; POLEAI; TUCTA; ZATUC; ATE; and ZANEMA.

The priority areas and CPOs of the DWCP III (2025/26-2029/30) are also consistent with the aspirations entrenched in the EAC Vision 2050; SADC Vision 2050; and African Union (AU) Commission Agenda 2063. The DWCP priorities and outcomes are particularly aligned to the

first, third, sixth and seventh aspirations of the AU Agenda 2063 as captured in the Second Ten-Year Implementation Plan (2024-2033)⁷³. The first aspiration focuses on building a prosperous Africa based on inclusive growth and sustainable development while the third aspiration envisages an Africa of good governance, democracy, respect for human rights, justice and the rule of law. The sixth and the seventh aspiration envisions an Africa whose development is people-driven, relying on the potential offered by African people, especially its women and youth, and caring for children.

The priorities and outcomes of the DWCP III (2025/26-2029/30) are also consistent with the policy outcomes in the ILO Programme and Budget for 2024-2025, and the 2019 Abidjan Declaration on Advancing Social Justice: Shaping the future of work in Africa. The Abidjan Declaration has seven strategic outcomes. These are jobs for Africa's youth; improved skills and technology; inclusive transformation for decent work in the formal and informal economy; and a conducive environment for sustainable enterprises. Other outcomes of the Abidjan Declaration are vibrant tripartism and social dialogue; social and labour protection for all; and effective labour standards and gender equality. The country priorities and CPOs of the DWCP III (2025/26-2029/30) also have a strategic sync with a number of goals and targets in the SDGs as elaborated in Appendix 1.

3.3 Country priorities and country programme outcomes

The tripartite-plus partners in URT identified four country priorities and four CPOs for the DWCP III (2025/26-2029/30) as elaborated in Table 1. Detailed information on the country priority areas, CPOs and outputs, including performance indicators are in the Results Matrix in Appendix 2.

Table 1: Country priorities and country programme outcomes

DWCP Country Priority 1: Prosperity (Strategic Priority 2 in UNSDCF)
Outcome 1: By 2027, people in URT working in MSMEs, small-scale agriculture and Blue Economy, especially the most vulnerable ⁷⁴ , achieve increased, more sustainable productivity and incomes with more equitable access to productive resources (Outcome 2 in UNSDCF)
DWCP Country Priority 2: Enabling Environment (Strategic Priority 4 of UNSDCF)
Outcome 2 By 2027, people in URT, especially the most vulnerable, participate in and benefit from government institutions and systems that promote peace and justice, and are gender-responsive, inclusive, accountable and representative, and are compliant with international human rights norms and standards (Outcome 4 in UNSDCF)
DWCP Country Priority 3: Social dialogue and tripartism (ILO's normative and standard setting role)
Outcome 3: All tripartite partners in URT and their constituents have increased engagement in social dialogue and tripartism (ILO's normative and standard setting role)
DWCP Country Priority 4: Labour standards and rights at work (ILO's normative and standard setting role)
Outcome 4: All workers, employers and their representative organizations in URT promote labour standards and advance the enjoyment of fundamental principles and rights at work (ILO's normative and standard setting role)

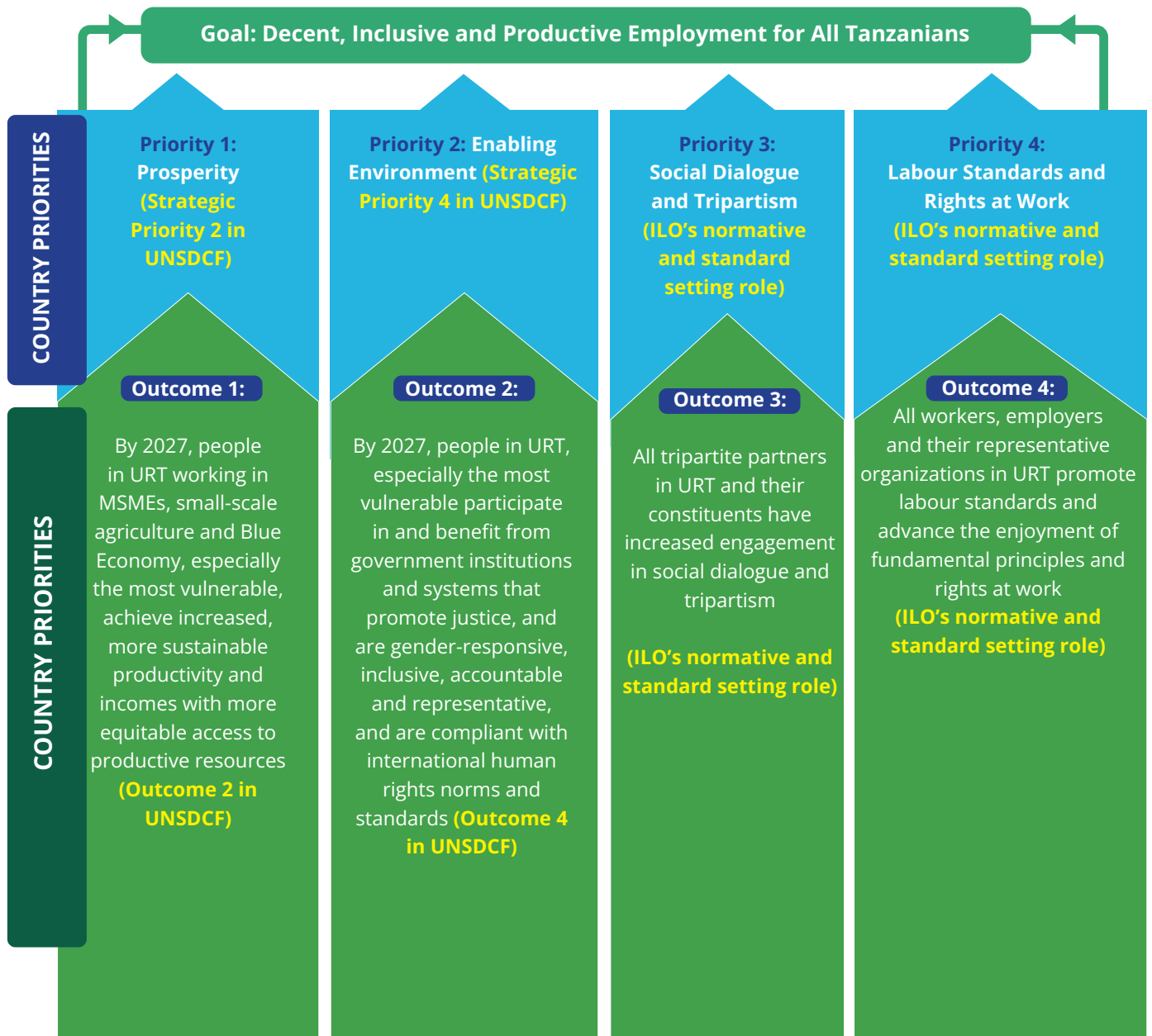
⁷³African Union (2024). Decade of Accelerated Implementation: Second Ten-Year Implementation Plan, 2024-2033, Addis Ababa: Office of Strategic Planning and Delivery

⁷⁴In keeping with Article 7 of the Transition for the Informal to the Formal Economy Recommendation, 2015 (No. 204), the most vulnerable groups include women, young people, migrants, older people, indigenous and tribal peoples, persons living with HIV or affected by HIV or AIDS, PWDs, domestic workers and subsistence farmers

3.4 Country programme outcomes, theory of change and outputs

Figure 1 gives a schematic representation of the goal of the DWCP III (2025/26-2029/30) as anchored by the country priorities and CPOs. Discussion of the theory of change (TOC) is integrated in the respective priority areas.

Figure 1: Country priorities and country programme outcomes



The TOC underpinning the DWCP III (2025/26-2029/30) suggests that all people in URT, especially the most vulnerable, can contribute to and benefit from sustained and inclusive employment-oriented economic growth, if there is an increase in engagement in quality, gender-transformative, inclusive and integrated skills training and productivity promotion; uptake of social protection services; building of resilience for just transition; and practice of effective, consistent and sustainable social dialogue.

Effective engagement in and comprehensive uptake of these services particularly by the working age population will not only improve social development outcomes, but also allow the creation of foundational capabilities for a resilient, productive labour force, able to further propel the URT's economic growth and national transformation agenda. In turn, this will lead to rapid, inclusive and sustained employment creation, and income generation opportunities particularly for the vulnerable groups of workers.

The TOC for the DWCP III (2025/26-2029/30) is also anchored on the fact that all people in URT, especially the most vulnerable, can contribute to and benefit from sustained and inclusive employment-oriented economic growth if the majority of those living in Tanzania Mainland and Zanzibar, who are working in small-scale agriculture and Blue Economy, especially the most vulnerable are supported to improve productivity and competitiveness, acquire employable skills, generate more income, and build resilience for just transition. This will ensure more decent and sustainable employment opportunities for all.

Full achievement of these mutually dependent and reinforcing outcomes is conditional on existence of a robust enabling environment. It is also assumed that the tripartite partners in Tanzania Mainland and Zanzibar continue to practice social dialogue intensively, consistently and continuously.

3.4.1 Country priority 1: Prosperity

Outcome 1: By 2027, people in URT working in MSMEs, small scale agriculture and Blue Economy, especially the most vulnerable, achieve increased, more sustainable productivity and incomes with more equitable access to productive resources.

The first country priority of the DWCP III (2025/26-2029/30) is drawn from the UNSDCF (2022-2027). It focuses on increasing production, productivity and incomes, and helping to accelerate the creation of decent formal sector jobs at the individual level. It also seeks to promote structural transformation and higher levels of inclusive economic growth at the national level. The country priority area contributes to the economic growth pillar in the FYDP III (2021/22-2025/26) and the economic transformation pillar of the ZADEP (2021-2026).

