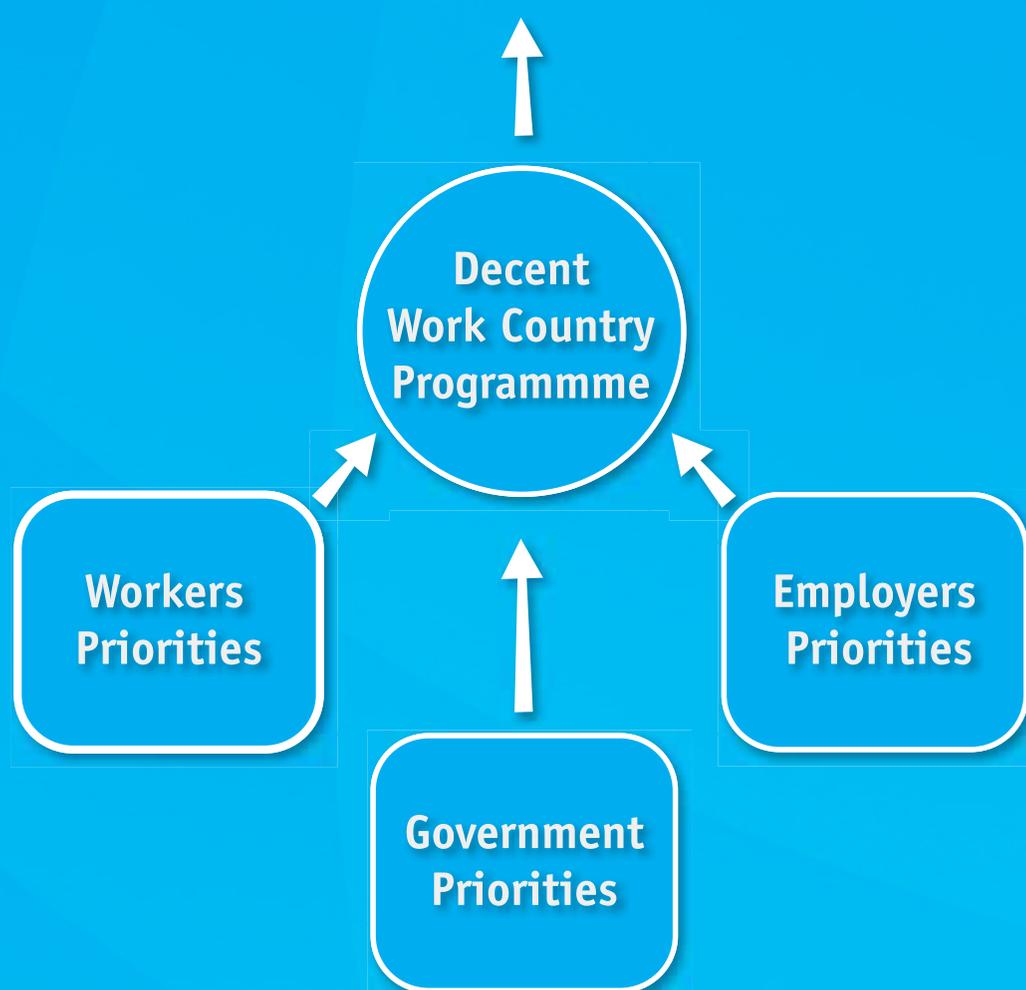


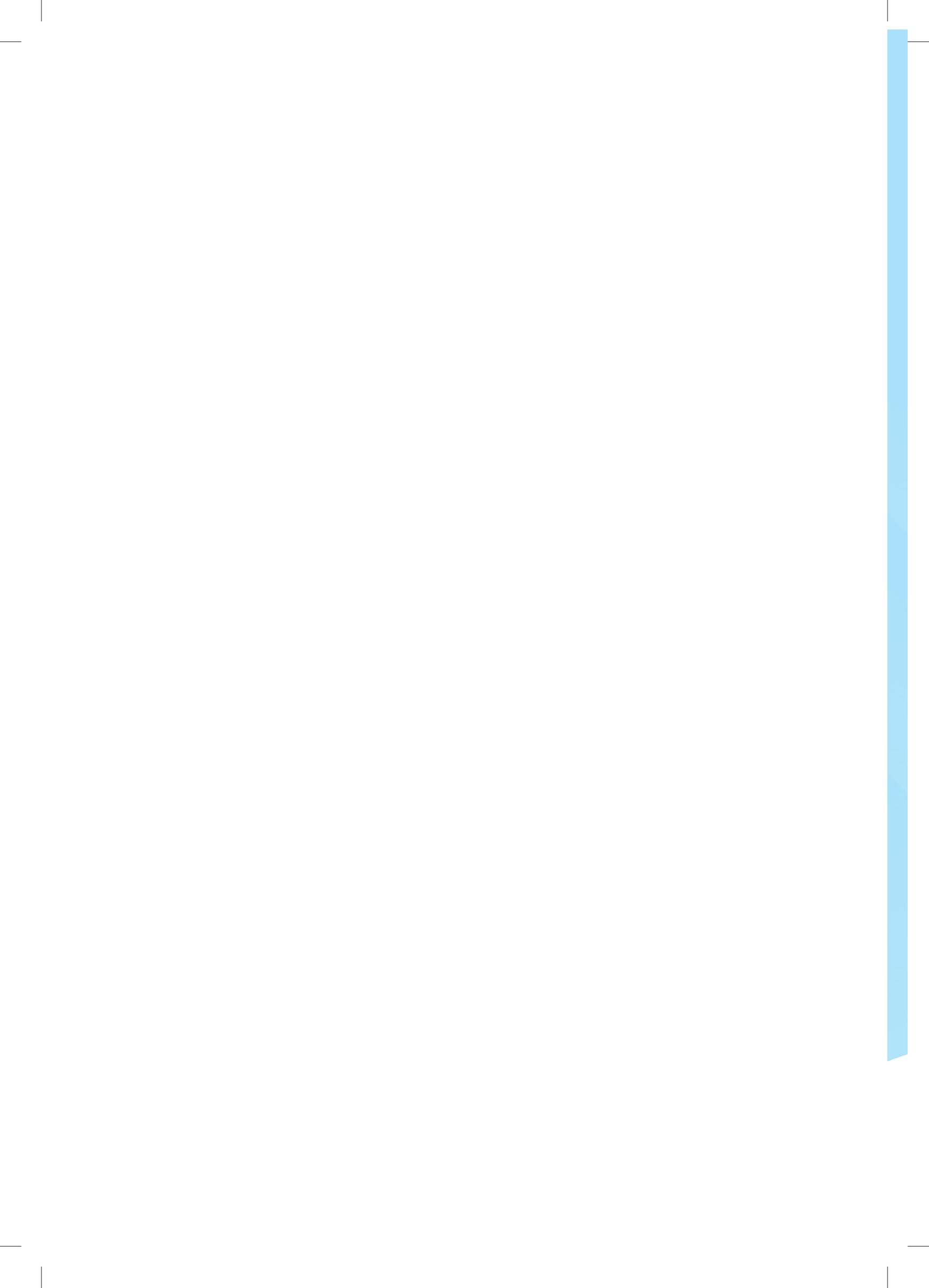


International  
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# ILO's UNDP Contributions at a Glance 2012/13



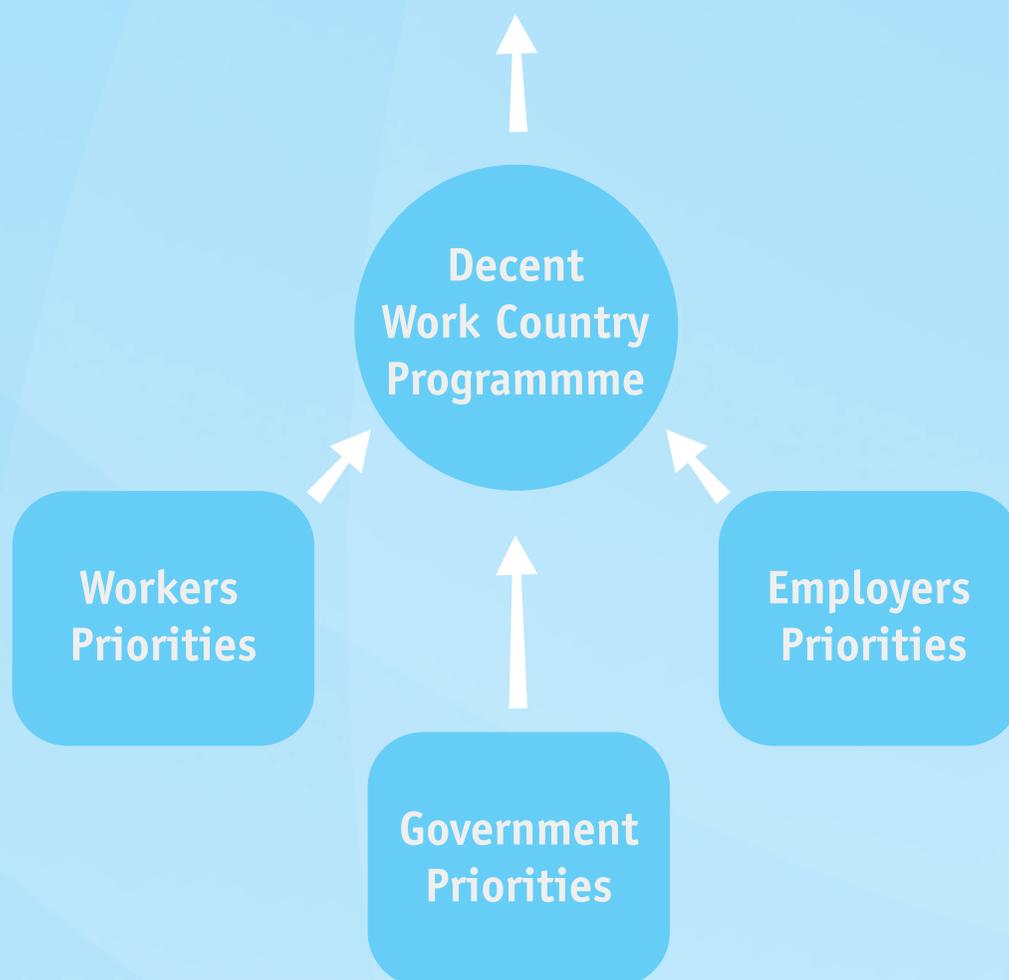
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Delivering as One





International  
Labour  
Organization

# ILO's UNDAP Contributions at a Glance 2012/13



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## List of Abbreviations

ATE	Association of Tanzania Employers
AWP	Annual Work Plan
BDS	Business Development Services
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CEB	Chief Executive Board
CLU	Child Labour Unit
CMA	Commission for Mediation and Arbitration
CSOs	Civil Society Organizations
DaO	Delivering as One
DHU	Dispute handling Unit
DWCP	Decent Work Country Programme
EAC	East Africa Community
ECOSOC	Economic and Social Council
ERB	Economic Research Bureau
ESRF	Economic and Social Research Foundation
FAO	Food and Agriculture Organization
FAMOS	Female and Male Operated Small Enterprises
IAGG	Inter-Agency Gender Group
IDS	Institute of development Studies
ILC	International Labour Conference
IYES	Improve Your Exhibition Skills
KCBL	Kenya Commercial Bank Limited
KNN	<i>Kazi Nje Nje</i>
KRAs	Key Result Areas
LESCO	Labour, Economic and Social Council
LGAs	Local Government Authorities
LMIS	Labor Market Information System
LRCT	Legal Reform Commission of Tanzania
LTAs	Long-Term Agreements
MCAJ	Ministry of Constitutional Affairs and Justice
MEAC	Ministry of East Africa Cooperation
MDAs	Ministerial Departments and Agencies
MKUKUTA	Mkakati wa Kukuza Uchumi na Kupunguza Umaskini Tanzania
MKUZA	Mkakati wa Kukuza Uchumi Zanzibar
MLEC	Ministry of Labour, Economic Empowerment and Cooperatives
MOEVT	Ministry of Education and Vocational Training
MOLE	Ministry of Labour and Employment
MOWE	Month of the Women Entrepreneurs
MTEFs	Medium-Term Expenditure Forecasts
MUCCOBs	Moshi University College of Cooperatives and Business Studies
NACSAP	National Anti-Corruption Strategy and Action Plan
NACTE	National Council for Technical Education
NAP	National Action Plan
NBS	National Bureau of Statistics
NEEC	National Economic Empowerment Council
NEEF	National Economic Empowerment Framework
NISCC	National Inter-Sectoral Coordination Committee
NSAs	Non-State Actors
OCGS	Office of Chief Government Statistician