The first CPO of the DWCP III (2025/26-2029/30) is specifically aligned to the interventions for deepening industrialization and service provision particularly those related to manufacturing, agriculture, MSMEs and blue economy. Improving productivity of these sectors is key to promotion of employment and income generation, especially amongst women, youth and other vulnerable groups.

Notable interventions that will be implemented to contribute to the CPO include development/revision and implementation of transformative, gender-responsive, inclusive and evidence-based policies, plans, strategies, laws and regulatory frameworks aimed at supporting inclusive growth and competitiveness of the priority sectors. This will be reinforced by training workers and employers, inclusive of operators of mini, micro, small and medium enterprises on productivity mainstreaming and competitiveness. Gender-responsive and inclusive financing instruments supporting women and youth-owned MSMEs will also be developed and implemented. Measures will also be taken to ensure expanded access to BDS, especially by MSMEs owned and run by women, youth, PWDs and other vulnerable groups.

To promote skilling, re-skilling and upskilling, a survey of skill requirements for growth sectors of the economy, and emerging employable skills will be undertaken. Women, youth, PWDs and other vulnerable groups will particularly be targeted for training for employment services and to equip them with employable skills. Assessment and certification of skilled persons, including women, youth, PWDs and other vulnerable groups with vocational skilled will also be done. Master craft persons will also be engaged to offer quality apprenticeships to women, youth, PWDs and other vulnerable groups. The youth NEET will also be provided with non-vocational training, supported through rollout of the trainee voucher scheme.

Capacities of the public and private sector institutions including trade unions, and employer and business membership organizations (EBMOs) will also be strengthened. This will lead to increase in investments, especially in the productive sectors, and facilitate development and implementation of responsive labour market policies and regulations, and integration of just transition in the development agenda of the institutions. Public employment services for both local and foreign employment will also be strengthened to absorb the growing labour force, especially for women, youth, PWDs, refugees and host communities, and other vulnerable groups.

Mitigating the socio-economic impact of COVID-19 pandemic by protecting jobs and ensuring the survival of enterprises/businesses hit hardest, especially in the informal economy will be part of the short-term interventions under the DWCP. In the longer-term, the URT government will continue to implement the measures contained in the Tanzania COVID-19 Socio-Economic Response and Recovery Plan.

Achievement of the CPO is conditional on a number of assumptions being right. A key assumption is existence of a robust enabling social, economic and political environment to facilitate inclusive economic growth and creation of productive and sustainable employment opportunities. Sustained political leadership and commitment for the removal of legal and institutional bottlenecks related to discrimination and exclusion, especially as it affects women, girls and PWDs is also key. This includes removal of barriers and discriminatory norms that limit participation of women, youth, and PWDs in the labour market. In addition, continued opening up of the civic space for increased freedoms, practice of social dialogue and advancement of fundamental principles and rights at work will be important. It is also assumed that measures proposed in the Tanzania COVID-19 Socio-Economic Response and Recovery Plan will continue

to gain momentum, in the backdrop of sustained funding.

It is also considered that both public and private sector institutions in both Tanzania Mainland and Zanzibar will be interested and actively participate in capacity building activities aimed at enhancing productivity. This presupposes that the government, business, workers and community in URT adopt a productivity mindset for improved competitiveness. To enhance labour intermediation, the TOC assumes existence of a well-functioning web-based labour market information system that integrates job-matching database, and the management information systems for external employment, internal employment, labour claims, labour administration, and labour migration.

The focus under this CPO will be on four key outputs, namely:

Output 1.1: MDAs, LGAs and private sector have enhanced technical capacity to develop and/or revise transformative, gender-responsive, inclusive, evidence-based policies, plans, strategies, and regulatory frameworks that addresses the needs of MSMEs, smallholder farmers, and workers and operators in the Blue Economy

Output 1.2: MSMEs particularly those led by women, PWD and youth have improved capacities to sustainably grow their businesses, formalize and create productive and sustainable employment opportunities

Output 1.3: Young people, especially those left behind in education, training and employment, are equipped with employable skills to access decent jobs and participate in civic life

Output 1.4: Access to decent employment and livelihood opportunities in formal and informal sectors improved particularly for youth, women, PWDs and other vulnerable groups

3.4.2 Country priority 2: Enabling environment

Outcome 2: By 2027, people in URT, especially the most vulnerable, participate in and benefit from government institutions and systems that promote peace and justice, are gender-responsive, inclusive, accountable and representative, and are compliant with international human rights norms and standards

The second country priority of the DWCP III (2025/26-2029/30) is enabling environment. It also borrows from the UNSDCF (2022-2027). It is aligned to the strategic pillar on interventions for human development in the FYDP III (2021/22-2025/26). It also contributes to the human capital and social development, and governance and resilience pillars of the ZADEP (2021-2026). Efforts to realize the CPO aligned to the country priority include strengthening the capacity of MDAs on policy coordination, monitoring and evaluation (M&E), and implementation of social protection systems.

The intervention will focus on strengthening social protection systems in Tanzania Mainland and Zanzibar. Area of focus include providing technical support to expand coverage of gender-

responsive social assistance programmes such as cash transfers, free social health insurance, productive inclusion, public workers and livelihoods to the most vulnerable groups. The intervention focuses on establishing and operating a social protection system that recognizes and addresses women's specific life-cycle transitions, risks and the diversity. The intervention will also involve coverage of gender-responsive social security programmes to the informal sector. The social protection needs of regular migrants and PWDs will be addressed through a strengthened, integrated, gender- and shock-responsive social protection framework.

An integral component of the CPO under this country priority area is ensuring that children engaged in child labour, victims of trafficking, refugees and other vulnerable groups are enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways. The outcome also focuses on putting in place policy, legal and institutional framework for improved gender-responsive and inclusive climate change resilience, disaster risk reduction, and pandemic management and response.

Key interventions to be implemented to address child labour in Tanzania Mainland will include finalization and implementation of the National Strategy on Elimination of Child Labour II (2023/24-2029/30), and the National Plan of Action to End Violence Against Women and Children (NPA-VAWC, 2023/24-2027/28). Similarly, the RGoZ will focus on reviewing and implementing the National Action Plan for the Elimination of Child Labour. The URT government will also prioritize provision of legal support to families and children affected by child labour, and training and equipping labour administration staff with skills for combating child labour,

To promote safe, orderly and regular labour migration, the URT government will strengthen policy and institutional frameworks aimed at promoting ethical recruitment practices. This would include negotiating, signing and implementing BLAs friendly and needy destination countries; digitalizing registration and application processes for migrant workers; and developing and implementing recruitment guidelines for PRAs.

Capacities of PRAs, Ministries responsible for labour in both Tanzania Mainland and Zanzibar, relevant MDAs, trade unions and other and civil society organizations will also be built to enable them provide oversight in detecting, reporting and dealing with unethical recruitment practices and other worker rights violations. Pre-departure orientation and training will also be strengthened to ensure quality employment outcomes from migrant workers. The URT government will also enhance surveillance and management of TiP cases to address the twin challenge of human trafficking. It will also train national officials and frontline officers on TiP, and develop curriculum on TiP for Police Academy and the Department of Immigration.

Achievement of the DWCP outcome aligned to the second priority areas is dependent on a number of assumptions. A major assumption is that the social protection systems have adequate resources, and are effective and efficient, and that the Government of URT is effectively funding social and protection services, and focused on increasing coverage. For sustainability, achievement of the outcome is also anchored on the assumption that the institutional framework for social protection is effective and efficient, and that the country's economic and social policies are geared towards inclusive and sustained economic growth,

expansion of social protection coverage, and reduction of poverty and inequalities. Existence of effective and efficient system for integrating gender and human rights in basic social and protection cannot also be gainsaid.

Realization of the DWCP outcome is also pegged on existence of effective and efficient system for mainstreaming gender equality in the country, and that employers including informal sector operators uphold gender equality in employment and remuneration. An important population group with deficits in advancement of gender equality and fundamental principles and rights at work are migrant workers, returnee migrant workers, and refugees and host communities. Vulnerability of this group is heightened by weak frameworks for employability, and inadequate access to decent jobs and livelihood opportunities.

Effective protection and advancement of the fundamental principles and rights of migrant workers assumes that PRAs in URT and destination countries engage in ethical recruitment practices. It is also reliant on the Government of URT and relevant stakeholders promoting and remaining committed to fair and ethical recruitment practices, and safe labour migration. Achievement of the outcome is also based on the assumption that refugees and host communities, and victims of trafficking are equipped with skills that facilitates them to exploit their employment and income generation potentials.

The specific outputs under this outcome are:

Output 2.1: Social protection systems and services strengthened for expanded and improved coverage of the most vulnerable groups, including women, children, youth, older persons, PWDs, persons living with HIV and regular migrants

Output 2.2: Strengthened policy and regulatory environment to promote equitable access utilization of rights based and gender-responsive social protection services that prevent, mitigate and respond to shocks and stress

Output 2.3: Children engaged in child labour enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways

Output 2.4: Public and private sector institutions, including the informal sector have increased capacity to formulate, coordinate and monitor policies, regulations, strategies and plans for improved gender-responsive and inclusive climate change resilience, disaster risk reduction, and pandemic management and response

3.4.3 Country priority 3: Social dialogue and tripartism

Outcome 3: All tripartite partners in URT and their constituents have increased engagement in social dialogue and tripartism

Social dialogue and tripartism remain an essential instrument of labour market governance in URT. Practice, inclusive of promotion of social dialogue and tripartism in the URT is entrenched

in the country's Constitution and labour laws. It is also anchored on the provisions of the Tripartite Consultations (International Labour Standards) Convention, 1976 (No. 144), which the URT ratified in 1983. Key institutions of social dialogue and tripartism in the country include PMO-LER, POLEAI, TUCTA, ZATUC, ATE and ZANEMA. Others are LESCO, LAB, WB, WAB, CMA, DHU and NNM. The institutions promote advancement of fundamental principles and rights at work, and social dialogue through efficiency in collective bargaining and negotiations, and grievance and dispute handling.