OMT	Operational Management Team
OSH	Occupational Safety and Health
PCCB	Prevention and Combating Corruption Bureau
POMT	Programme and Operational Management Team
PUNs	Participating United Nations agencies
PWG	Programme Working Group
RBSA	Regular Budget Supplementary Account
REPOA	Research on Poverty Alleviation
RPL	Recognition of Prior Learning
SECO	Swiss State Secretariat for Economic Affairs
SEOs	Social economy Organizations
SIDO	Small Industries Development Organization
SIYB	Start and Improve Your Business
SMEs	Small and Medium Enterprises
SPF	Social Protection Floor
SRH	Sexual and Reproductive Health
SSRA	Social Security Regulatory Authority
TaESA	Tanzania Employment Services Agency
TAWLA	Tanzania Women Lawyers Association
TCPR	Triennial Comprehensive Policy Review
TCT	Tanzania Confederation of Tourism
TDHS	Tanzania Demographic and Health Survey
TLS	Tanzania Law Society
TOPT	Tanzania one Procurement Team
<i>TRAVAIL</i>	ILO's Conditions of Work and Employment Branch
TUCTA	Trade Union Congress of Tanzania
TVET	Technical and Vocational Education and Training
UNCT	United Nations Country Team
UNDP	United Nations Development Assistance Plan
UNESCO	United Nations Education, Scientific and Cultural Organization
UPR	Universal Peer Review
VETA	Vocational Education and Training Authority
VCT	Voluntary Counseling and Testing
WED	Women Entrepreneurship Development
WPP	Work Place Programme
YEF	Youth Entrepreneurship Facility
ZANEMA	Zanzibar Employers Association
ZATUC	Zanzibar Trade Union Congress
ZAWLA	Zanzibar Women Lawyers Association
ZLS	Zanzibar Legal Society

## Preface

There is an African proverb that states "If you think you're too small to make a difference, you haven't spent a night with a mosquito." Well, the ILO is a lot bigger than a mosquito but modest with its claims to making a difference. Having said that this second year report of ILO's contribution in the UNDAP in the United Republic of Tanzania is bound to portray the vast differences that the organization has been able to make in the development of this country at all levels of interventions.

In a bid to accommodate the comments we received from our social partners on the first report, this second year report has been restricted to focus on the ILO strategic objectives and the role of its UNDAP component in achieving these objectives. Towards this end, it is our hope that the readers will find it richer in information and easier to relate to other ILO interventions in the country.

The report has categorized interventions in three levels which are macro level, meso-level and micro-level. At the macro-level, a reader should expect to read about interventions aiming at policy making, knowledge sharing and advocacy. A number of policies have been either drafted or finalized in the UNDAP Financial Year 2012/13. The UNDAP team has also participated in and/or hosted various knowledge sharing forums with the aim to advance decent work for all women and men in Tanzania and Africa in particular and the world in general. At the meso level, where most of the ILO interventions in this financial year are concentrated, you will read about a number of institutional strengthening and individual capacity building interventions.

Although to a lesser extent than other intervention levels, ILO's contribution in the UNDAP, has also focused on direct action with beneficiaries. As much as possible we have strived, in this section on micro-level interventions, to include the voices of the beneficiaries themselves as they describe the result of such direct actions. Without any prejudice to the preceding sections of the report, this section has been the pride of the UNDAP team, or as one team member commented in reviewing the report for publication, "It may be the only way to translate the normative work of the ILO on decent work into practice." It is our hope that the reader will also enjoy reading from our beneficiaries.

All in all, the new structure of the report is also expected to highlight existing gaps and hence required improvements in certain levels of intervention at the same time as it highlights the ILO approach in extending decent work for all. Once again, in order to allow our readers to follow up on any aspects for which they are interested, we have provided the names of ILO's UNDAP Outcome Coordinators.

Enjoy your reading!

Alexio Musindo  
**DIRECTOR**  
ILO Country Office Dar es Salaam

Annamarie K. Kiaga  
**ILO/UNDAP COORDINATOR**  
ILO Country Office Dar es Salaam

## Acknowledgements

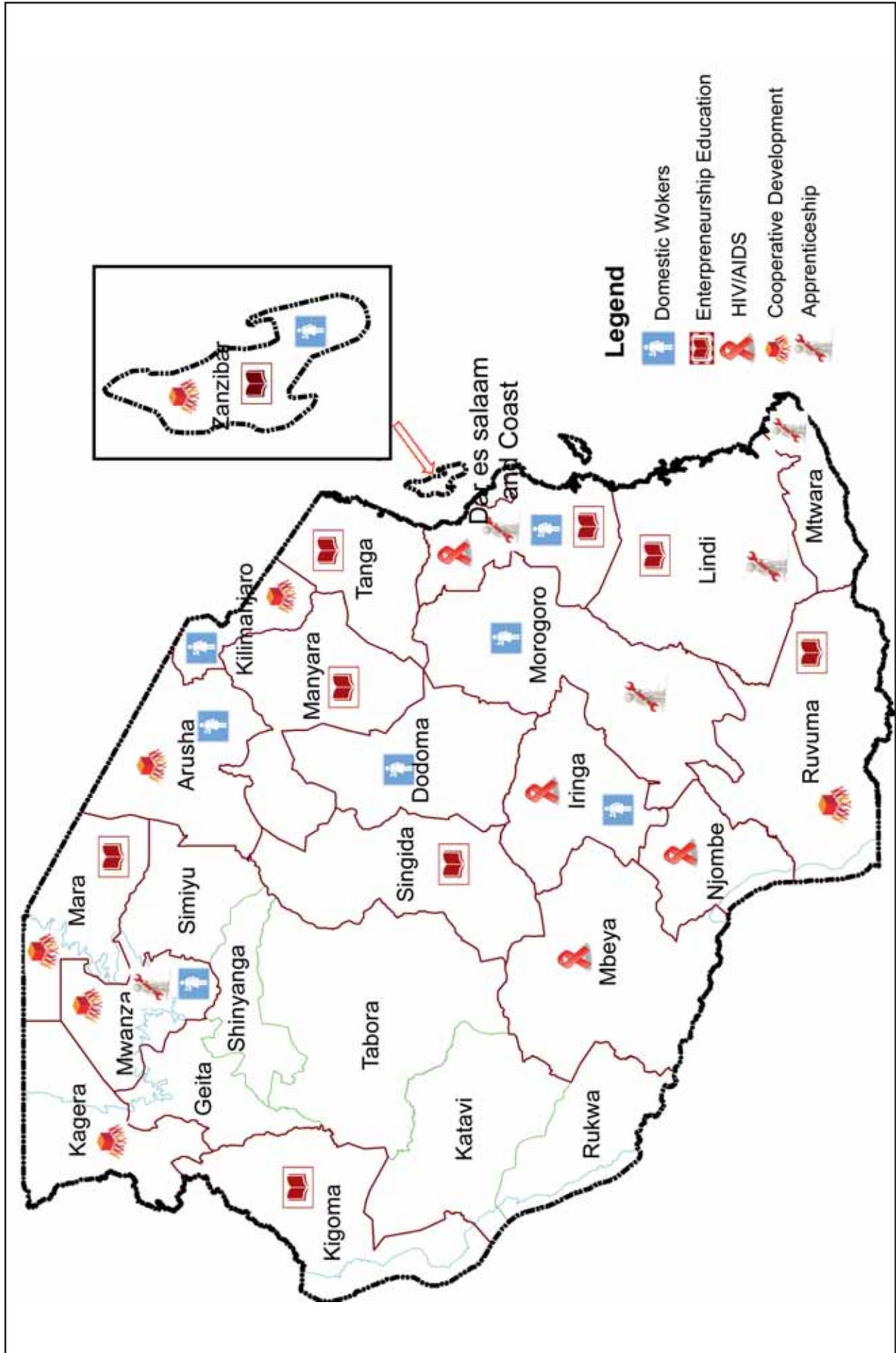
The UNDP team acknowledges the conscientious support received from ILO constituents and other implementing partners in making 2012/13 another fruitful financial year. We also acknowledge the support from ILO Liaison Officer in Zanzibar, Fatma Rashid, in ensuring that the ILO constituents and implementing partners in Zanzibar get the support they need from the organization.

A number of people have worked behind the scenes, so to speak, to make this report a success, ranging from ensuring that the report is well edited, the map indicating ILO activities is designed and that all materials need are submitted on a timely manner and the service provider is compensated in a timely manner as well. You will hardly see their names in the report but our gratitude towards Christian Mwamanga, Getrude Sima, Diana Luteganya, Emmanuel Kuvunga and Chrizant Kibogoyo is contained in every page of this report. The UNDP team has also benefited from comments and ideas for improvements from a number of colleagues in the office, especially Hopolang Phororo, Jealous Chirove and Noreen Toroka, to name a few.

We thank you all for your dedication and continuous support!



Map showing regions in which ILO activities were implemented in 2012/13



ILO Office - Dar es Salaam



# PART I

## Introduction



Gender  
Equality

Human  
Rights



## PART I at a Glance

ILO/UNDAP activity reports are written first and foremost as part of our accountability to the ILO constituents which are Government, workers' and employers organizations to which ILO the organization reports progress towards extending decent work for all. But if the experience from the first report is anything to go by, these reports are increasingly becoming useful to all partners working with the ILO Office especially in understanding the extent to which the Decent Work Country Programmes, ILO's country-level programming tool, is being implemented. Our sister UN agencies have also commented on the way in which the report has helped them understand better the ILO approaches. This second report is written with the experience above in mind. It is set to accentuate the approaches used at different levels of intervention.

### Introduction

For every action in pursuit of supporting national development goals, ILO's overarching strategy has been to extend decent work for all by promoting social justice and internationally recognized human and labour rights. This is founded in the social and political struggles of the late 19th and early 20th Centuries from which ILO emerged as an organization. The ILO's Constitution says,

*"Universal and lasting peace can be established only if it is based upon social justice."*



In 1999, the then incoming ILO Director-General Juan Somavia introduced the term "decent work" as the modern expression of the ILO's mandate. In his first report to the International Labour Conference, he wrote that "the primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity."

The four titles that form the core parts of this report reflect the four strategic objectives that ILO pursues. Employment as a strategic objective "focuses on promoting employment by creating a sustainable institutional, social and economic environment in which women and men can develop and update the capacities and skills they need to be productively employed; sustainable enterprises can prosper and create jobs; and societies can achieve their goals of economic development and social progress" (ILO 2013). While social protection focuses on developing and enhancing mechanisms of social security and labour protection that are sustainable and adapted to national circumstances social dialogue is a means to strengthening the institutions and processes of social dialogue, participation and negotiation, as well as its actors – the ILO's tripartite constituents.

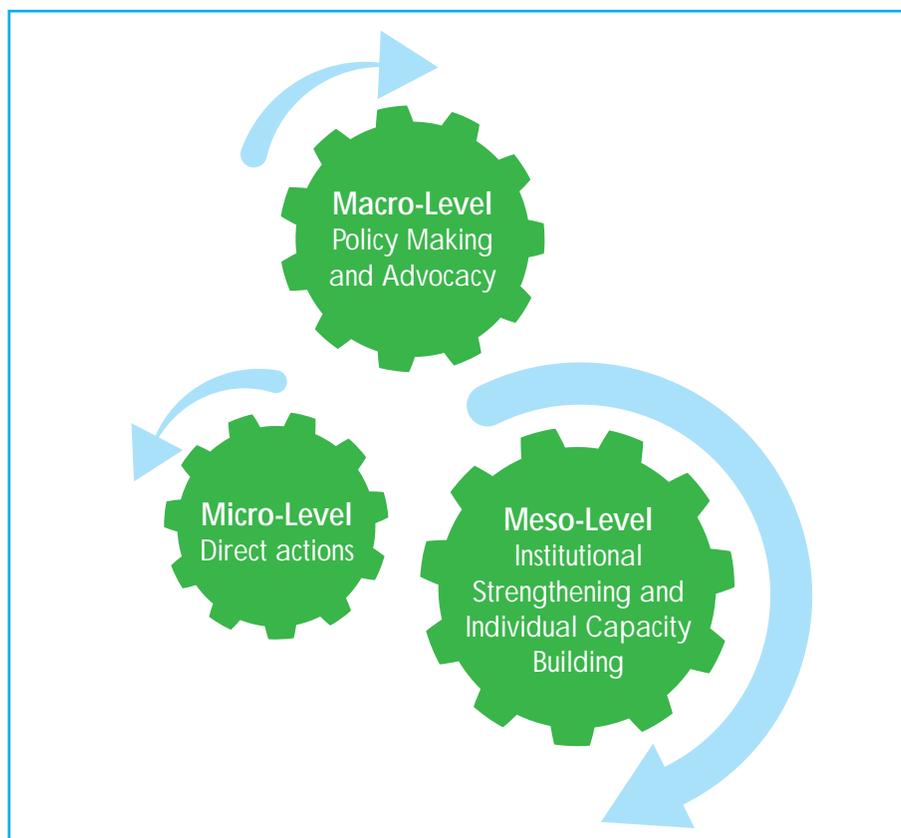
In recent years, ILO has continued to renew its emphasis on the realization of international labour standards and fundamental principles and rights at workplaces, its fourth strategic objective, by supporting its member states, including the United Republic of Tanzania, to secure compliance with international labour standards in rural areas and in the informal economy.

In each strategic objective, ILO has used different levels of interventions. At the macro-level, policy making, knowledge sharing and advocacy have been the method of choice. ILO strives for inclusive policy-making process and its tripartite structure is geared towards this goal. But the challenges are still many. Taking into consideration the depth required for such a process, ILO Country Office Dar es Salaam works closely with the Decent Work Support Team (DWT) in Pretoria in providing this support. In the Financial Year 2012/13 a number of ILO specialists from the DWT Pretoria worked with social partners in a number of policy developments including Mr. Ashwani Agarwal (TVET policy) Mr. Franklin Muchiri (OSH Policy for Zanzibar), Mr. Michael Mwasikakata (National Youth Employment Action Plan, Mr. Coffi Ogussou (Labour Market Information System) and Ms. Mwillla Chigaga (Gender Mainstreaming).

## ILO's Integrated Approach in the UNDP

A number of knowledge sharing and advocacy activities were also accomplished in this financial year. Not only did UNDP team host a number of such events ranging from region, sub-regional, UN-wide to local events, but also members were invited to share knowledge on both national and international knowledge sharing events. ILO believes that "Knowledge sharing...[is] the transfer and communication of knowledge... [it] is connecting people with the knowledge they need – rather than collecting and compiling documents." <sup>1</sup>

From this report, it is obvious that the large per cent of what ILO was able to implement in UNDP Financial year 2012/13 is at meso-level. It is also clear that such activities were largely institutional strengthening of our implementing partners, including our constituents. From strengthening workers and employers organizations to strengthening Savings and Credit Cooperative Societies (SACCOS) and Business development Service providers (BDS) provided, ILO strived to strengthen their functions, resources and in some cases structures. There were also a number of individuals who were supported to attend training, especially in the ILO training centre in Turin, Italy as well attend global conferences and study tours.



At the micro-level, a limited number of interventions were made often to test the validity of a certain approach or to empower the beneficiary in a specific way. Such interventions ranged from individual grants to equipment. A reader may remember that in the first year of the UNDP, the Kazi Nje Nje entrepreneurship apprentices made frequent headlines. In this year, they have continued to be an example of how direct action with beneficiaries can have multiplier effect beyond the plan of the project.

### Cross-cutting Considerations

The ILO policy on gender equality and mainstreaming, announced by the Director-General in 1999, states that mutually-reinforcing action to promote gender equality should take place in staffing, substance and structure. The policy says its implementation through the strategy of gender equality is the responsibility of all ILO staff at all levels - while accountability rests with senior managers, regional directors and programme managers. The ILO has a two-pronged approach toward promoting gender equality. First, all policies, programmes and activities must aim to systematically and formally address the specific and often different concerns of both women and men, including women's practical and strategic gender needs.<sup>12</sup> Second, targeted interventions – based on analysis that takes into account these concerns and needs – aim to enable

<sup>1</sup> ILO: *Results-based management: (b) knowledge strategy*, Governing Body, 300th Session, Geneva, Nov. 2007, GB.300/PFA/9/2, p. 1-2 (pdf 101 KB)

women and men to participate in, and benefit equally from, development efforts. Moreover, the world of work, where most women and men spend a large part of their lives, is a privileged entry point to address and ensure human rights. Labour rights are human rights and indispensable to securing economic growth with social progress. Voices calling for respect for these rights must count.

### Gender Equality and Economic Empowerment

On Monday 13 June, 2011, the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) signed a wide-ranging Memorandum of Understanding with the International Labour Organization (ILO) in Geneva on key issues including promoting gender equality, eliminating sex discrimination, protecting domestic workers, promoting social protection floors and combating gender-based violence at work. The agreement will act as a cooperation framework for ILO and UN Women to enhance policy coherence in the area of decent work and gender empowerment as well as in undertaking joint advocacy and awareness raising initiatives, research, training, skills upgrading and capacity building for constituents, among other activities.

In line with this effort, and under the guidance of the Inter-agency gender group (IAGG), ILO and UN women have worked towards a series of awareness raising workshops among UN Staff in Tanzania. In doing so, these agencies seek to put in practise joint programming and implementation that is a goal of the United Nations Development Assistance Plan (UNDAP). The joint activity supports UNDAP Outcome 6 of the Economic Growth Programme Working Group (now under Governance) on international labour standards and IAGG Key Action 9.2.4 on facilitating training sessions on gender issues.



*Economic Empowerment Programme for Women in Zanzibar facilitated by ILO*



International Women's Day 2013

**NATIONAL THEME:**

**"The Gender Agenda: Gaining Momentum"**



United Nations  
**TANZANIA**  
Delivering as One

**FIVE DAYS OF TAKING ACTION: United Nations and Development Partners**

**UNITED NATIONS THEME: "A promise is a promise – Time to Take Action on Ending Violence against Women and Girls"**

**TUESDAY, MARCH 5, 2013**  
01:00 – 02:00 PM

Venue: Canadian High Commission  
Theme: The Constitutional Review and Its Gender Dimensions  
Featuring: Gender Forum on Constitution Review (GFC)

**WEDNESDAY, MARCH 6, 2013**  
01:00 – 02:00 PM

Venue: Embassy of Sweden  
Theme: Busan, Aid Effectiveness and Financing for Gender Equality  
Featuring: Gender Training Institute (GTI)

**THURSDAY, MARCH 7, 2013**  
01:00 – 02:00 PM

Venue: Kazi House, ILO Offices  
Theme: Stop Violence at Work – Understanding the UN Convention on Domestic Workers  
Featuring: Dr. Tulia Ackson, Faculty of Law, University DSM

**FRIDAY, MARCH 8, 2013**  
06:00 – 09:00 PM

Venue: Nkrumah Hall, University DSM  
Theme: Half the Sky – Premier screening of renowned documentary, followed by debate among students  
Featuring: Mr Alberic Kacou, UN Resident Coordinator

**SATURDAY, MARCH 9, 2013**  
04:00 – 10:00 PM

Venue: Hellenic Club  
Theme: MOWE 2013 Batik GALA – Fashion Show and Exhibition of Textile Products (including Nyama Choma)  
Featuring: Hon. Tunu Pinda, spouse of the URT Prime Minister  
**ENTRANCE FEE: 20,000 Tanzanian Shillings**

Towards that end, a knowledge sharing workshop on Convention 189 was held on Thursday, March 7, 2013 as part of the International Women's Day. Like all other organizations, it is important for the UN to 'be the change it wants to see.' It is therefore important that UN Staff, many of whom employ domestic workers themselves, is not only aware of the vulnerability of this sector but also carry out the spirit of the Domestic Workers Convention in their daily lives.



The objective of the workshop for UN Staff was therefore to (1) Raise awareness among UN Staff of the ILO Convention No. 189 (C189) and Recommendation No. 201 on domestic workers and its gender-related implications; (2) Raise awareness of the synergies between C189 and national labour laws; and (3) Support implementation efforts by facilitating the sharing of knowledge and experiences regarding the extension of labour law to domestic workers and its enforcement, as well as the regulation of the activities of recruitment agencies.

The event, which was sponsored by ILO and took place at ILO's Ali Ibrahim Conference Hall at Kazi House, ILO Offices Dar es Salaam, was marked by an exciting presentation on Convention No. 189 and the Law in Tanzania by Tulia Ackson of the University of Dar es salaam's Law Faculty.

The ILO Director opened the session by reminding participants that one way or the other we all have either employed a domestic worker or have relatives and friends who have done so, in which case we should consider ourselves pioneers or flag bearers in supporting improved conditions of domestic workers at all levels.

During the discussions, most participants argued against culture, traditional norms and male-domination in general as well as contradictory laws as some of the barriers toward improving working conditions of domestic workers as well as reducing child labor, especially at household level.

## Human Rights

### Labour/ Social Audit for UN Service Providers

In the past, procurement was seen much more frequently, as an instrument involved in securing national economic and social policies, as defined by national governments. Governments included a stipulation in all contracts with private sector employers that, for example, workers must be paid generally accepted rates for the job.

Over the years a range of socio-economic goals were subsequently linked to procurement, such as promoting fair labour conditions and fair wages, and the use of public works to tackle unemployment, to name a few. Not only has procurement been used to achieve socio-economic goals, but also it has been used to achieve environmental goals.

## Discrimination in Employment and Occupation

Discrimination at work can occur in many different settings and in a variety of forms. It can affect women or men on the basis of their sex or any other social status. Eliminating discrimination starts with dismantling barriers and ensuring equality in access resources. It continues with fixing policies and practices related to hiring, assignment of tasks, working conditions, pay, benefits, promotions, lay-offs and termination of employment, merit and the ability to do a job.

The ILO Convention 111 defines discrimination in employment and occupation as:

- a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;
- (b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies.

Discrimination in employment or occupation may be direct or indirect. Direct discrimination exists when laws, rules or practices explicitly cite a particular ground, such as sex, race, etc. to deny equal opportunities. For instance, if a wife, but not a husband, must obtain the spouse's consent to apply for a loan or a passport needed to engage in an occupation, this would be direct discrimination on the basis of sex.

Indirect discrimination on the other hand occurs where rules or practices appear on the surface to be neutral but in practice lead to exclusions. Requiring applicants to be a certain height could disproportionately exclude women and members of some ethnic groups, for example the 1990s, the development of 'green procurement' policies was nothing short of dramatic, at the national level, but more particularly at the European and international levels. Such initiatives were, however, more often than not, separated from efforts to integrate social policy goals into procurement.

### COMMEMORATING THE INTERNATIONAL WOMEN'S DAY 2013

ILO participated in a symposium organized by TUCTA to commemorate the International Women's Day. The symposium that was held at Peacock Hotel in Dar es Salaam on 7th March 2013 was attended by heads of women's departments/ units from TUCTA and affiliates.

With the objective of discussing the gaps on the existing laws on discrimination and acts on sexual abuse among others, ILO was invited to make a presentation on ILO Convention No. 111 concerning Discrimination in Employment and Occupation.

The ILO paper also highlighted ILO Fundamental Conventions and how they are created and the role of workers and employers organizations in promoting the international labour standards. It cited cases in Tanzania while highlighting key articles of Convention 111 including the articles that define discrimination, employment and occupation, non-discriminatory issues.

Participants were informed that Tanzania ratified the Convention on 26/02/2002. Efforts made by Tanzania to domesticate the Convention were highlighted. These include review of Labour laws leading to enactment of Employment and Labour Relations Act of 2004.

The review prohibits and protects among others discrimination, direct or indirect at workplace based on sex, gender, age, disability, pregnancy, HIV status, it also prohibits harassment at the workplace and discrimination in trade unions and employers associations.