The theory of change underpinning achievement of the third CPO in the DWCP III (2025/26-2029/30) is a paradigm shift to a proactive and responsive industrial relations system. This is expected to enhance workplace dialogue, pre-empt existence of industrial discontent and put in place mutually beneficial mechanisms to limit industrial disputes. Such change would also improve bipartite and tripartite relations, productivity, innovation and competitiveness. Furthermore, a redefinition of the roles and operations of the institutions of social dialogue inclusive of anchoring them on sound strategic and vision plans is critical.

The change strategy is also based on the fact that sustainable social dialogue and tripartism cannot be fully achieved unless the civic space for advancement of fundamental principles and rights at work is open to all workers particularly the women, youth, PWDs, migrants and other vulnerable groups. Realization of the CPO is also based on the logic that strong, democratic, independent and representative employers' and workers' organizations; and effective and adequately resourced labour administration systems are fundamental to good labour market governance, advancement of fundamental principles and rights at work, and promotion of decent work.

A key strategy in achieving the CPO is capacity strengthening of PMO-LER, POLEAI, TUCTA, ZATUC, ATE and ZANEMA. The focus will be to empower the institutions to be able to develop and implement forward-looking solutions to sustain and improve operations. This is critical if the institutions are to reinforce their leadership and advocacy roles, review service provision and delivery mechanisms, and enhance policy advocacy and influence.

Specifically, TUCTA, ZATUC, ATE and ZANEMA inclusive of their affiliates will be empowered to develop and implement innovative strategies for increased membership recruitment and retention. Focus will also be on strengthening capacities of LESCO, LAB, WB, WAB, CMA, DHU and NNM to increase their efficiency. Building capacities of the key actors will ensure that social dialogue and tripartism is practiced intensively, consistently and continuously in URT.

Another strategy for achieving the CPO will be for the tripartite partners and other stakeholders in URT to advocate for legal and institutional reforms necessary for facilitating inclusive and effective social dialogue and tripartism. Emphasis will be put on building and maintaining strong and well-resourced labour administration systems. This will target strengthening of the capacity of labour administrators through targeted skills training. This will facilitate the labour inspectorate staff to conduct gender-responsive labour inspections and labour advisory services at district, regional and national levels. The twin interventions are expected to contribute to good labour market governance, increase compliance with labour laws and ILS, and promote

sound workplace relations and evidence-based policymaking.

Realization of the DWCP III (2025/26-2029/30) outcome on increased engagement in social dialogue and tripartism, and advancement of fundamental principles and rights at work is dependent on a number of assumptions. A key assumption is existence of social and political will and continuous support and commitment to social dialogue and tripartism by all labour market actors. Achievement of the outcome is also reliant on commitment and good will by the tripartite partners to practice social dialogue intensively, consistently and continuously.

Good faith behaviour, especially by the bipartite partners is critical in promoting cooperation, consultation and ADR. Strong will by government, workers, employers and their representative organizations, and other partners to institutionalize and promote ADR in URT is also key. Upholding of the tenets of industrial democracy and tripartism by the tripartite partners and other stakeholders is crucial for achievement of the outcome under this priority area.

The outputs envisaged from this CPO are:

Output 3.1: Policy, legal and institutional frameworks for social dialogue strengthened

Output 3.2: Policy, legal and institutional frameworks for effective practice of labour administration at national and regional levels strengthened

3.4.4 Country priority 4: Labour standards and rights at work

Outcome 4: All workers and employers in URT, including their representative organizations advance the enjoyment of fundamental principles and rights at work

Trade unions, employers, and their respective membership organizations are important institutions in promoting labour standards and respect of worker rights. However, low and declining membership, and insufficient financial resources affect the capacity of the social partners to effectively organize and service their members, and to advocate for improved working conditions, and a more enabling business environment.

The limited effectiveness of the core institutions of social dialogue, including weak mechanisms for the practice of social dialogue undermine the value of collective action. It also erodes the trust of workers and individual employers in the ability of trade unions and EBMOs to influence policy and law making, including promotion of ILS and labour law reforms. Disruptions emanating from the COVID-19 pandemic deepened the challenges, and has triggered trade unions and EBMOs to rethink their membership organization, recruitment and retention strategies.

To reverse this trend, trade unions and EBMOs in URT with the support of the ILO will adopt innovative membership organization and recruitment strategies that reach out to under-represented workers and enterprises. Membership retention strategies will focus on development and delivery of demand-driven products and services, and evidence-based advocacy. Better communication strategies will have a positive impact of the twin areas of

focus of building strong membership, service delivery and evidence-based advocacy.

The theory of change for this outcome is based on the foundation that if trade unions and EBMOs adopt innovative membership organization and recruitment strategies; if the trade unions and EBMOs develop innovative and attractive products and services targeting members and potential members, including informal enterprises and under-represented sectors, women, youth, informal economy workers, PWDs and other vulnerable groups; if the URT together with other partners invest in building the capacities of social partners for evidence-based advocacy; and if the partners adopt and implement effective communication tools, then trade unions and EBMOs will be better equipped to respond to demands of their members and potential members.

The interventions will increase the capacities of trade unions and EBMOs to improve their representativeness. It will also result in enhanced policy leadership of the social partners, better quality of policy and advice, a more effective social dialogue, and better promotion of ILS and protection of worker rights. This will lead to a more inclusive economic, social and employment policies that works for everyone and contribute to a fairer society.

Interventions under this outcome include building capacities of the social partners, namely TUCTA, ZATUC, ATE, ZANEMA and their affiliates to adopt and promote innovative strategies for membership organization, recruitment and retention; service delivery; and policy influencing. Specifically, ATE, ZANEMA and their affiliates will be supported through a customized institutional capacity building model that facilitates cost-effective replicable solutions and knowledge sharing. The employers' organizations will also be supported to develop and implement digital, scalable and sustainable services targeting existing and potential members. The employers' organizations inclusive of their affiliates and other EBMOs will also be encouraged to engage in productivity promotion, maintain an enabling environment for growth and development of sustainable enterprises, and participate in policy-oriented advocacy based on evidence.

The workers' organizations, namely TUCTA and ZATUC together with their affiliates will be empowered to exercise leadership, demonstrate relevance and provide quality services to their members, both existing and potential. Focus will be on the reach of trade unions to the under-represented sectors and workers. In this respect, the ILO will partner with the trade unions to build their capacities to analyze and make informed forecasts and choices for the benefit of members. Trade unions in URT will also be encouraged to collaborate with PMO-LER, POLEAI, ATE, ZANEMA and other EBMOs to nurture and develop a conducive environment for exercising qualitative and meaningful social dialogue based on trust and respect of their rights and interdependence.

Capacity building of the tripartite partners will also be done to enable them develop and present policy-oriented proposals for negotiations at bipartite and tripartite levels. These would include proposals for public policy dialogue towards review of labour laws to align to the requirements of the changing world of work. Tripartite partners will also be trained on reporting on ILS. They will also be encouraged to adopt gender-responsive multi-stakeholder approaches in developing reports on the application of ratified Conventions and in supporting

the government in executing her reporting obligations to the CEACR.

The ILO will also support the tripartite partners in URT to conduct a mapping to facilitate identification and prioritization of other ILO Conventions to be fast-tracked for ratification and domestication during the DWCP III (2025/26-2029/30) period. The partners will then be supported to undertake a gender-responsive and inclusive lobbying and advocating activities to push for ratification and domestication of the prioritized Conventions. Tripartite-plus partners will also be supported to consider and promote the ILS that are most relevant to the just transition framework towards environmentally sustainable economies and societies.

The DWCP outputs under this outcome are:

Output 4.1: Increased institutional capacity of EBMOs to be strong, independent and representative

Output 4.2: Increased institutional, technical, representational and policy impact capacities of trade unions

Output 4.3: Application of International Labour Standards promoted, and authoritative and effective supervision improved

3.5 Risk assessment and mitigation

Implementation and resultant achievement of CPOs envisaged in the DWCP III (2025/26-2029/30) may face internal and external risks and threats. The internal risks mainly emanate from weak labour market institutions; inadequate funding of the country priorities by the government; and weak capacity of the tripartite partners to effectively implement, monitor and evaluate the DWCP outcomes. Others are inadequate mutual trust and confidence amongst the tripartite and bipartite partners; and lack of reliable, timely, adequate and easily accessible labour market to support policy implementation and decision making.

The external risks include (i) macro shocks and unfavourable regional and global economic conditions such as trade, aid, debt, investment and remittances; (ii) reduction in overseas development assistance flows due to COVID-19 induced economic downturn and increase in global demands for financial resources; and (iii) reduction in aid revenue due to URT's upgrade to middle income country status as forecasted in the FYDP III (2021/22-2025/26) financing strategy. Other risks are (iv) civil unrest and conflict particularly in the Horn of Africa; (v) environmental and climate change risks; (vi) future shocks arising from pandemics and epidemics, including the lagged medium-to-long-term impacts of COVID-19; and (vii) any setbacks to national plans for institutional development.

Design of the DWCP III (2025/26-2029/30) has integrated a number of risk mitigation strategies. A key strategy is to build the capacity of government, social partners and other stakeholders to understand and appreciate the benefits of the DWCP. The strategy will also seek to strengthen collaboration and partnership amongst tripartite-plus partners so as to increase their capacities

to adapt and mainstream risk informed approaches to implementation of the DWCP particularly through joint monitoring, early warning, mitigation and response to ongoing and emerging risks. Internal collaboration and coordination efforts will also be strengthened to promote collection, analysis, dissemination and sharing of labour market data and information.