*Flora Nyambo-Minja*  
*Gender Focal Point*



Under the auspices of the UNDP, / the UN Country Team, in collaboration with the Government have committed to effectively promote human rights through advocacy, programming and operational management. The UN in Tanzania has committed to ensure that its processes and practices are compliant with the UN Global Compact approach through the pursuit and realisation of human rights are an integral part of its operations, hence the application of Human Rights Based Approach. It is within this context that the UN, to ensure that it achieves social outcomes through its procurement practices and processes.

The UN is engaging its various service providers in raising their awareness of human rights and seeking to engage with them via Long Term Agreements (LTAs) in promoting human rights at operational/ company level, as articulated in the agreements for various services. In UNDP Financial Year 2011/12, training was undertaken and service providers developed time-bound action plans that seek to identify some of the gaps identified in/ related to promoting and adhering to human rights within the course of the contractual relationship with the UN. Taking cognizance of the Global Compact, one of the actions agreed upon by the service providers was to undertake an "audit" within the companies to assess whether they were indeed addressing the gaps so identified as a means of monitoring and ensuring that human rights are promoted.

Although the UN has the prerogative to undertake spot checks to ensure adherence to the general conditions sections of the LTAs regarding human and labour rights, the UN is not specialized in doing so. Consequently, the UN engaged the services of the Labour Inspectorate, which is charged with enforcing labour standards in workplaces, including human rights standards in the world of work.

The objectives of the 'audit' inspection conducted in September 2012 were to:

- 1) Assess the standard of promotion and adherence to labour/ human rights in selected UN service provider companies.
- 2) Identify areas in which technical assistance/ support may be required in order to pursue adherence to ratified human rights instruments.

At the end of the inspection, the labour inspectors produced a report on state of adherence to labour & human rights in selected UN service providers, identifying a technical assistance map for further support. In the process both service providers and labour inspectors were able to increase their knowledge and awareness on labour & human rights through compliance and other such orders issued by Labour Inspectorate.

## PART II Employment

Employment  
Policies

Sustainable  
Enterprises

Skills  
Development

## Links with ILO Outcomes, Indicators and the Decent Work Country Programme

<b>ILO Outcomes and indicators</b>	<b>Outcome 1 - Employment promotion:</b> More women and men have access to productive employment, decent work and income opportunities  <b>Indicator 1.1</b> Number of member States that, with ILO support, integrate national, sectoral or local employment policies and programmes in their development frameworks
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Employment and particularly youth employment issues are at the centre of national development policies	Policies, laws, strategies, programmes and plans on employment creation are coherent and harmonized manner. Capacities of relevant Ministries in increasing employment content in their strategic plans and programmes Capacities of Ministries of Labour (Mainland and Zanzibar) and stakeholders to develop employment intensive programmes is strengthened
<b>ILO Outcomes and indicators</b>	<b>Outcome 3 - Sustainable Enterprises:</b> Sustainable enterprises create productive and decent jobs  <b>Indicator 3.1.</b> Number of member States that, with ILO support, reform their policy or regulatory frameworks to improve the enabling environment for sustainable enterprises
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Employment created through increased opportunities for women and men members of cooperatives	Enterprises and cooperatives run by women and youth have improved market access for their products and services, particularly in rural areas.
<b>ILO Outcomes and indicators</b>	<b>Outcome 3 - Sustainable Enterprises:</b> Sustainable enterprises create productive and decent jobs  <b>Indicator 3.2.</b> Number of member States that, with ILO support, implement entrepreneurship development policies and programmes for the creation of productive employment and decent work.
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Women and youth entrepreneurship development policies and programmes that create decent work strengthened	Skills and Entrepreneurship (agriculture and other businesses) training programmes implemented for women and youth entrepreneurs in rural areas. Women and Youth entrepreneurs, particularly in rural areas, have improved access to business development services.
<b>ILO Outcomes and indicators</b>	<b>Outcome 18:</b> International labour standards are ratified and applied.  <b>Indicator 18.2:</b> Number of member states where, through ILO support, the principles and rights contained in international labour standards are incorporated in development assistance frameworks or other major initiatives.
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
<b>Harmonization of the treaty regime for mainland and Zanzibar</b>	Convene high level meetings to harmonize the treaty regime for Mainland and Zanzibar Facilitate public awareness of the harmonized treaty regime
<b>ILO Outcomes and indicators</b>	<b>Outcome 2 - Skills Development:</b> Skills development increase the employability of workers, the competitiveness of enterprises, and the inclusiveness of growth  <b>Indicator 2.1.</b> Number of member States that, with ILO support, integrate skills development into sector or national development strategies.
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
<b>Improved skills development strategies for employability</b>	Draft TVET policy and its implementation strategy developed Tripartite apprenticeship pilot programme advisory committee constituted, Apprenticeship training guides, developed and reviewed by Accrediting Authorities Draft RPL guide/framework developed Entrepreneurship Education
<b>ILO Outcomes and indicators</b>	<b>Outcome 1 - Employment promotion:</b> More women and men have access to productive employment, decent work and income opportunities  <b>Indicator 1.3:</b> Number of member States that, with ILO support, put in place or strengthen labour market information and analysis systems and disseminate information on national labour market trends
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
<b>Labour market information system developed and implemented, ensuring adequate coverage of rural areas</b>	LMIS institutional and legal frameworks strengthened at national and regional levels, in both Tanzania Mainland and Zanzibar Develop and finalize LMIS Guidelines/manual (LIM) for data collection, analysis, management and interpretation ILFS 2012-13, which also accounts for the specificities of informal work and rural employment, carried out, analysed desegregated data) and published (covering both Tanzania Mainland and Zanzibar)



"The conviction that employment is fundamental to the fight against poverty and social exclusion was a conclusion both of the World Summit on Social Development in 1995 and the 24th Special Session of the United Nations General Assembly in 2000, which called upon the ILO to develop a coherent and coordinated international strategy for the promotion of freely chosen productive employment. The Global Employment Agenda is Office's response to this request. The Agenda's main aim is to place employment at the heart of economic and social policies. Consistent with the Millennium Development Goals, the Agenda seeks, through the creation of productive employment, to better the lives of people who are either unemployed or whose remuneration from work is inadequate to allow them and their families to escape from poverty."

*ILO Global Employment Agenda*



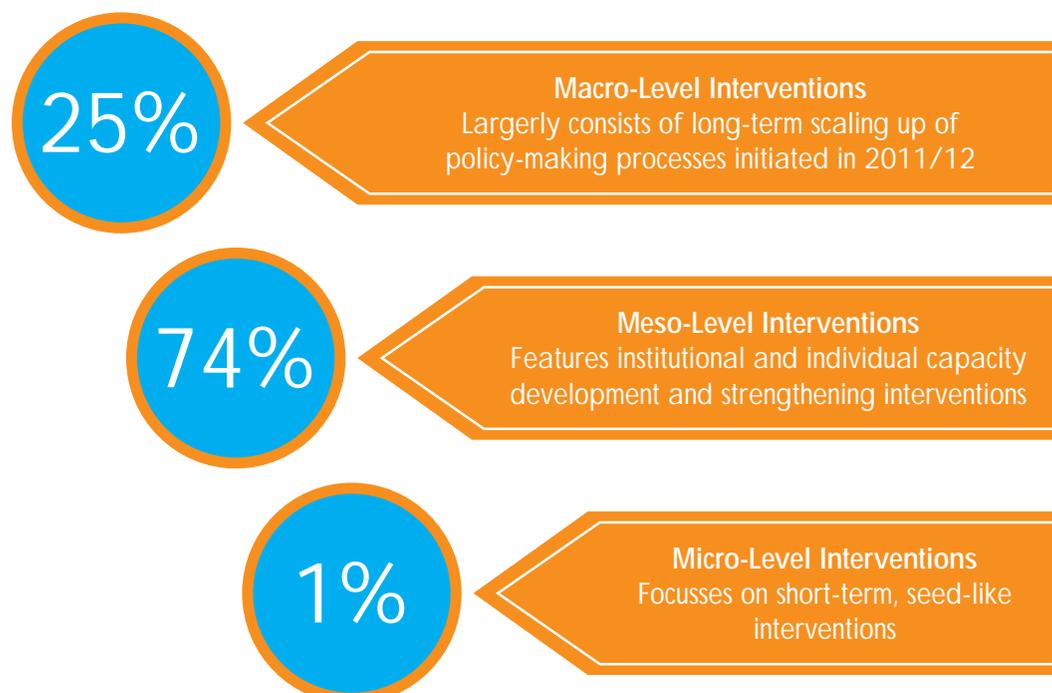
## Part II at a Glance

Promoting employment opportunities is fundamental to decent work and therefore a core mandate of the ILO. This strategic objective of the ILO is incorporated in the Economic Growth and Economic Governance Programme Working Group of the UNDP. In the first ILO's UNDP report we mentioned the fact that ILO's strategy under the UN's Economic Growth Action plan is to focus on four key areas including employment policies, skills development, sustainable enterprises and labour laws. After a year of implementing the UNDP, it became clear that the labour laws component of this strategy is best placed under the Governance Working Group. As such, in this Second Year Activity Report, the labour law component will be reported under its new placement. Instead, this section will cover interventions aiming at employment policies, skills development and sustainable enterprises.

National Development Goals	
National Strategy for Growth and reduction of Poverty (MKUKUTA II) 2011 - 2015	Zanzibar Poverty reduction plan (MKUZA II) 2011 - 2015
<ol style="list-style-type: none"> <li>1. Pursuing sound macroeconomic management</li> <li>2. Reducing income poverty through promoting inclusive, sustainable and employment-enhancing growth</li> <li>3. Ensuring creation of productive and decent employment, especially for women and youth</li> </ol>	<ol style="list-style-type: none"> <li>1. Create an enabling environment for growth</li> <li>2. Promote sustainable and equitable pro-poor and broad-based growth</li> <li>3. Reduce income poverty and attain overall food security</li> <li>4. Create a vibrant private sector for economic growth</li> </ol>
Key Results in the UN Economic Growth Action Plan	
<ol style="list-style-type: none"> <li>1. Key national institutions develop or enhance evidence-based pro-poor economic development policies and strategies;</li> <li>2. Local government authorities, agriculture support organizations and small-holder farmers increase agricultural productivity, access to markets and food security;</li> <li>3. Relevant ministries, departments, agencies, local government authorities and non-state actors enhance structures and policies for promoting viable pro-poor business sectors and small and medium-scale entrepreneurs;</li> <li>4. Relevant institutions improve national capacities to promote regional integration and international trade;</li> <li>5. Key ministries, departments and agencies and non-state actors enhance skills and entrepreneurship programmes to improve labour productivity and employment creation.</li> </ol>	

As described in the Programme and Budget document of the ILO, this strategic objective focuses on promoting employment by creating a sustainable institutional, social and economic environment in which: women and men can develop and update the capacities and skills they need to be productively employed; sustainable enterprises can prosper and create jobs; and societies can achieve their goals of economic development and social progress.

The ILO's approach to employment promotion rests on supportive macroeconomic policies, measures to secure an enabling environment for sustainable enterprises and job creation, and relevant skills and labour market policies focusing on vulnerable groups at risk of poverty and exclusion. Below is an indication of the per cent of interventions at different levels.



While each of the intervention addresses a specific need, all interventions are geared at providing opportunities for promoting job creation and increasing the productivity of working women and men, including young people. A reader will notice that emphasis has been placed on the employment of youth and women in both urban and rural areas. Like all other strategic objectives, the implementation of this component is guided by the Decent Work Country Programme (DWCP) for Tanzania.

## MACRO-LEVEL INTERVENTIONS

At the macro-level, ILO continues to promote full, productive and freely chosen employment as a central goal of economic and social policies that promote equity and reduce poverty. Such employment is also recognized as an important means to achieve the UN Millennium Development Goals (MDGs). Tanzania, like many developing countries faces a complexity of the employment challenges - lack of jobs, poor quality of available jobs, persistent informal arrangements, inequalities, etc. – all of which require multi-dimensional responses that cut across various policy spheres. At this level, Year Two interventions can be therefore be categorized into two: policy making, knowledge sharing and advocacy.

### A. Policy Making

ILO is recognized as a pioneer in expanding the frontiers of understanding of social policy, including those managing the world of work. In doing so, ILO has always recognized the fact that work alone is not enough and that the goal should be decent employment in which international labour standards and worker's fundamental rights go hand in hand with job creation. This section of the report will only highlight part of this goal.

A total of six policy-level activities were implemented aiming at creating an enabling environment for employment creation. These include:

- a. Review of the Zanzibar National Youth Employment Action Plan
- b. Formulation of an Inclusive Zanzibar Economic Empowerment Policy
- c. Development of the National Strategy for the Implementation of Zanzibar Cooperative Development Policy

- d. Finalization of the Draft TVET Policy and its Implementation Framework (Mainland Tanzania)
- e. Finalization of the Zanzibar Apprenticeship Policy
- f. Develop a Framework for Informal Apprenticeship and Institutionalize Recognition-of-Prior-Learning (RPL) (Mainland Tanzania)

### Review of the Zanzibar National Youth Employment Action Plan (ZYEAP)

Owing to youth employment challenge and emerging opportunities, the Revolutionary Government of Zanzibar (RGOZ) requested ILO to provide financial and technical support to review the first generation of youth employment action plan and formulate the second generation. The first generation of ZYEAP was formulated in 2007, hence the review was seen necessary, to take into account the socio-economic changes including MKUZA II, UNDAF, sectoral policies and the like so as to have a realistic and implementable youth employment action plan.

The other reasons were to renew stakeholder's commitment and stimulate action by individuals and groups of stakeholders to involve themselves in processes and programs that directly and indirectly contributes in the realization of the next generation of the ZYEAP and create awareness on the importance of central, regional and district level governments to use the ZYEAP as an instrument for mainstreaming youth employment issues into plans and budgets, policies, strategies and programs and in this process encourage young men and women to participate in dialogue and collective action.

By the end of the 2012/13 financial year, several milestones had been undertaken to implement this activity. These includes the assessment of the implementation of the first youth employment action plan (ZYEAP 2007), formation of multi-sectoral technical team and the drafting of the second generation of ZYEAP.

The review of the implementation of the first ZYEAP involved in-depth discussions and consultations with key stakeholders in both Unguja and Pemba including the youth themselves. It also included site visits to assess the outcomes of the on-going efforts to enhance youth employment and employability. In particular, in-depth discussions with the MLEC and MSWYWCD, among others, were carried out in both Unguja and Pemba to find out the extent to which first ZYEAP has been implemented and at the same time identify opportunities for enhancing youth employment. One of the key challenges was limited dissemination and implementation. It was noted that the ZYEAP I was not published, hence it had limited dissemination. However, limited outputs were realized during the period under review:

- In an effort to enhance youth employment initiatives, the Ministry of Labour in collaboration with other stakeholders has established a web based labour market information system that will provide information on wide range of labour and employment issues. The team was informed that initially, two modules have been developed; employers and job seekers and skills development with plans to develop a labour market and labour administration modules. With the current modules, job seekers including college graduates looking for jobs or making decision on short/long-term career planning e.g. whether to attend college for skills upgrading or long training will be able to access available job vacancies and training opportunities and upload CVs. Employers on the other hand, will be able to make decisions pertaining to recruiting, business expansion, relocation, employee skill development etc. Education and training institutions will be able to match supply and demand for skilled labour and address the current challenge of mismatch by evaluating their training programmes and curricula.
- In line with the Employment Act. 2005, the Ministry of Labour has facilitated formation of Employment Agencies which are currently working in collaboration with the Ministry and other stakeholders. Employment Agencies are meant to provide a wide range of services to the job seekers including career guidance, coaching, training on job search, job matching etc. In turn, they will compile information on registered job seekers, available job vacancies, number of job seekers employed etc. including

employment opportunities emerging from inside and outside the country and submit them to the Ministry of Labour. However, it was revealed that employment agencies lack adequate understanding of labour laws and ILO Convention on Employment Agents. Training in these areas is important to strengthen employment services.

- Training programmes for youth have been one of the major activities during implementation of ZYEAP I; focusing on entrepreneurship and business skills and formation of economic groups. In collaboration with the Kazi Nje Nje trainers, a good number of young women and men were trained on entrepreneurship and business management skills.
- Efforts to promote and facilitate access to micro finance services for young women and men were noted by the assessment team. Government initiatives include the Amani Karume/Jakaya Kikwete Youth Trust Fund. Banks and NGOs have also set, initiated micro finance services. Youth SACCOS Banks have been established in Unguja and Pemba. However, micro finance services were seen to have limited outreach, mainly concentrated in urban areas. The other challenge was low repayment rates, especially government managed funds (AK/JK) etc.
- The review team noted the increasing eagerness to form youth groups/associations. Youth have either joined existing associations or formed their own. In Unguja, JUWAFU Dairy association, which has a total of 83 (33W, 50M) members, 50 are youth, representing more than 50 percent of membership. This demonstrates the motivation that youth have in forming/joining associations. Despite the eagerness, coordination of such efforts including identification of the groups' needs is important in order to streamline the meagre support potentially available from public institutions.
- Weak inter-sectoral collaboration and synergies in the implementation of ZYEAP I was noted by the review team. Coordination of activities at local level was equally limited, leading to incoherence and misalignment of objectives across sectors.
- The team also noted limited understanding of employment concept and the need to mainstream employment. As a result, little has been done to mainstream and measure employment in the implementation of national development policies and strategies. Moreover, the perception among stakeholders that promotion of youth employment is the responsibility of the ministry of labour did hinder full collaboration and participation by those stakeholders.

In view of the above, the second ZYEAP is being formulated to accelerate promotion of youth employment, to address both the quantitative and qualitative dimensions of labour force in order to attain decent and productive employment for youth as envisaged in the Vision 2020 and the Employment Policy (2009). This goal can be achieved only if the policy is vigorously and fully implemented. Owing to emerging opportunities, the Youth Employment Action Plan will be reviewed regularly to ensure its continued relevance to the national policy frameworks. Given the multidimensional nature of the employment challenge, the implementation of the Zanzibar Youth Employment Action Plan requires the active participation and involvement of key actors and stakeholders, with effective coordination from responsible Government institution. These include the Central Government Ministries, Departments and Agencies; Training Institutions; Local Government Authorities; Employers, and Workers Organizations; the Private Sector; Development Partners; Civil Society Organizations and Community Based Organizations.

### Formulation of an Inclusive Economic Empowerment Policy (Zanzibar)

Economic empowerment of citizens can be looked at as an instrument to facilitate pro-poor and sustainable economic growth. Since 1990, there has been a new paradigm shift in development thinking. Empowerment has been at the centre of this paradigm shift and the attempt to re-conceptualize development and development strategies aimed at poverty alleviation, particularly in the rural areas. In line with this new

thinking, the Human Development Report [UNDP 1993:1] states that “development must be woven around people, not people around development – and it should empower individuals and groups, rather than dis-empower them”. Perhaps, one would wonder, what brought about the current re-thinking?

According to development specialists, the new thinking was brought about by the fact that “despite decades of development assistance accompanied by growth in some instances, the number of people who are in absolute poverty continues to increase”. In other words, empowerment is a response to failure of “trickle down” economics of 70s and 80s.

With marginal decline in unemployment in Zanzibar from 5.5% in 2005 (ILFS 2006/07) to 4.4% in 2009 (HBS 2009/10) and poverty, from 13.18% in 2005 to only 13.04% in 2010, there is rather a minimal change in people's lives, raising concerns that the economic growth recorded in Zanzibar has not been able to increase the incomes of the poorest segment of the Zanzibar people. In other words, the increase in population does not match the growth rate of incomes of the poorest households, particularly in the rural areas where the incidence of basic needs poverty has worsened from 15.93% in 2005 to 16.76% in 2010.

### So what is empowerment?

It is engagement of relevant stakeholders to understand the reality of their environment (social, economic, political etc.) and take the necessary actions to improve their lives. It means the disempowered take responsibility for their own material gains on an on-going basis and become managers of their own development. As people gain awareness and self-confidence, they realize that they can be self-reliant in pursuing their own economic dreams. People empowerment is a process of validation and encouragement. This means providing incentives and opportunities for making business and creating employment.

Towards the formulation of an economic empowerment policy for Zanzibar, an assessment of the situation in Zanzibar was accomplished in the financial year 2012/13. The assessment revealed that the main challenges of the current development work as far as economic empowerment of citizens is concerned is lack of inclusiveness, limited outreach, short-lived interventions and lack of coordination. In view of the above, ILO will be providing technical and financial assistance to the Ministry of Labour to formulate inclusive economic empowerment policy that would address the existing challenges and gaps in UNDP Year Three.

### Development of the National Strategy for the Implementation of Zanzibar Cooperative Development Policy

In promoting an enabling environment for cooperatives enterprises to create employment, ILO supported the Revolutionary Government of Zanzibar (RGOZ) and the cooperative movement to develop a cooperative development policy whose spirit was to create an enabling environment for co-operative enterprises, promote the development of economically sustainable co-operatives that will significantly contribute to the country's economic growth. This was a decade ago. Unfortunately, this policy was not able to achieve the objectives for which it was produced. This is attributed to the lack of a collective mechanism that defined the roles of different players in its implementation and achievement of the goals of the cooperative development policy.

In the Financial Year 2012/13, ILO supported RGOZ in developing the National Strategy and Action Plan for the Implementation of Zanzibar Cooperative Development Policy. The action plan serves as a tool to guide the implementation of the current Zanzibar Cooperative Development Policy. It ensures effective implementation and realization of the Zanzibar Co-operative Development Policy by defining and ensuring that proper support environment is in place to enable the development of co-operatives in Zanzibar. While reducing the bulkiness and details of cooperative development policy into simple user friendly implementation strategy and action plan, it clarifies the role of different cooperative development stakeholders and partners, in more

practical ways and concretizing the policy instruments, measures and mechanisms that would give effect to the cooperative development policy. The action plan is now in the technical committee of the ministry responsible for the cooperative development and will be presented and validated in the constituents' forum before it is presented for approval to the committee of principal secretaries.

### Finalization of Draft Technical and Vocational Education and Training (TVET) Policy and its Implementation Framework (Mainland Tanzania)

For the 2012/2013, the draft TVET policy and its implementation strategy were reviewed by the tripartite stakeholders. The two documents were finalized and formally submitted to the government for further government processes. The Finalization of the draft TVET policy came about after a successful stakeholders meeting, officiated by the deputy Minister of Education and Vocational Training, Hon Phillip Mulugo, in Morogoro August 2012. The ILO continued to provide technical and financial support in the process.

#### Partnership

There is an inter-ministerial technical advisory team, appointed by the ministry to advise the process, the team has representatives from higher learning institutions, VETA, NACTE, NGOs, Employers and Workers representatives, UNESCO and other relevant stakeholders.

Perhaps, depicting the need for a revised TVET policy document, the Deputy Minister in his opening speech, underscored what the government thought the policy role should be, he stated ... *“Technical and Vocational Education and Training is required to be not only responsive, but indeed to embody high level of dynamism. TVET should always respond to labour market demands. The TVET Policy therefore, is supposed to come out with the properly devised statements with short maturity time, yet crowned with high yield of efficiency and effectiveness. It should also be able to give guidance towards addressing national demands for socio-economic development. ...”* The new proposed TVET policy addresses all of the concerns the government has highlighted in the statement above. The policy proposes that among other things, better and unified coordination and monitoring of the TVET systems, flexibility in training and introducing other training pathways to include formal and informal apprenticeship and strengthening of employers' relationship and involvement with training institutions. Finally, it proposes diversification of funding sources while reducing the burden for employers as sole source of skills funding.

The ILO's approach in supporting the process has been two fold - First, by availing some financial support to hire technical experts to work with the national and social partners in developing and reviewing the documents. Secondly, through the technical support by ILO specialist and a national officer who ensure that ILO skills development standards are imbedded and/or customized to the national policy context. The technical support has involved capacity building to some of TVET technical working group members and availing international policy development documents for reference by the inter-ministerial technical team advising the consultant to develop the policy.