Efforts will also be made to intensify gender-responsive and evidence-based advocacy and outreach among the tripartite partners. The mitigation strategy will seek lower the risks through raising awareness and enlisting buy-in of tripartite-plus partners on the need for building institutions, promoting access to fundamental principles and rights at work, and embracing open and honest communication and engagement amongst the partners. The tripartite partners will have regular engagement with the government to ensure that government spending, particularly on labour and employment inclusive of social protection are accorded priority. The tripartite partners will also approach new partners with evidence-based proposals to raise more resources for implementation of the DWCP.

Institutional framework for implementation, monitoring, evaluation and reporting of the outcomes of the DWCP III (2025/26-2029/30). Coordination of implementation of the DWCP III (2025/26-2029/30) efforts across the outcomes to leverage financing for development and create new partnerships across public and private spheres should help to mitigate the financing risks.





Management, Implementation, Monitoring And Evaluation

4.1 Implementation, management and oversight

Overall implementation, management and oversight of the DWCP III (2025/26-2029/30) will be under the Joint Tripartite Steering Committee (JTSC). The JTSC will oversight implementation, monitoring, evaluation and reporting (IME&R) of the DWCP; provide policy guidance; lead resource mobilization; popularize the DWCP; and direct lobbying, advocacy and communication activities. It will also ensure active participation and engagement of all key stakeholders, and continued alignment of the DWCP III (2025/26-2029/30) to the priorities of the national governments of Tanzania Mainland and Zanzibar. The JTSC will also advise the tripartite-plus partners on any adjustments to areas of work in support of the DWCP outcomes; and periodically review and evaluate the DWCP activities and their impact in the country.

The JTSC will be a 7-member committee with representation from PMO-LER, POLEAI, TUCTA, ZATUC, ATE and ZANEMA. Each of the tripartite partners will be represented in the JTSC by one nominee, except PMO-LER that will be represented by two nominees. Members of the JTSC from Tanzania Mainland will be appointed by the Minister responsible for labour in Tanzania Mainland. Equally, members of the JTSC from Zanzibar will be appointed by the Minister responsible for labour matters in Zanzibar. The Permanent Secretary in the ministries responsible for labour matters in Tanzania Mainland and Zanzibar will co-chair the JTSC. The two ministries will also provide joint secretariat services to the JTSC.

The JTSC will be supported by a tripartite-based technical committee (TC) consisting of DWCP liaison officers from the tripartite institutions and the ILO. Both the JTSC and TC will get further technical and logistical support from the PMO-LER and POLEAI. Operations of the JTSC and TC will be domiciled and coordinated by the PMO-LER. Implementation of the DWCP III (2025/26-2029/30) will be based on the Implementation Monitoring Plan (Annex 1).

A training needs assessment (TNA) will be conducted prior to implementation of the DWCP III (2025/26-2029/30). The purpose will be to identify existing expertise or lack of it among the JTSC and TC, inclusive of the DWCP liaison offices and relevant staff of the partner institutions to facilitate provision of targeted skills training. Of importance will be to ensure that the existing or needed gender expertise of the key people charged with the responsibility of implementing, managing and overseeing the DWCP III (2025/26-2029/30) is provided prior to implementation, and their reskilling needs integrated in the IME&R plan. This is crucial to ensure that the decision-making and executing organs of the DWCP III (2025/26-2029/30) include gender experts to guarantee realization and sustainability of its gender-responsive results.

4.2 Monitoring, reporting and evaluation

Monitoring and evaluation of the DWCP III (2025/26-2029/30) will focus on measuring its outcomes and impact as well as to track progress of implementation against targeted results and the link between outputs and outcomes. The M&E will also focus on keeping track of the realism of the underlying assumptions. This will not only be important for reporting but also to facilitate learning through analyzing the data collected, questioning why a target has not been achieved and documenting lessons learnt. It will also facilitate reacting to any significant

changes to the DWCP that may be required. Monitoring of the DWCP III (2025/26-2029/30) will be based on the Results Monitoring Plan (Annex 2).

An effective M&E requires existence of a strong and institutionalized M&E system. The PMO-LER and POLEAI in partnership with TUCTA, ZATUC, ATE and ZANEMA, and with the support of the ILO will integrate the M&E system of the DWCP with the institutionalized M&E system for URT. This integration will ensure that the M&E capacities within the government and that of the DWCP are reinforced.

The ILO constituents, including the members of the JTSC and TC will be trained on the M&E system, and other processes. Joint field monitoring visits will be conducted regularly by JTSC, TC, the tripartite partners and ILO. The JTSC, with the support of the PMO-LER and POLEAI, will ensure that M&E and reporting teams include gender experts and/or academicians and women's rights advocates. This is expected to ensure effective integration, mainstreaming and sustaining of the gender-responsive results of the DWCP.

The Results Monitoring Plan will be the main tool for joint collection of field-level qualitative and quantitative information on DWCP results, processes and activities. An analytical Annual Progress Report (APR) on implementation of the DWCP will be developed by the TC, and submitted to the JTSC for review, and adoption of recommendations. The purpose of the APR will be to capture, report and communicate results and progress of the DWCP. It will also form the basis for reporting to the leadership of the tripartite partners, namely PMO-LER, POLEAI, TUCTA, ZATUC, ATE and ZANEMA. The APR will also be used to promote learning and knowledge management.

The DWCP III (2025/26-2029/30) will be evaluated at three levels. Quarterly and annual reviews of the DWCP will be carried out by the TC and reports submitted to the JTSC for discussion and guidance. A mid-term evaluation will be conducted in the fourth quarter of 2027/28. The purpose of the evaluation will be to take stock of achievement of the DWCP and identify anything that may warrant reorientation and/or adjustment of the Plan. A final evaluation will be done at the end of 2029/30. It will assess the relevance, coherence, efficiency, effectiveness, impact and sustainability of the DWCP interventions. Both mid and end term evaluations will be conducted by independent external evaluators under administrative oversight of the JTSC with technical support of the ILO. Mid and end-term evaluations will be conducted in coordination with the constituent partners, to promote ownership, acceptance and learning.

4.3 Funding plan

Funding for implementation of the DWCP III (2025/26-2029/30) will come from different channels. Core funding is expected to come from the Government of URT through budgetary provisions to PMO-LER and POLEAI. Additional funding is expected to come from the social partners as resources directed at financing relevant DWCP activities. This source of funding will be harnessed and coordinated through public-private partnership (PPP) agreements between the government, employers and employees' organizations, other private sector entities, trade unions and civil society organizations.

Another line of funding is expected from the ILO through its project and programme units focusing on decent work activities in URT. The ILO is expected to provide resources for implementation of the DWCP under both the regular budget, and the extra-budgetary technical/development cooperation arrangements. This funding stream is also expected to draw from implementation of the ILO Programme and Budget for 2024-2025 and the other intervening periods.

Other funding streams are to come from other UN organizations, development partners and other multilateral institutions. This funding stream is mainly targeted through implementation of the UNSDCF (2022-2027), and other relevant activities. The tripartite partners, with the guidance of the JTSC, will identify and approach new partners to fund components of the DWCP outcomes that are aligned to their strategic priorities.

The JTSC will also develop mechanisms for co-funding and provision of in-kind contributions towards the DWCP by partners. Deliberate efforts will be made to maximize synergies in funding of the DWCP III by ensuring effective coordination amongst partners, limiting duplication in financing and/or activity implementation, and alignment of tripartite partners' strategic and operational plans with the DWCP III outcomes and targets.

4.4 Advocacy and communication plan

The PMO-LER and POLEAI in collaboration with TUCTA, ZATUC, ATE, ZANEMA and the ILO will partner with MDAs, private sector actors and other UN agencies through the JTSC to conduct sensitization, public awareness and dissemination of the DWCP III (2025/26-2029/30), its priority areas and outcomes. The ILO and its constituents will also collaborate with communication focal points in government, private sector and UN system to provide links for the DWCP in their websites. The partners will also organize media briefings at institutional and NSC levels to highlight the country priority areas, CPOs and the DWCP interventions. The TC with the guidance of the JTSC and PMO-LER will engage media houses and other social media platforms to promote publicity and reporting on the DWCP activities while observing the overall communication policy of the government and the social partners.

The TC and JTSC will also keep track of international and local events aligned to promotion of decent work, and organize joint activities on relevant DWCP outcomes. The TC, with the approval of the JTSC, will develop and disseminate key policy and advocacy messages that resonate with the day's theme and specific DWCP outcomes. The TC in consultation with the JTSC, ILO and constituent partners will organize annual events to launch and publicize reports arising from implementation of the DWCP.