### Develop a Framework for Informal Apprenticeship and Institutionalize Recognition-of-Prior-Learning (RPL) (Mainland Tanzania)

For the year 2012/2013, VETA, with support from the ILO, finalized the RPL guidelines. These are guiding documents provide steps-by-step guidelines on how recognition of prior learning initiatives should be done. RPL entails assessing and certifying the skills and knowledge of a person regardless of how, when and where the learning has occurred against prescribed standards of performance. RPL is mostly applied if and when the learning or acquisitions of skills and knowledge happened outside formal prescribed system. It involves identifying the competency levels of candidates before assessing them. The Guidelines have been adopted by VETA Board and is now an official document of the Vocational Education and Training Authority (VETA).

In addition to the RPL guidelines, VETA was also supported in the development and finalizing the Modular for Employable Skills (MES) Motor Vehicle Mechanics, Dressmaking, Hotel Workers and Masonry. These trades were selected because of their job rich potential. It was also noted that hundreds of young people are already engaged in these trades informally most of whom learned their skills and have never been recognized.

The MES involves aggregating skills and competencies into modules that reflect the actual practices and works done in at the workplace, in this case, both informal and formal workplaces. This has to be done in such a way that it aligns with the approved curriculum training systems. VETA, with close technical advised from ILO, developed the MES for Motor vehicle mechanics. The MES guides the development of critical skills and the assessment tools, it also compartmentalize the skills and competencies into employable units.

With MES developed, the linkages between training taking place at the informal context and that taking place at the training institutions can be easily drawn. One big lesson that was learnt in the exercise of identifying MES is that the training experiences in the informal setting is the same as the one in formal training systems. The slight difference is that, one is more structured and other is not, but when modules were compared, it was found out of 11 modules form VETA curriculum, only 3 did not fit the workplace practices and learning thus high correlation was established

### Partnership

In developing RPL framework and upgrading informal apprenticeship, our partners are VETA, informal and Formal garages and SIDO and VIBINDO

Finally, having finalized the RPL guidelines and MES, pilot assessment was conducted for nearly 100 informal apprentices this year in Morogoro. The assessment was done under the competency based framework. Nearly 65 apprentices passed their assessment and the rest were unsuccessful. The assessment had both practical and oral aspects. The unsuccessful apprentices will be enrolled into skills upgrading programme to prepare them for future assessments.

The pilot assessment has provided some insight that is common to all informal skills acquisitions methods; that the logic and reasoning behind the practical work they do is low, and this will be addressed by skills upgrading components of the intervention. The novelty, of apprenticeship training approaches whether it is formal or informal, is the close working relationship forged between the training institutions and the industry/ workplace. It recognizes the fact that people learn things better when they do; they relate with the concepts better when they can directly apply them on site; and they understand better when they interact with the real objects. The other emerging lesson is that, master crafts person are equally important people in training and knowledge generation as the tutors in the training centers. During the consultations to develop and review MES, it was evident that, work practice knowledge and practical ways of solving problems came more from the experienced masters than from college instructors.

## B. Knowledge Sharing and Advocacy

It is the role of the ILO to generate, promote and disseminate information and knowledge about the world of work. This knowledge function lies at the heart of the ILO's mandate. It has a constitutional obligation to do so, both for the benefit of the international community at large and to enable its own constituents to participate effectively in social dialogue and policy-making.

Towards that end, the ILO has sought to support the creation of networks and alliances which generate and disseminate information on employment and work. This involves a systematic outreach to, and interaction with, the world's academic and intellectual communities, as well as bringing academics together with practitioners in research activities. In this section, we report on activities towards this goal. These consist of:

- (a) The establishment of the National Centre for Employment Studies (NCES);

- (b) Promoting Entrepreneurship Culture Scaling up of *Operesheni Moto wa Nyika* – an Entrepreneurship Culture Promotion Programme;
- (c) Entrepreneurship Culture Promotion in the Education System;
- (d) Developing National Youth Employment Plans and Action;
- (e) Joint field visit of the Private Sector Development Group
- (f) Expert and knowledge sharing workshop on Training for Rural Economic Empowerment (TREE)

### Establishment of the National Centre for Employment Studies (NCES)

Following the establishment of the National Centre for Employment Studies (NCES) in October 2012, a joint effort between the Ministry of Labour and Employment, ILO and REPOA, the centre has continued to perform its function as a think tank on employment and labour related issues. The centre's mandate is to generate knowledge that would help bridge the existing knowledge gap on labour and employment in Tanzania. The centre has so far carried out the following activities:

- **Development of research inventory and a databank.** The work included analysis of existing research works on labour and employment, establishment of an inventory of research carried out on labour as well as a roster of labour and employment specialists/experts that can be used for research work.
- **Undertaking of research activities.** These include: skills and rural development for youth employment promotion: comparative analysis and lessons learnt from other countries; prospects and opportunities for youth employment in the regional integration; inclusive growth: nexus between economic growth, employment and poverty reduction in Tanzania; wage and employment in the informal sector: causes and consequences of invisibility; Labour market dynamics: factors influencing earnings and mobility; opportunities and challenges for transforming the informal sector.
- **Annual Employment Forums:** In addition, the centre organizes annual employment forums with a view to bringing together stakeholders, including government institutions, Workers' and Employers' Organizations, Private sector, development partners, Civil Society organizations, Research and academic Institutions to discuss, share knowledge and experience on labour and employment issues with a view to formulating policy options and recommendations for employment policies and programmes. The theme for this year's annual event is "Youth Employment: Time for Action", scheduled for 5-6 November 2013. It is expected that His Excellence, President Jakaya Kikwete will officiate the meeting.

### Scaling up of Operesheni Moto WA Nyika – an Entrepreneurship Culture Promotion Programme

In Tanzania ILO implements a program that facilitates youth and youth organizations to deliver innovative youth entrepreneurship solutions including but not limited to youth starting and improving their businesses. The initiative uses apprenticeship approach in which youth graduates are selected and trained (Training of Trainers or TOT) utilizing the ILO entrepreneurship development tools. Trainers are then certified to mobilize their fellow youths for leadership and entrepreneurship training.

In Tanzania, this program was dubbed; "Kazi Nje Nje" or "KNN". KNN is an integrated, competition based, and youth-led entrepreneurship and self-employment creation program designed, piloted and promoted by ILO Tanzania as part of entrepreneurship culture promotion effort through YEF project.

The expected outcomes of the KNN program are twofold - enterprising youth community and competent private youth consultants. In the year 2012/13, the KNN was scaled up under what was called Operation Moto wa Nyika (Operation Wild Fire). Since 2011, 150 SIYB (Start and Improve Your Business) trainers have been trained through the Kazi Nje Nje (KNN) apprenticeship programme and 70 other SIYB trainers were trained through an SIYB Training of Trainers (TOT) process.

In February 2013 Youth Entrepreneurship Facility commissioned a study to determine the impact of the SIYB training and its related interventions. This impact assessment found that out of 650 young entrepreneurs surveyed, who had received the SIYB training, 347 started new businesses (average two trained participants to one business start-up) and approximately 2.4 jobs were created per business started.

Further, the SIYB training was reported a significant training as about 70% of entrepreneurs involved in the survey reported that they are now more confident in business planning, general business management and business financial management compared to before attending the SIYB training. The training also improved access to finance by these young entrepreneurs as there was an average of 66.5% success rate in application for external financing.

*"YEF in Tanzania has shown great achievements compared to other EA countries. By the first quarter of 2013, the targeted number of potential entrepreneurs has been achieved"*

*Mr. Jealous Chirove YEF Chief Technical Advisor,  
at the official opening of the  
Morogoro workshop.*

### Entrepreneurship Culture Promotion in the Education System

The Ministry of Education and Vocational Training (MoEVT) has introduced in skills related to entrepreneurship in its curricula from primary and secondary schools to teachers training. Likewise, tertiary training institutions are introducing entrepreneurship as a subject to various groups. Previously, however, as it was found in the study commissioned by the ILO, "there are fragmented and inadequately coordinated and resourced efforts towards development of a national framework for entrepreneurship curricula common understanding of the concept neither of entrepreneurship training nor of its objectives, targeted learning outcomes, appropriate approaches and resources to achieve the desired results".<sup>1</sup>

In response, ILO supported the National Economic Empowerment Council (NEEC) Tanzania to develop National Entrepreneurship Training Framework (NETF). NETF was created to fill this glaring need for stakeholders to have a common framework showing the objectives, scope, methods, assessment tools and facilitators. It seeks to harmonize, coordinate and resource Tanzania's efforts for entrepreneurship education training in an effective manner. It aims at advancing an entrepreneurial culture in the society and support learners to contribute more effectively towards their own and national development, including being more competitive in the labour market and creating jobs and wealth. In March 2013, the NEEC launched the NETF.

In addition, ILO is assisting the Ministry of Education to introduce entrepreneurship trainings in formal and non-formal education system. Technical and consultative workshops with entrepreneurship education stakeholders to discuss entrepreneurship curriculum, review/study and discuss the development of an entrepreneurship education strategy for Tanzania were done. Entrepreneurship curricula for primary, secondary and teachers training levels have been developed and are implemented in 124 pilot schools and 144 classroom teachers (instructors) trained.

This is a great achievement as there had been various efforts initiated before with the same objective which are yet to materialize. Now that the classes are going on, follow-up visit have been planned as part of a robust M&E system for this initiative. Training institutions have been selected in 8 regions - Mara (16 schools), Manyara (16 schools), Lindi (16 schools), Pwani/Coastal (14 schools), Kigoma (16 Schools), Ruvuma (14 Schools), Singida (14 Schools) and Tanga (16 schools) an average of 2 districts in each region and 4 schools in the each district targeting about 6,000 students, in this pilot phase.

<sup>1</sup> ILO (2012); *Scoping study for entrepreneurship curricula in formal and non-formal education in Tanzania.*

## Developing National Youth Employment Plans of Action

1. There is a general outcry today at the high rate of unemployment among youth. Related to this is the rise in social vices and crimes associated with the young. Governments all over in recognition of these challenges are evolving measures to improve the lives of youth and to stem especially the adverse consequences of unemployment. Further to the unemployment challenge, the world is witnessing financial and economic crises that have impacted negatively on employment and job creation.
2. Productive employment and decent work for young people cannot be achieved through fragmented isolated interventions. Rather it requires sustained determined and concerted action by a wide number of actors. Importantly, it requires a coherent approach that articulates supportive policies centered on two basic elements: on the one hand, an integrated strategy for growth and job-creation and, on the other, targeted interventions to help young people overcome the specific barriers and disadvantages they face entering and remaining in the labour market.
3. The primary responsibility for promoting employment lies with states. Therefore coherence, coordination and cooperation are needed across different government institutions and agencies, at central and local levels. Governments need supportive enterprises that, in turn, need qualified workers, committed trade unions and collaborative youth groups and civil society at large. Increased policy coherence at the national and international levels is critical to support countries in their efforts to give young people everywhere the opportunity of a decent work.
4. The ILO guidelines for developing youth employment action plan is a tool to assist governments, workers and employers organizations, youth organizations and other relevant stakeholders to work together in preparing a balanced and comprehensive NAP on youth employment. It provides guidance on information to be collected and a step-by-step approach to approach in developing the YEAP.

## ECOWAS REGIONAL WORKSHOP ON THE DEVELOPMENT OF NATIONAL YOUTH EMPLOYMENT PLAN OF ACTION

ACCRA, GHANA, 7-10 MAY 2013

*Economic Community of West African States (ECOWAS) is working towards supporting its Member States to address the youth employment challenge.*

*In an effort to promote knowledge sharing, the NPC for Employment Policies participated and facilitated a regional workshop to build the capacities of ECOWAS member states on the development of national youth employment action plans, 7-10 May 2013, Accra Ghana.*

*The workshop whose objectives were to provide the right frameworks to address youth employment challenge; enhance the capacities of members states on development of youth employment action plans; and familiarize member states with ILO guidelines for preparation of National Youth Employment Action Plan brought together 26 representatives of 13 ECOWAS member states.*

**Flora Nyambo-Minja**  
*National Programme Coordinator,  
Employment Policies*



### Joint Field Visit of the Development Partner Group-Private Sector Development (DPG PSD) March 2013

DPG-PSD/Trade is a forum for development partners involved with private sector development and trade in Tanzania. In cooperation with the Government of Tanzania, DPG-PSD promotes coherence and consistency in development assistance to private sector, trade and financial sector development and to coordinate the Development Partners' support

One of the elements of the DPG-PSD's coordination framework is a joint review, missions and evaluations, particularly, exchanging of review results, as well as sharing of lessons learnt. It is in this respect that mid-March this year the group fielded a trip to the Southern Agricultural Growth Corridor of Tanzania (SAGCOT) area to;

- i. To assess constraints and opportunities availed by SACGOT to improving the environment for commercial agriculture, growing commercial farms and smallholder agriculture, land ownership and use, improving markets for agricultural produce and promoting sustainable enterprises in the agriculture value chains
- ii. To improve the knowledge of development group members about the situation on the ground (beyond Dar) and general survey of the region to see the potential for growth in agri-business
- iii. To facilitate discussion with the Ministry of Industry and Trade (MIT) on pertinent issues arising/observed from the field visit to stimulate discussion and action.

ILO was able to deploy two technical personnel for the trip for the purpose of learning and assessing the role of the ILO in the private sector development in the agricultural sector.

### ROLE OF PRIVATE SECTOR IN AGRIBUSINESS DEVELOPMENT

*The importance of private sector in agri-business development was apparent in the field trip and their role in generating incomes, creating jobs, generating sustainable growth and poverty reduction. Alongside the Southern Agricultural Growth Corridor of Tanzania (SAGCOT), there were initiatives in the corridor by the private sector like the Rungwe Avocado Company funded by African Enterprise Challenge Fund (AECF), Tanzania Agriculture Productivity Program, and Agricultural Marketing Cooperatives (AMCOs) warehouse Receipt Systems supported by Techno serve and other rural income generation initiatives.*

*To increase the benefits of the private sector development, organization of farmers and private sector into strong and sustainable enterprises whose capacities are well nurtured is needed to ensure income generation and creation of decent jobs. Enabling environment; policy, legal and physical infrastructure for the formation, growth and access to markets and information by these institutions should form part of this package.*

*Along ILO is supporting in the same corridor, Savings and Credit cooperative societies (SACCOs) which apart from forming important financial intermediaries and hence improve access to financial services by the members who owns them, they proved to support activities of other types of cooperatives and farmer organizations as does guarantee access to financial services they also guarantee markets for these cooperatives; Though the central government acknowledged and responded to youth unemployment problem(s), it was unfortunate that this momentum was not reflected in some local governments; local and regional government in the southern highlands did not mainstream youth employment issues in the region plans let alone full-fledged youth employment creation programs.*

**Edmund Moshy**  
National Programme Coordinator;  
Sustainable Enterprises



**Expert and Knowledge Sharing Workshop on Training  
for Rural Economic Empowerment (TREE)  
21 – 24 May, Addis Ababa, Ethiopia**

TREE is a methodology, and not a project. It can be used to create employment for very vulnerable groups and if well adapted is applicable in both urban and rural setting. Its key elements include ,which makes it different from other vocational programmes include; identification of local economic opportunities; active involvement of local community and social partners in identifying development opportunities and constraints and facilitating post training support.

In the workshop above, it was shared that TREE methodology involves providing short training programmes that have quick gains within the localities of disadvantaged communities using available resources. It was also emphasized that the partnership between workers and employers is very alive in this approach as everyone has active role to play. At the end of the end of the workshop, the following conclusions and recommendations were made:

- Efforts should be done to communicate success stories on TREE
- TREE methodology should not be duplicated countries can learn from its strong concepts and approaches and use those in the context specific programmes
- Post training intervention is a very important element in TREE and requires extensive consultations and partnership, because it is what makes the methodology relevant
- Sustainability requires that the methodology is somehow reflected in the national policies, programmes and PRS
- For success, local capacities must be developed and institutional structures must be put in place
- TREE is not a panacea and it is not a replacement of TVET rather it is a complementarity.
- It is designed to give quick results, that within 6 months, the vulnerable groups are able to generate income
- Other interventions can marry into TREE methodologies not necessary to have a full-fledged independent programme
- Use of existing structures and systems, the methodology should not lead to formation of new ones.

**ROLE OF SKILLS DEVELOPMENT  
IN JOB CREATION AND  
POVERTY REDUCTION**

*Skills development is central to inclusive growth and poverty reduction, but skills development alone is not enough to bring about job creation. During the knowledge sharing event on Training for Rural Economic Empowerment (TREE) methodology, in Addis in May 2013, the message was clear. Training must be accompanied by post training interventions such as mentorship, linkages to markets, Business development services and Access to some form of funds appropriate to the level of development of the target group.*

*Moreover, for skills development initiatives to have impact it must form part of the national poverty reduction agenda so that skills strategies developed are in congruent with other policy agenda in the country. This according to the ILO's Recommendation 195 on human resource development (HRD)*

*The ILO tools for skills development include ILO's Recommendation No 195 on HRD 2004; ILO's Convention No 142 (1975); ILC Conclusions on Skills for Improved Productivity, Employment Growth and Development (2008); Upgrading Informal Apprenticeship: A Resource Guide for Africa and G20 Training Strategy on Skilled Workforce for Strong and Sustainable and Balanced Growth.*

**Albert William Okal**  
**National Programme Coordinator**  
**Skills Development**

## MESO-LEVEL INTERVENTIONS

This summarizes a number of key Year Two interventions, making it the level at which most ILO interventions have been implemented.

### A. Institutional Strengthening

#### Enhancing the Capacity of Key Actors at Central and Local Government Levels to Mainstream Employment in the National Plans and Budgets

One of the key interventions towards addressing the employment challenge in Zanzibar in the Financial Year 2012/13 was to scale-up mainstreaming of employment and decent work indicators in the national plans, strategies, programmes and budgets of Ministerial Departments and Authorities (MDA's) and Local Government Authorities (LGA's). Specific efforts were made to ensure enhancing the capacity of these key actors to formulate and use indicators for measuring performance disaggregated by sex and age.

Towards that end, 150 (25% females) members of District Employment Creation and Empowerment Committees were trained and successfully mainstreamed employment in the district plans and budgets. In addition, 32 (30% female) planning and budgeting officers from the central government were trained and 10 MDAs successfully mainstreamed employment in the sectoral plans and budgets. The key outcome of training of the district committees was development of actionable plan to support youth employment.

#### From Rhetoric to Action

Following the training, district authorities successfully mapped un/underemployed young women and men, and linked them with existing training opportunities. Some districts established marketing areas for youth and some have established open market/Sunday market where youth can display/sale their products.

According to the Chakechake District Administrative Secretary, Mr. Rashid Hadidi, partnership and collaboration are necessary for successful implementation of youth employment interventions. In his district, collaboration has been established with village governments (Shehia), NGOs and government departments. Through collaboration with village government, the district was able to map 2,417 un/underemployed young women and men (1,616 female, 801 male) in 18 villages (shehia). Following the mapping, the district collaborated with the Kazi Nje Nje trainers, the ministries of Labour, Agriculture and Youth and trained 1,326 (1000 female, 326 male) on entrepreneurship and horticulture skills. According to Mr. Rashid, "The trainings have had multiply effect, youth trained, went on train others and established youth groups/associations." In addition, Mr. Rashid noted the great success in horticulture following completion of irrigation schemes through which youth are now able to engage in horticulture throughout the year. "Market is available for their products and we have not received complaint so far" he insists.

Other economic activities undertaken by youth following training include food vending and selling, tailoring, poultry keeping, fish processing etc. There is high awareness to start business amongst youth, following sensitization meetings done by the district authority in collaboration with NGOs and the Ministry of Youth, Mr. Rashid said. Mr. Rashid mentioned some challenges including limited capital, high prices for poultry medicines etc, however, he noted that these are minimal compared to successes gained so far.

Nuru Nassor is among the beneficiaries of training. Ms. Nassor, is 28 years old, a mother of three children (7, 4, and 1.5 years). Before training, she used to work from home doing seasonal kneating and tailoring, especially during festivals and celebrations. Her income ranged between TZS 30,000-50,000 per month. Ms. Nassor benefited from



*Voices of  
Beneficiaries*

the training organized by the district in collaboration with KNN trainers. Following the training that was conducted in early 2012, Ms. Nassor looked for a business premise, advertised her business in the local area and invited interested young women to come and learn tailoring.

Six young women aged between 20-22 years have so far joined her. Now, she has a business premise with six sewing machines (three her own, borrowed two from relatives and one trainee brought her own). Ms. Nassor is happy with her success, her income has increased to between TZS 80,000-100,000 per month, she is training others who would soon create their own businesses, she is now able to contribute to family needs; feeding, clothing for children and the like.

### Developing Labor Market Information Systems

Decent and productive employment provides a pathway out of poverty. The argument for developing and implementing strategies to reduce poverty by increasing productive employment opportunities in urban and rural areas is compelling. Policy makers need data/information that would lead to policy and programme formulation, including capacity to analyze the information; college graduates looking for jobs or making decision on short/long-term career planning e.g., whether to attend college for skills upgrading or long training need information. Employers on the other hand need information that would assist in making decision regarding recruiting, business expansion, relocation, employee skill development etc. Education and training institutions need data/information to plan, implement, and evaluate their training programmes, curricula, and career guidance to meet the needs of both job seekers and employers. It is evident that there will be no effective planning in the absence of reliable, updated and timely data.

For this to happen there is need for comprehensive and well-coordinated labour market information. The government and other social partners have seen the need to ask for ILO technical assistance to establish a labour market information system that would provide information to the users. To that effect, two modules for employers and job seekers and skills development have been finalized and tested. Two additional modules will developed; a labour market and labour administration modules. The Ministry of Labour is currently working with the Prime Minister's Office-Local Government to integrate labour and employment in the local government data base monitoring system.

In order to ensure effective participation of employers in the use and management of LMIS, ILO supported the Association of Tanzania Employers (ATE) to convene employer's workshop with a view to discussing the role of employers in the LMIS. About 30 employers attended the workshop. Other participants included representatives from the Ministry of Labour, NACTE, TCU, workers organization etc. Several papers were presented and discussed including an overview of labour market information and why is it important for Tanzania, the skills gap and the role of LMIS in bridging the gap. The current system with two modules was demonstrated.

From the workshop discussion about roles of employers in Labour Market Information System, some issues have to be at the public attention through media. It was concluded that there is a need to:

- Put in place a bridging programme that would enhance public understanding of the importance of LMIS, benefits to employers and the country at large.
- Formation of a body that would document and communicate demanded skills, hence bridging the gap that exist between training institutions and the industry
- The need to join hand and curb/stop the proliferation of colleges turning to University whose demand is not as big as that of the technicians.
- Ensuring that the system add value from the already existing online recruiting tools/websites like zoom. One way to attain this which came out of the workshop was that, the system should be able to short list the applicants for interview. This will reduce the main challenge of reviewing list of irrelevant application and concentrate to only those which matter.

Generally, the workshop was well attended. However, it was noted that LMIS is a new concept and many employers are not conversant with it, its importance and what role employers can play. Should there be some resources, training and information dissemination should be pursued so that many of employers and workers are well informed and eventually play their roles. In relation to labour and employment indicators, the main source of data/information is the Integrated Labour Force Survey (ILFS). The ILFS provides key labour market indicators including employment, unemployment, underemployment and general working conditions etc. The last ILFS was carried out in 2006, calling for updated labour market information. To that end, the ILO is providing technical and financial support to the MOLE/NBS and other stakeholders to undertake ILFS 2013/14. The current support include review of the questionnaire, provision of minimum equipment to support data entry, analysis and report writing, and training of key officials on data analysis, interpretation and report writing.

For Zanzibar, in addition to support provided on LMIS and ILFS, further support was provided to finalize the Monitoring and Evaluation framework. As a Ministry with key mandates on labour and employment, the Ministry developed its M&E framework, with an overall purpose of providing detailed guidance for implementing all-important facets of the Ministry. The ultimate aim is to create and sustain a core ministerial monitoring and evaluation system that provides high-quality data for analysing and strategic steering of the implementation of the Ministry's mandates.