Appendices

Appendix 1: Alignment of the DWCP III (2025/26-2029/30) to national, regional and global development frameworks

URT DWCP III (2025/26-2029/30) Priorities	National Development Priorities	UNSDCF (2022- 2027) Priorities	African Union Commission Agenda 2063	Abidjan Declaration, 2019	Priority UN 2030 Agenda for Sustainable Development
Prosperity	National Five-Year Development Plan III, 2021/22-2025/26 Objective ii: To strengthen capacity building in the areas of science, technology and innovation to enhance competitiveness and productivity in all sectors especially the productive, manufacturing and services sectors to enable Tanzanians to benefit from the opportunities available within the country Objective iii: To strengthen the industrial economy as a basis for export-driven growth including investing in new products and markets and enabling Tanzania to become a production hub in the countries of the East, Central and Southern Africa and thus increasing the country's contribution to international trade Objective v: To facilitate increased business start-up and private sector involvement to find the best way to promote the growth of the sector in tandem with job creation and make the sector a strong and reliable partner in development Objective viii: To accelerate inclusive economic growth through poverty reduction and social development strategies as well as productive capacity for youth, women and people with disabilities Zanzibar Development Plan 2021-2026	Strategic Priority 2 Outcome 2 Output 2.1	Aspiration 1 Aspiration 6	Outcome 1: Jobs for Africa's youth Outcome 2: Improved skills and technology Outcome 3: Inclusive transformation for decent work in the formal and ruraleconomy Outcome 4: A conducive environment for sustainable enterprises	SDG 2 Target 2.3 SDG 4 Targets 4.1, 4.3, 4.4 SDG 8 Targets 8.1, 8.2, 8.3, 8.5, 8.6, 8. b

URT DWCP III (2025/26-2029/30) Priorities	National Development Priorities	UNSDCF (2022- 2027) Priorities	African Union Commission Agenda 2063	Abidjan Declaration, 2019	Priority UN 2030 Agenda for Sustainable Development
	Priority 1: Exploring Blue Economy potentials Priority 3: Boosting economic diversification Priority 4: Human capital and social development				
Enabling environment	National Five-Year Development Plan III, 2021/22-2025/26 Objective iv: To enhance the scope of Tanzania's benefits from strategic geographical opportunities through enabling improved business environments and strengthening the country's regional position as a hub for production, trade, supply and transportation Objective viii: To accelerate inclusive economic growth through poverty reduction and social development strategies as well as productive capacity for youth, women and people with disabilities Objective xi: To strengthen the role of Local Government Authorities (LGAs) in bringing about development and increasing income at the community level Zanzibar Development Plan 2021-2026 Priority 3: Boosting economic diversification	Strategic Priority 4 Outcome 4 Output 4.6	Aspiration 1 Aspiration 6	Outcome 6: Social and labour protection for all Outcome 7: Effective labour standards and gender equality	SDG 1 Target 1.1, 1.4, 1.b SDG 3 Target 3.8 SDG 4 Targets 4.1, 4.3, 4.4, 4.5, 4.7 SDG 5 Targets 5.1, 5.2, 5.5, 5.a, 5.c SDG 8 Target 8.7, 8.b SDG 16 Target 16.2, 16.b

URT DWCP III (2025/26-2029/30) Priorities	National Development Priorities	UNSDCF (2022- 2027) Priorities	African Union Commission Agenda 2063	Abidjan Declaration, 2019	Priority UN 2030 Agenda for Sustainable Development
	Priority 4: Human capital and social development Priority 5: Governance and resilience				
Social dialogue and tripartism			Aspiration 3 Aspiration 7	Outcome 5: Vibrant tripartism and social dialogue Outcome 7: Effective labour standards and gender equality	SDG 8 Target 8.8 SDG 16 Target 16.10
Labour standards and rights at work	National Five-Year Development Plan III, 2021/22-2025/26 Objective ix: To ensure that regional and global agreements and commitments are fully integrated into national development for the benefit of the country Zanzibar Development Plan 2021-2026 Priority 4: Human capital and social development		Aspiration 3 Aspiration 7	Outcome 7: Effective labour standards and gender equality	

Appendix 2: Results Matrix for DWCP III (2025/26-2029/30)

This table gives the results matrix for the DWCP III (2025/26-2029/30). It builds on the United Nations Sustainable Development Cooperation Framework (UNSDCF) for United Republic of Tanzania (2022-2027) and reflects fully the priorities of the tripartite constituents of the International Labour Organization (ILO). The elements that draw directly from the Cooperation Framework are in the shaded cells while those that represent ILO's normative and standard setting role are in the cells with no shading.

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)				
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV
Outcome 1: By 2027, people in URT working in MSMEs, small scale agriculture and blue economy, especially the most vulnerable, achieve increased, more sustainable productivity and incomes with more equitable access to productive resources <i>(Outcome 2 in UNSDCF)</i>	Mean monthly income of paid, self-employed persons, blue economy and agricultural workers by sex	Paid employees Mainland: Men TZS 397,008; Women TZS 379,728	Paid employees Mainland: Men TZS 476,409; Women TZS 455,673	ILFS, NBS & OCGS
		Paid employees Zanzibar: Men TZS 398,893; Women TZS 346,436	Paid employees Zanzibar: Men TZS 472,671; Women TZS 415,723	
		Self-employed mainland: Men TZS 543,048; Women TZS 265,623	Self-employed mainland: Men TZS 814,572; Women TZS 411,715	
		Self-employed Zanzibar: Men TZS 517,339; Women TZS 141,998	Self-employed Zanzibar: Men TZS 776,008; Women TZS 220,096	
		Agricultural workers mainland: Men TZS 366,668; Women TZS 249,424	Agricultural workers mainland: Men TZS 586,668; Women TZS 498,848	
		Agricultural workers Zanzibar: Men TZS	Agricultural workers Zanzibar: Men TZS	

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
		507,957; Women TZS 177,542 (2020)	1,015,914; Women TZS 355,084		
	Unemployment rate (%) by sex, age and location	Men: Mainland, 5.7; Zanzibar, 10.4	Men: Mainland, 4; Zanzibar, 9.3	ILFS, NBS, OCGS, PMO-LER	
		Women: Mainland, 12.2; Zanzibar, 29.7	Women: Mainland, 11.2; Zanzibar, 25.9		
		Youth (15-35 years): Mainland, 12.2; Zanzibar, 27.6	Youth (15-35 years): Mainland, 11.2; Zanzibar, 24.7		
	Percentage of total employment by industry and sex	Rural Mainland: 7.2; Zanzibar, 13.8	Rural Mainland: 6.2; Zanzibar, 13.3	ILFS, NBS & OCGS	
		Urban Mainland: 9.9; Zanzibar, 26 (2020)	Urban Mainland: 8.9; Zanzibar, 25		
		Agriculture, forestry and fisheries: Men, 61.8 Women, 60.4 Mainland, 61.8 Zanzibar, 35.5	Agriculture, forestry and fisheries: Men, 60 Women, 55.4 Mainland, 56.8 Zanzibar, 30.5		
		Manufacturing: Men, 11.3 Women, 4.5 Mainland, 7.8 Zanzibar, 17.1	Manufacturing: Men, 12.8 Women, 6 Mainland, 9.3 Zanzibar, 19.6		
		Services: Men, 26.8 Women, 35.2 Mainland, 30.5	Services: Men, 28.8 Women, 43.2 Mainland, 35		

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 1.1: MDAs, LGAs and private sector have enhanced technical capacity to develop and/or revise transformative, gender-responsive, inclusive, evidence-based policies, plans, strategies, and regulatory frameworks that addresses the needs of MSMEs, smallholder farmers, and workers and operators in the blue economy (Output 2.1 in the UNSDCF)		Zanzibar, 47.4 (2020)	Zanzibar, 50		
	Proportion (%) of small-scale manufacturing industries (those employing 1-10 people) in total manufacturing industry value-added	7.2 (2013)	14	Census of Industrial Production	
	Number of transformative, gender-responsive, inclusive and evidence-based policies, plans, strategies, laws and regulatory frameworks relevant to MSMEs, smallholder farmers and/or workers and operators in the blue economy developed and/or revised, by type	Employment Policies & Guidelines: 4 Skill Anticipation Strategy: 0 Bilateral Labour Agreements: 2 Productivity Measurement Guidelines: 0 (2022/23)	Employment Policies & Guidelines: 6 Skill Anticipation Strategy operational: 2 Bilateral Labour Agreements: 5 Productivity Measurement Guidelines: 1	ILFS, NBS, OCGS, PMO-LER, POLEAL, Ministry of Blue Economy and Fisheries	
	Employment in the blue economy as a proportion of total employment, by area	Total: - Mainland: - Zanzibar: - (2024)	Total: 15% Mainland: 15% Zanzibar: 15%	ILFS, Ministry of Blue Economy and Fisheries	
	Number of mini, micro, small and medium enterprises trained on enterprise productivity and competitiveness annually, by size	Total: 9,004 Mini: - Micro: - Small: 9,004 Medium: - (2024)	Total: 12,042 Mini: 940 Micro: 940 Small: 9,762 Medium: 400	MIT, Zanzibar Economic Empowerment Agency (ZEEA)	State and non-state actors including the members of the public embrace and adopt productivity culture and mindset
	Number of public and private investments supporting	Total: 44 Public: 19	Total: 110 Public: 33	Implementing partners progress	

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 1.2: MSMEs particularly those led by women, PWDs and youth have improved capacities to sustainably grow their businesses, formalize and create productive and sustainable employment opportunities	MSMEs and small holder farmers that explicitly address the needs of PWDs, youth and women	Private: 25 (2021)	Private: 77	reports, feedback from surveys	
	Number of targeted institutions (public and private) providing gender-responsive and market-oriented services to MSMEs and smallholder farmers	Total: 19 Public: 13 Private: 6 (2021)	Total: 111 Public: 36 Private: 75	Implementing partners progress reports, Feedback from surveys	
	Number of MDAs, LGAs and private sector that have integrated provisions for just transition in their development agenda	- (2024)	15	PMO-LER, OCGS, NBS	
	Number of informal MSMEs formalized, by ownership and location	Total: 49 Men-owned: 14 Women-owned: 19 Youth-owned: 16 PWD-owned: 0 Mainland: 34 Men-owned: 11 Women-owned: 13 Youth-owned: 10 PWD-owned: 0 Zanzibar: 15 Men-owned: 3 Women-owned: 6 Youth-owned: 6 PWD-owned: 0	Total: 3,555 Men-owned: 773 Women-owned: 1,348 Youth-owned: 1,376 PWD-owned: 58 Mainland: 3,485 Men-owned: 757 Women-owned: 1,323 Youth-owned: 1,350 PWD-owned: 55 Zanzibar: 70 Men-owned: 16 Women-owned: 25 Youth-owned: 26 PWD-owned: 3	Surveys, feedback from beneficiaries, implementing partners progress reports	Employees are engaged in decent jobs in the formal sector
	Number of MSMEs accessing BDS, by ownership and location	Total: 23,188 Men-owned: 11,245 Women-owned: 11,943 Youth-owned: 0	Total: 40,251 Men-owned: 17,830 Women-owned: 19,913 Youth-owned: 2,508	Surveys, feedback from beneficiaries, implementing partners progress reports, National	Enterprises and individuals are open to changing their existing practices as a result of training

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 1.3: Young people, especially those left behind in education, training and employment, are equipped with employable skills to access decent jobs and participate in civic life		Mainland: 22,188 Men-owned: 10,745 Women-owned: 11,443 Youth-owned: 0 Zanzibar: 1,000 Men-owned: 500 Women-owned: 500 Youth-owned: 0 (2021)	Mainland: 38,611 Men-owned: 17,045 Women-owned: 19,093 Youth-owned: 2,473 Zanzibar: 1,640 Men-owned: 785 Women-owned: 820 Youth-owned: 35	Economic Empowerment Council and Zanzibar Economic Empowerment Agency	
	Number of gender-responsive and inclusive financing instruments supporting women, youth and PWD-owned MSMEs developed	4 (2021)	9	Ministry of Finance and Planning, LGAs, ZEEA, Office of the President	
	Emerging employable skills and skill requirements of growth sectors of the economy profiled	No (2024)	Yes	PMO-LER, POLEAI	Government, social partners, development partners and other stakeholders invest in people's capabilities, enabling them to engage in life-long and age-appropriate acquisition of new skills, reskilling and upskilling for increased employability
	Number of youths trained for employment services annually, by sex and location	Total: 45,650 Male: 23,802 Female: 21,848 Mainland: - Zanzibar: - (2023/24)	Total: 70,000 Male: 35,000 Female: 35,000 Mainland: 45,000 Zanzibar: 25,000	PMO-LER, POLEAI	
	Number of youths assessed and certified for vocational skills, by sex and location	Total: - Male: - Female: - Mainland: - Zanzibar: - (2024)	Total: 1,000 Male: 500 Female: 500 Mainland: 750 Zanzibar: 250	PMO-LER, POLEAI, Ministry of Education, Science and Technology, Ministry of Education and Vocational Training	
	Number of youths trained on different skills per year, by type of training	Total: 42,407 Apprenticeship: - Internship: - RPL: - (2021/22)	Total: 150,000 Apprenticeship: 50,000 Internship: 50,000 RPL: 50,000	PMO-LER, POLEAI	MDAs, LGAs and private sector institutions and the youth embrace acquisition of practical

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
	Number of skill assessments conducted annually	1 (2021)	10	PMO-LER, POLEAI, NBS	skills as a mechanism for smoothening of school-to-work transition, and promoting employability
	Number of skilled persons assessed and certified annually, by skill area	Total: - Pedagogy (MCPs): - RPL: - (2024)	Total: 2,500 Pedagogy (MCPs): 1,300 RPL: 1,200	PMO-LER, POLEAI	
	Number of youths equipped with market-oriented technical and entrepreneurial skills annually, by sex and location	Total: - Male: - Female: - Mainland: - Zanzibar: - (2024)	Total: 50,000 Male: 25,000 Female: 25,000 Mainland: 37,500 Zanzibar: 12,500	PMO-LER, POLEAI	
	Number of MCPs offering quality apprenticeship to women, youth, PWDs and other vulnerable and marginalized groups, by location	Total: - Mainland: - Zanzibar: - (2024)	Total: 600 Mainland: 450 Zanzibar: 150	PMO-LER, POLEAI	
	Number of youth NEET provided with non-vocational training annually, by sex and area	Total: - Male: - Female: - Mainland: - Zanzibar: - (2024)	Total: 125,000 Male: 75,000 Female: 50,000; Mainland: 80,000 Zanzibar: 45,000	PMO-LER, POLEAI	
	Number of TVET institutions whose capacities have been strengthened to upscale informal apprenticeships and mobile training	- (2024)	50	Ministry of Education, Science and Technology	
	Number of youths equipped with skills for employment in the blue economy, by sex and location	Total: - Male: - Female: - Mainland: - Zanzibar: - (2024)	Total: 750 Male: 375 Female: 375 Mainland: 375 Zanzibar: 375	Ministry of Blue Economy and Fisheries	
	Number of youths who have benefitted from Trainee Voucher Scheme	7,000 (2021/22)	50,000	PMO-LER, POLEAI	

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 1.4: Access to decent employment and livelihood opportunities in formal and informal sectors improved particularly for youth, women, PWDs and other vulnerable groups	Proportion (%) of working age population in employment, by sex and location	Total: 75.4% Male: 81.1% Female: 70.1%	Total: 80% Male: 85.7% Female: 74.7%	ILFS, NBS, OCGS	Conducive social, economic and political environment that promotes economic growth and creation of productive and sustainable employment opportunities
		Mainland Total: 75.8% Male: 81.4% Female: 70.7%	Mainland Total: 80.7% Male: 86% Female: 75%		
	Number of new jobs created	Zanzibar Total: 61.3% Male: 73.6% Female: 49.8% (2020/21)	Zanzibar Total: 65.9% Male: 78.2% Female: 54.4%	PMO-LER, OCGS, NBS	
		1,141,364 (2022/23)	3,000,000		
	Incidence of precarious work, by sex and location	Total: 43.3% Male: 45.1% Female: 39.4%	Total: 39.1% Male: 41.9% Female: 36.2%	ILFS, NBS, OCGS	
		Mainland Total: 43.8% Male: 45.4% Female: 40.6%	Mainland Total: 39% Male: 41.2% Female: 36.6%		
	Incidence of vulnerable work, by sex and location	Zanzibar Total: 32.6% Male: 40.8% Female: 15.3% (2020/21)	Zanzibar Total: 24.1% Male: 36.8% Female: 11.3%	ILFS, NBS, OCGS	
		Total: 83.2% Male: 77.8% Female: 89%	Total: 80.2% Male: 74.6% Female: 85.8%		
		Mainland Total: 83.7% Male: 78.4%	Mainland Total: 80.3% Male: 75.1%		

Country Priority 1: Prosperity (Strategic Priority 2 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
		Female: 89.3% Zanzibar Total: 67.6% Male: 59.7% Female: 75.4% (2020/21)	Female: 85.6% Zanzibar Total: 64.7% Male: 56.4% Female: 73.1%		
	Youth unemployment rate, by sex and location	Total: 12.6% Male: 8.3% Female: 16.7% Mainland Total: 12.2% Male: 8.1% Female: 16.1%	Total: 10.9% Male: 6.6% Female: 15% Mainland Total: 10.5% Male: 6.4% Female: 14.4%	ILFS, PMO-LER, POLEAI	
		Zanzibar Total: 27.6% Male: 15.5% Female: 40.7% (2020/21)	Zanzibar Total: 25.9% Male: 13.8% Female: 39%		
	Annual growth rate of output per worker	2.45% (2024)	3.5%	ILOSTAT, NBS, OCGS	
	Number of workers and employers trained on productivity mainstreaming annually, by sector	Total: 151 Public: 100 Private: 51 (2024)	Total: 200 Public: 125 Private: 75	PMO-LER, POLEAI, MoL (ZNZ)	

Country Priority 2: Enabling Environment (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Outcome 2: By 2027, people in URT, especially the most vulnerable, participate in and benefit from government institutions and systems that promote peace and justice, are gender-responsive, inclusive, accountable and representative, and are compliant with international human rights norms and standards <i>(Outcome 4 in the UNSDCF)</i>	Proportion of governance institutions with systems to track and make public allocations for poverty eradication, gender equality and women's empowerment	10% (2021)	50%	Ministry of Community Development, Gender, Elderly and Children	Political will and government commitment to adhere to good governance and human rights norms and standards; Existence of space and opportunities to inclusive participation in governance and democratic processes; Political commitment for approval and implementation of the social protection policy and legislation
	Proportion of population covered by social protection floors/systems, by type	Productive Social Safety Net (PSSN): 15% Social security: 50% Universal health insurance: 50% (2021)	Productive Social Safety Net (PSSN): 20% Social security: 55% Universal health insurance: 55%	Tanzania Social Action Fund (TASAF) National Social Security Fund (NSSF) Zanzibar Social Security Fund (ZSSF)	
	Proportion of seats held by women and youth (ages 15-35) in national parliaments and local governments	National Assembly: 37% Zanzibar House of Representatives: 38% Councilor: 30%	National Assembly: 40% Zanzibar House of Representatives: 40% Councilor: 40%	National Assembly Zanzibar House of Representatives	
Output 2.1: Social protection systems and services strengthened for expanded and improved coverage of the most vulnerable groups, including women, children, youth, older persons, PWDs, persons living with HIV and regular migrants <i>(Output 4.6 in the UNSDCF)</i>	Number of gender, disability and age-sensitive social protection policies and coordination mechanism in place	Total: 2 (National Social Protection Policy) Mainland: 1 Zanzibar: 1 (2021)	Total: 2 Mainland: Social Security Policy revised to Social Protection Policy Zanzibar: Zanzibar Social Protection Policy Coordination Mechanism	Annual Coordination Report-Office of the Prime Minister	
	Number of households receiving cash transfer	1,167,243 (2021)	1,219,347	TASAF	
	Social health insurance coverage	50% (2021)	80%	NHIF, ZHSF	
	Proportion (%) of informal sector workers and	3% (2021)	7%	NSSF, ZSSF, Workers	

Country Priority 2: Enabling Environment (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 2.2: Strengthened policy and regulatory environment to promote equitable access and utilization of rights based and gender-responsive social protection services that prevent, mitigate and respond to shocks and stress	operators covered by social security scheme			Compensation Fund (WCF), National Health Insurance Fund (NHIF), PMO-LER	
	Number of benefit packages offered to workers in formal and informal sectors, by location	Total: 15 Mainland: 8 Zanzibar: 7 (2022/23)	Total: 18 Mainland: 9 Zanzibar: 9 (2022/23)	PMO-LER, TASAF ZSSF	
	Number of TIP cases managed annually, by type			Anti-trafficking Secretariat (ATS)	System of integrating gender and human rights in basic social protection services is effective and efficient
	Number of national officials and frontline officers trained on TIP annually	TIP victims rescued: 937 TIP cases prosecuted: 75 Officials trained on TIP prevention and response: 700 (2021) Total: - National officials: - Frontline officers: - (2024)	TIP victims rescued: 5,000 TIP cases prosecuted: 5,000 Officials trained on TIP prevention and response: 500 Total: 3,062 National officials: 62 Frontline officers: 3,000	ATS	
	Curriculum on TIP for Police Academy and Department of Immigration developed	No (2021)	Yes	ATS	
	Number of Objectives of the Global Compact for Safe, Orderly and Regular Migration implemented	0 (2021)	23	International Migration Review Forum on Global Compact for Safe, Orderly and Regular Migration	
	Number of migrant workers from URT accessing jobs abroad through legal and ethical recruitment channels annually	7,204 (2025)	10,000	PMO-LER, POLEAI	PRAs in URT and destination countries are adhering to established recruitment guidelines and engaging in ethical recruitment practices
	Number of BLAs negotiated and signed with needy and	4 (2024)	6	PMO-LER, POLEAI	The URT and key destination countries committed to promoting safe, orderly and

Country Priority 2: Enabling Environment (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
	friendly destination countries				regular labour migration for enhanced employment creation, income generation and livelihoods
	Migrant workers' registration and application processes digitalized	No (2024)	Yes	PMO-LER, POLEAI	
	Recruitment Guidelines for PRAs developed and implemented	No (2024)	Yes	PMO-LER, POLEAI	
	Number of eligible population reached/supported with durable solutions annually, by type	Total: 32,185 Persons of Concern provided with safe and dignified transport to return: 30,070 Refugees departed to resettlement countries: 2,115 Persons of Concern whose naturalization process is facilitated: 0 (2021)	Total: 163,875 Persons of Concern provided with safe and dignified transport to return: 73,500 Refugees departed to resettlement countries: 35,000 Persons of Concern whose naturalization process is facilitated: 55,375	UN Reports	
	Number of refugees and asylum seekers offered with durable solutions to rebuild their lives in sustainable ways annually	- (2024)	250	UN Reports	Refugees and asylum seekers equipped with skills that facilitates them to exploit their employment and income generation potentials, and rebuild their lives in sustainable ways
	Number and proportion of refugees who report GBV incidences who receive multisectoral assistance annually	Number: 180 Proportion: 100% (2021)	Number: 2,000 Proportion: 100% (2021)	ATS	Barriers and discriminatory norms and practices that limit access to employment and other services are addressed
	Number of initiatives implemented including	Total: 659 Mainland: 568 wards	Total: 680 Mainland: 576 wards	UN Women Report	System(s) for promotion of gender equality and equity in

Country Priority 2: Enabling Environment (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
	through engaging men and boys, to address gender-based discriminatory norms and practices to combat gender stereotypes, by location	Zanzibar: 67 wards Refugees: 14 camps (2021)	Zanzibar: 74 wards Refugees: 20 camps		accessing social protection services are effective and efficient
Output 2.3: Children engaged in child labour enabled to find safe, dignified and voluntary solutions to rebuild their lives in sustainable ways	% reduction in incidence of child labour, by sex and location	Total: 24.9% Boys: 26.9% Girls: 22.8% Mainland Total: 25.4% Boys: 27.4% Girls: 23.4%	Total: 21.4% Boys: 23.4% Girls: 19.3% Mainland Total: 21.9% Boys: 23.9% Girls: 19.9%	ILFS, NBS, OCGS, Ministry of Community Development, Gender, Elderly and Children	Sustained will and concerted collaboration between state and non-state actors, and development partners to eliminate child labour in URT
	National Strategy on Elimination of Child Labour reviewed and implemented	Zanzibar Total: 7.4% Boys: 9.4% Girls: 5.5% (2020/21) Yes (2025)	Zanzibar Total: 3.9% Boys: 5.9% Girls: 2% Yes	Ministry of Community Development, Gender, Elderly and Children, PMO-LER, POLEAI	
	Child Labour Survey conducted	No (2024)	Yes	Ministry of Community Development, Gender, Elderly and Children, PMO-LER, POLEAI, NBS, OCGS	
	Number of families and children affected by child labour provided with legal support services annually	- (2024)	750	Ministry of Community Development, Gender, Elderly and	

Country Priority 2: Enabling Environment (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 2.4: Public and private sector institutions, including the informal sector have enhanced capacity to formulate, coordinate and monitor policies, regulations, strategies and plans for improved gender-responsive and inclusive climate change resilience, disaster risk reduction, and pandemic management and response	Number of child labour inspections conducted annually	- (2024)	500	Children, PMO-LER, POLEAI	
	Number of labour administration staff in central and local government trained and equipped with skills for combating child labour annually	Total: 96 Central government: 48 Local government: 48 (2024)	Total: 100 Central government: 50 Local government: 50	Ministry of Community Development, Gender, Elderly and Children, PMO-LER, POLEAI	
	Number of public and private sector institutions, including the informal sector whose staff have acquired skills and knowledge to formulate inclusive and gender-responsive policies, regulations, strategies and plans, annually by location	Total: 126 Mainland: 118 Zanzibar: 8 (2021)	Total: 184 Mainland: 169 Zanzibar: 15	M&E Strategy for FYDP III	
	Number of government sectors, institutions and LGAs that adopt gender and disability-responsive climate change adaptation plans, technology and disaster risk reduction strategies, by location	Total: 126 Mainland: 118 Zanzibar: 8 (2021)	Total: 184 Mainland: 169 Zanzibar: 15	Ministry of Natural Resources and Tourism, Ministry of Blue Economy and Fisheries, PMO-LER, POLEAI, MoL (ZNZ), PMO-Parliamentary Policy and Coordination	

Country Priority 2: Enabling Environment (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
	Number of MDAs and LGAs that have integrated inclusive gender-responsive climate change adaptation/mitigation strategies into their planning and budgeting processes, by type of institution	Total: 6 MDAs: 3 LGAs: 3 (2021)	Total: 10 MDAs: 5 LGAs: 5	NBS, OCGS	
	Number of LGAs with strengthened capacity, that is gender and disability-responsive, for disaster risk reduction in line with national strategies, by location	Total: 0 Mainland: 0 Zanzibar: 0 (2020)	Total: 15 Mainland: 10 Zanzibar: 5	NBS, OCGS	
	Number of assessments conducted to identify increased or new OSH risks resulting from climate change, by location	Total: 0 Mainland: 0 Zanzibar: 0 (2024)	Total: 2 Mainland: 1 Zanzibar: 1	PMO-LER, POLEAI, MoL (ZNZ)	
	Number of HIV and AIDS policies and programmes registered	119 (2022/23)	450	PMO-LER, POLEAI	
	A Green Jobs Strategy developed and implemented	No (2024)	Yes	PMO-LER, POLEAI, MoL (ZNZ)	
	Employment Policy and Strategy integrating a framework for just transition developed and implemented in both Tanzania Mainland and Zanzibar	Total: 0 Mainland: 0 Zanzibar: 0 (2024)	Total: 2 Mainland: 1 Zanzibar: 1	PMO-LER, POLEAI, MoL (ZNZ)	
	Employment in the blue economy as a proportion of total employment, by area	Total: - Mainland: - Zanzibar: - (2024)	Total: 15% Mainland: 15% Zanzibar: 15%	ILFS, Ministry of Blue Economy and Fisheries	

Country Priority 2: Enabling Environment (Strategic Priority 4 of the Cooperation Framework)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
	Number of CBAs with clauses on pandemic management and response, and just transition negotiated and registered annually	- (2024)	80	PMO-LER, POLEAI	

Country Priority 3: Social dialogue and tripartism (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Outcome 3: All tripartite partners in URT have increased engagement in social dialogue and tripartism	Level of national compliance with labour rights (freedom of association and collective bargaining)	1.43 (2022)	3	PMO-LER, POLEAI	Promising political will and continuous support and commitment to social dialogue and tripartism by all labour market institutions and their constituents
	Trade union density, by sector	Total: 20.5% Public: 66.5% Private: 12.2% Agriculture: 0.6% Household activities: 3.1% (2020/21)	Total: 2% Public: 70% Private: 15% Agriculture: 5% Household activities: 5%	PMO-LER, POLEAI	
Output 3.1: Policy, legal and institutional frameworks for social dialogue strengthened	Number of labour laws and/or regulations reviewed, amended or enacted	Total: 12 Mainland Laws: 4 Regulations: 3 Zanzibar Laws: 2 Regulations: 3	Total: 14 Mainland Laws: 4 Regulations: 4 Zanzibar Laws: 3 Regulations: 3	PMO-LER, POLEAI	Commitment and good will by the tripartite partners to practice social dialogue intensively, consistently and continuously
	% of compliance order issued	68% (2022/23)	45%	PMO-LER, POLEAI	

Country Priority 3: Social dialogue and tripartism (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 3.2: Policy, legal and institutional frameworks for effective practice of labour administration at national and regional levels strengthened	Number of CBAs registered	Total: 82 Mainland: 75 Zanzibar: 7 (2024)	Total: 300 Mainland: 278 Zanzibar: 22	PMO-LER, POLEAI	
	Number of labour disputes mediated within 30 days annually, by location	Total: 3,393 Mainland: 3,285 Zanzibar: 108 (2024)	Total: 4,202 Mainland: 4,066 Zanzibar: 136	PMO-LER, POLEAI	Good faith by the bipartite partners to promote cooperation, consultation and ADR; and strong will by government, workers, employers and their representative organizations, and other partners to institutionalize and promote ADR in URT
	Number of arbitrations conducted within 104 days in Zanzibar and 90 days in Tanzania Mainland annually	Total: 2,864 Mainland: 2,820 Zanzibar: 44 (2024)	Total: 3,708 Mainland: 3,651 Zanzibar: 57	PMO-LER, POLEAI	
	Number of gender responsive labour inspections conducted at district, regional and national levels annually	Total: 7,037 Mainland: 6,604 Zanzibar: 433 (2023/24)	Total: 8,600 Mainland: 8,000 Zanzibar: 600	PMO-LER, POLEAI	Effective legal and institutional framework for advancement of fundamental principles and rights at work
	Number of gender-responsive labour advisory services provided annually, by beneficiary and location	Total: 47,837 Mainland: 5,948 Employees: 24,508 Zanzibar: 17,381 (2022/23)	Total: 62,500 Mainland: 20,000 Employees: 30,000 Zanzibar: 5,000 Employees: 7,500	PMO-LER, POLEAI	
	Number of labour officers trained on ILS annually, by location	Total: 68 Mainland: 58 Zanzibar: 10 (2024)	Total: 165 Mainland: 100 Zanzibar: 65	PMO-LER, POLEAI, ZATUC, TUCTA, ZANEMA, ATE	
	Number of workers and employers trained on labour standards, industrial relations and productivity annually	- (2024)	10,500	ZATUC, TUCTA, ZANEMA, ATE	

Country Priority 3: Social dialogue and tripartism (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
	Number of labour laws reviewed to align to changing world of work	- (2019/20)	3	PMO-LER, POLEAI, ZATUC, TUCTA, ZANEMA, ATE	
	Code of Practice and Regulations for ADR developed and gazetted in Tanzania Mainland and Zanzibar	Total: 0 Mainland: 0 Zanzibar: 0 (2024)	Total: 2 Mainland: 1 Zanzibar: 1	PMO-LER, POLEAI, ZATUC, TUCTA, ZANEMA, ATE	

Country Priority 4: Labour Standards and Rights at Work (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Outcome 4: All workers and employers in URT, including their representative organizations advance the enjoyment of fundamental principles and rights at work	Trade union density, by sector	Total: 20.5% Public: 66.5% Private: 12.2% Agriculture: 0.6% Household activities: 3.1% (2020/21)	Total: 2% Public: 70% Private: 15% Agriculture: 5% Household activities: 5%	PMO-LER, POLEAI	Commitment by tripartite partners to promote bipartism and tripartism, and to practice social dialogue intensively, consistently and continuously
	Number of trade disputes mediated within 30 days in Tanzania Mainland and 134 days in Zanzibar	Total: - Mainland: - Zanzibar: - (2024)	Total: 50 Mainland: 30 Zanzibar: 20	PMO-LER, POLEAI	
	Number of EBMOs with improved gender-responsive governance systems and strategies to widen representation and/or enhanced service provision	- (2024)	300	ZANEMA, ATE	
Output 4.1: Increased institutional capacities of EBMOs to be strong, independent and representative					The Government of URT, workers and employers uphold tenets of industrial democracy and tripartism, subscribes to and respects the right to freedom of association, collective bargaining and other fundamental principles and rights at work,

Country Priority 4: Labour Standards and Rights at Work (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 4.2: Increased institutional, technical, representational and policy impact capacities of trade unions					promotes bipartism, workplace cooperation and social dialogue
	Number of EBMOs that produce analyses on the changing business environment and conduct advocacy activities to influence policymaking	- (2024)	300	ZANEMA, ATE	
	Number of EBMOs implementing training programmes that equip workers and employers with soft skills necessary for the changing world of work	- (2019/20)	50	ZANEMA, ATE	Employers, workers and their representative organizations commit to regular staff training, retraining and retooling to respond to changing skill needs precipitated by COVID-19 and the future of work
	Proportion (%) of EBMOs and trade unions with improved policies or practices to promote gender-responsive collective bargaining and/or workplace cooperation	- (2024)	60	ZANEMA, ATE	
	Proportion (%) of trade unions and employers, including their federations with increased capacity to engage in inclusive social dialogue	- (2024)	100	ZATUC, TUCTA	
	Proportion (%) of trade unions with innovative and gender-responsive strategies to attract new groups of workers and/or improve their services	- (2024)	100	ZATUC, TUCTA	
	Number of trade unions that produce gender-responsive proposals to be considered in	Total: - Mainland: - Zanzibar: - (2024)	Total: 15 Mainland: 10 Zanzibar: 5	ZATUC, TUCTA	

Country Priority 4: Labour Standards and Rights at Work (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
Output 4.3: Application of International Labour Standards promoted, and authoritative and effective supervision improved	social dialogue mechanisms for policymaking, by location				
	Proportion (%) of trade unions with improved policies or practices to promote gender-responsive collective bargaining and/or workplace cooperation	- (2024)	60	ZATUC, TUCTA	
	Number of tripartite partners trained on reporting on ILS	- (2024)	100	POLEAI, PMO-LER, ZATUC, TUCTA, ZANEMA, ATE	Tripartite partners working together to prepare the reports for submission to the CEACR
	Number of ILO Conventions and Protocols ratified	- (2024)	8 ⁷⁵	POLEAI, PMO-LER, ZATUC, TUCTA, ZANEMA, ATE	Social partners and relevant stakeholders lobby government for ratification, domestication and full implementation of ILS
	Number of ILS most relevant to the just transition framework ratified	- (2024)	2 ⁷⁶	POLEAI, PMO-LER, ZATUC, TUCTA, ZANEMA, ATE	
	No. of gender balanced multi-stakeholder meetings held to develop reports on the application of ratified Conventions, including replies to comments of the supervisory body	- (2024)	For all reports and replies to comments of the supervisory body as requested	POLEAI, PMO-LER, ZATUC, TUCTA, ZANEMA, ATE	
	Percentage of reports on the application of ratified Conventions due by 1 September submitted by the government in a timely manner, including replies to comments of the supervisory body	100% (2024)	100%	PMO-LER, POLEAI	

⁷⁵ The URT and social partners have prioritized ratification of six Conventions within 2024. These are C102, C121, C122, C155, C187 and C189. The government is also intent on ratifying C183 and C190.

⁷⁶ Partners prioritized ratification and implementation of C 181 and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No.187) during the DWCP III period.

Country Priority 4: Labour Standards and Rights at Work (ILO's normative and standard setting role)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2029/30)	Source/ MoV	Assumption Statement
	Newly adopted ILS submitted to Parliament within one year (exceptionally after 18 months)	No (2024)	Yes	PMO-LER, POLEAI	
	Number of questionnaires on new Conventions and Recommendations that are proposed responded to (where relevant)	1 (2024)	All as requested	PMO-LER, POLEAI	

Appendix 3: Terms of Reference for Joint Tripartite Steering Committee

The Decent Work Country Programme United Republic of Tanzania (2025/26-2029/30)

Background

The Decent Work Country Programme (DWCP) for United Republic of Tanzania (2025/26-2029/30) is a programming framework for the United Republic of Tanzania (URT). It has been developed through a series of multi-stakeholder and tripartite-plus consultative process. It contains the strategy for interventions planned to be undertaken during the period 2025/26-2029/30. With the overarching goal of productive and sustainable employment for all, implementation of the DWCP will focus on the following four Country Priorities during the plan period:

- (1) Prosperity
- (2) Enabling environment
- (3) Social dialogue and tripartism
- (4) Labour standards and rights at work

To track implementation and ensure achievement of the DWCP objectives, the PMO-LERL and POLEAI in consultation with the social partners have set-up a Joint Tripartite Steering Committee (JTSC). The partners have also resolved to establish a Technical Committee (TC) to spearhead implementation and monitoring of the DWCP at national and subnational levels.

A. Composition and Membership:

The Joint Tripartite Steering Committee for the Decent Work Country Programme (DWCP) for United Republic of Tanzania (2025/26-2029/30) (hereafter called the "JTSC") shall be composed of 7 members appointed by the respective Ministers for labour, and co-chaired by the Permanent Secretary in the ministries responsible for labour in Tanzania Mainland and Zanzibar as elaborated in Section 4.1 of the DWCP narrative. Gender equality and inclusivity for PWDs, migrant workers, refugees and other vulnerable workers together with relevant expertise will be prime elements in nominating members of the JTSC.

B. Roles and Responsibilities:

1. Promote and popularize DWCP for URT (2025/26-2029/30) in all key sector MDAs, Parliament, private sector, CSOs, employers' and workers' organizations, other stakeholders and the public at large in order to create greater awareness, understanding and visibility and to ensure the impact of the DWCP is as wide-ranging as possible;
2. Provide policy guidance to the ILO Office and the implementing partners in order to ensure the DWCP remains aligned to URT's priorities at national and local levels;
3. Ensure that the priorities and goals set out in the DWCP are integrated in other national efforts such as the TDV 2050, ZDV 2050, and the operationalizing development plans, sectoral strategies, the UNSDCF for URT, and other strategies and programmatic activities implemented by the partners;
4. Regularly monitor the implementation of the DWCP as per the monitoring plan and accompanying results and monitoring framework;
5. Ensure active participation of all key stakeholders in implementation and evaluation of the DWCP;
6. Advise on any adjustments to areas of work in support of the outcomes;
7. Oversight and guide DWCP implementation at national and subnational levels; and
8. Periodically review and evaluate DWCP activities and their impact in the country.

C. Frequency of meetings

The JTSC shall meet on a regular basis, at least once every quarter (March, June, September and November). The Minister (PMO-LER) in consultation with POLEAI and the social partners may convene meetings of the JTSC on an ad hoc basis to address any issues of major concern. The POLEAI or any of the social partners may also demand the PMO-LER to convene the JTSC to address any matter of concern relating to the DWCP.





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