The specific objectives for which the M&E was developed are to: monitor progress towards attainment of the Ministry's targets and to facilitate adapting the targets to realities; provide a framework for assessing the effects/impacts of the activities of the Ministry; identify implementation problems of Ministry's activities and find solutions at an early stage; strengthen the capacity of the Ministry and other Ministries with employment mandate, NGOs, CBOs, Workers and Employers Organizations and other networks to systematically collect, collate, analyse and use disaggregated data related to promoting access to decent and productive employment; develop clear M&E strategies that will enable systematic collection of data that can be used to detect changes in the process of Ministry's interventions and effects of the interventions and then re-direct the Ministry's responses appropriately; promote the creation of partnership and linkages between various stakeholders at the various levels in order to facilitate monitoring and evaluation of labour and employment interventions; improve information sharing and the use of data in planning interventions; as well as monitor success of the national interventions to promote decent and productive employment as identifying best practices for scaling up; provide an information base for future evaluations and record of events.

The current framework is designed to strengthen the existing systems, streamline them, by adding more indicators and facilitating a more integrated and functional computerized monitoring and evaluation of activities and results. The existing M&E system includes the Computerized Cooperatives Monitoring and Analysis System (COCOMAS) and various computerized databases in the Credit, OSH and Administration and Human Resources departments.

### Value Chain Development among Food Processing Farmer Organizations and Co-operatives

ILO promotes entrepreneurship and business development through value-chains upgrading with emphasis on employment and job quality. Through this activity ILO/UNDAF mobilizes and supports cooperatives to solve a variety of development constraints such as unemployment, lack of social protection, lack of empowerment and poverty. In the UNDAF's financial year 2012/13, ILO extended support to twining women's dairy cooperatives for them to acquire appropriate processing and packaging equipments for their processing facilities. These equipments included one hybrid milk separator, 20 milk canes, one unit of a yogurt filling and sealing machine, an incubation tank for yogurt, one milk dump tank, and a centrifugal pump, all of which are installed at Kalali Milk Processing Cooperative's Facility. The other cooperative; Nronga received one milk separator and laboratory equipments that include milk testing, analysis and quality control kits. Both located in Kilimanjaro, the two dairy cooperatives deliver services to over 600 members.

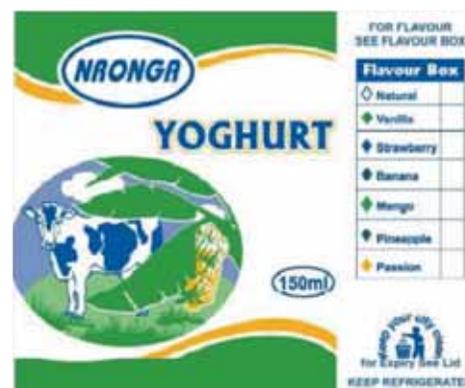
This falls under the ILO's assistance to strengthen primary cooperatives and other forms of self-help groups so that they can serve their members better, especially small-holder farmers. Apart from offering an opportunity of testing new approaches to cooperative development, equipment grants appropriately leverage trainings offered by various stakeholders including the ILO itself, thereby providing an opportunity to apply the knowledge picked from the trainings. Most of the equipment have just been installed but the project has already reported positive results; on the quantity of milk received from the member suppliers, increase in processing capacities, quantity and quality of goods delivered at the market. New products have been able to be developed out of either previously wasted raw product or improved volume and quality of milk delivered and which wouldn't be produced without the current machinery.

The ILO, in partnership with AgriCord-MTK – Finland, is assisting two women's dairy co-operatives in transforming their pre-existed milk collection and processing businesses into profitable dairy businesses; increasing income for their members and supporting them in organizational development towards improved business orientation. While AgriCod is supporting the development of market and supply channels and targeted capacity building to enable producers and products to respond better to market demand, ILO is assisting them invest in appropriate equipment to improve milk processing and packaging and so leverage the AgriCod's capacity building activity.

### Assessing the Competitiveness of Agricultural Cooperatives

Cooperative model of enterprise survives crisis, but more importantly that it is a sustainable form of enterprise able to withstand crisis, maintaining the livelihoods of the communities in which they operate<sup>2</sup>. This was attested by ILO in implementing its sub-regional Programme in the eastern and Southern Africa in which cooperative business model demonstrated as a modern and resilient way of doing business whilst responding to economic, social, environmental, and cultural needs.

However, cooperatives, especially in the rural areas, face constraints that undercut the roles they play in creating incomes and jobs for the members and community that they serve. In spite of the drawbacks and difficulties they face, cooperatives are the best-suited organizations for rural economic empowerment. Equally, to provide an effective interventions for the enhancement of the competitiveness of these organizations, comprehensive assessment of their performance in relation to the performance of their competitors as well as the finding and examining of the factors that cause such difference, is vital.



During the period under review, the ILO supported the Revolutionary Government of Zanzibar (RGOZ) through the then Ministry of Labor, Economic Empowerment and Cooperatives (MLEC) to enhance competitiveness of the farmers/producers cooperatives in Zanzibar and consequently the whole cooperative movement.

The purpose of this intervention is to assist cooperatives improve services to farmer members, creating new financial solutions, increases agricultural production and solving employment problems in the areas where they operate, improve their marketing and supply efforts, enhancement of higher economic returns to members through income enhancement undertakings like value-addition. Further, this intervention aims at enabling the cooperative at primary level to support cooperative unions and consequently contribute to the revival of the entire cooperative movement.

<sup>2</sup> *Resilience of the cooperative business model in times of crisis / Johnston Birchall, Lou Hammond Ketilson; International Labour Office, Sustainable Enterprise Programme. - Geneva: ILO, 2009*

### Translation and Validation of My.Coop (Managing your agricultural Cooperative) Training Package

*My.COOP* stands for “*Managing your agricultural cooperative*”. The My.COOP training package aims to strengthen the management of agricultural cooperatives so that they can offer high quality, efficient and effective services to their members. The package draws on the ILO training series developed by the Materials and Techniques for Cooperative Management Training Programme. Today, My.COOP is a broad partnership initiative initiated by the ILO Cooperative Facility for Africa and ILO's Cooperative Branch. It is the result of a collaborative effort involving a wide range of partners such as cooperative development agencies, renowned cooperative colleges, and cooperative organizations, organizations of agricultural producers, universities and agencies of the United Nations.

*A comprehensive report on the “Competitiveness of Cooperatives in Zanzibar” has been produced in this relation for cooperative development authority and partners in Zanzibar and which will guide designing of effective intervention strategies for the enhancement of competitiveness among farmers/producers cooperatives in Zanzibar.*

*Mr. Edmund Moshya, National Programme Coordinator, Sustainable Enterprises*

To make this package useful and suitable for use as a facilitative learning resource for cooperative development, and co-operators in Tanzania, my.coop training material package was translated and validated is to establish its relevance to the local cooperative context and whether it was useful in enabling agricultural and other types of cooperatives to identify and address major management challenges and incorporate inputs collected in the process to improve the materials. The Moshi University College of Cooperative and Business Studies (MUCCoBS) based in Moshi, Tanzania, was entrusted to carry out this assignment. The validation recognized and revealed that the *MY.COOP* package is suitable and relevant to many players in the cooperative movement; members, Board of members and managers of agricultural cooperative at primary, secondary, tertiary, apex as well as federation levels, it was further found it was suitable to staff of cooperative support organizations such as cooperative colleges, Government Cooperative departments, cooperatives networks and international Development organizations and NGOs. ILO wishes as a follow-up to this and as it was proposed by MUCCoBS, to design and facilitate a National My.Coop Training of Trainers programme to trickle down the knowledge to cooperators in the Tanzania Cooperative movement.

### Training of the Savings and Credit Cooperative Societies

In Tanzania, Savings and Credit Cooperative Societies (SACCOs) have become famous, outpacing the agricultural crop marketing cooperatives since 1980s. Like their crop marketing counter parts, SACCOs have played pivotal role in organizing poor people who without them, they would have no safe place for their savings and nowhere to go for loans especially in the places and economic stratifications that access to conventional financial services is equally to impossible e.g. in the rural areas. SACCOs as is for other types of cooperatives have provided solutions to many challenges facing these people from middle and lower income brackets more especially in the rural areas. Since ILO's CoopAfrica (Co-operative Facility for Africa) and currently UNDAF, cooperative challenge funds were crafted to facilitate and increase the provision of microfinance and related services to farmers.

This ILO/UNDAF activity aims at assisting central and local governments and other non-state organizations to enhance structures and policies for promoting viable pro-poor business sectors and Small and Medium size Enterprises (UNDAF Outcome 3). At the enterprise level, the activity anticipates to advance their access to Business Development Services.

However, continuous evaluations and progressive reporting of the ILO/UNDAF's Coop challenge fund recipients, many challenges were found, including lack of innovation in financial products development, inadequacy of capital and lack of capital formation strategies and over dependency on equity financing, drawbacks and bottlenecks posed by the legal framework on the mobilization of capital and financing, poor credit and general management/supervision, weak internal control systems, unpredictable, uneven and unstable/ad-hoc interest rates dictated by different funding sources, poor loan repayment and general lack of knowledge by the leadership and staff of the SACCOs and microfinance management practices. These were also among the challenges that were identified by the United Republic of Tanzania's Cooperative Reform and Modernization Program (CRMP: 2005 – 2015) and called upon stakeholders and development partner in finding the solution for these challenges.

In response to the above realities on the ground, ILO in collaboration with Bank of Tanzania (BOT)'s Training Institute in Mwanza conducted trainings to the selected SACCOs' leaders and credit/loan officers on "Credit Management and Loan Recovery" so as to equip them with the appropriate and requisite knowledge and skills to overcome the challenges they were facing and to enable them to analyze loan applications, evaluate and manage their loan portfolios so as to maximize services and benefits to members. These courses covered an overview of the role Savings and Credit Cooperative Societies in mobilization of savings and advancement of loans, capital formation and mobilization strategies, Credit Management, Credit risk management, Lending Systems and cycles, development of a society Lending Policy, Risk Analysis and approaches to risk analysis etc. Further, participants were oriented to the best practices and live case studies in credit management and innovative capital mobilization.

The trainings capitalized on the BOT's mandate and experience in regulating, supporting and training of financial institutions. Financial institutions and other organization lending/supporting that support SACCOs in the country were invited to present on their products and services that were of advantages to SACCOs. The training therefore not only imparted needed knowledge to the participating organization, but it also formed a linkage forum between them and service providers including the BOT for future relationships and services and hence sustainability

### Piloting of the Apprenticeship Programme in the Hospitality Industry

Introducing the formal apprenticeship in to the TVET system has reached very important milestones this year. The integrated curriculum was finalized and submitted for approval process by National council of technical education. The work involved extensive consultations between the Hotels and the National College of tourism as each side wanted the content and the methodology to meet the market demand.

On one side, the college wanted to ensure that the curriculum meets the nationally set basic standards worth of a technician certificate level 5 award while on the Industry's side they wanted the training arrangement, the content coverage that suits their industry needs.

In the finalized agreed training arrangement, the apprentices will be at the industry for 60-70 percent of their training time whereas 30-40 percent will spend at the college. The college providing the

*While paying a courtesy call to the Minister of education and Vocational training the minister lauded ILO support for re-introducing formal apprenticeship in the TVET, he encouraged ILO to work closely with private sector and the relevant TVET bodies to make the programme a reality. The Minister supports apprenticeship training programme and challenged the private sector to do more to support government efforts in providing relevant skills by offering more opportunities and material supports to training institutions and young people to learn on the job. He gave an example of Australia where employers not only pay skills levy, but also contribute buildings, equipment's and support apprenticeship programme to give youth opportunity to learn while working*

theoretical and general professional conducts and ethics of their work, couple with basic computer and industry language studies. The industry will provide the work environment attitude, culture and practical skills required of their occupation while exposing them to their professional network and industry specific standards and practices.

The apprentices will have a chance to get training from experienced trained supervisors under the guidance of hotel departmental managers and directors.

For a start, 24 apprentices have been enrolled this year in Dar es Salaam alone, and more opportunities are coming out from Hotels in Arusha. The expected outcome of the apprenticeship programme is two folds. First, through the close working relationship already established, training world and world of work are brought closer together, thereby making training more relevant and demand driven.

Graduates of apprenticeship will have less school to work transition period as the two years spent training will include their gaining knowledge and relevant experience of work. Moreover, young people will be introduced and embedded into production early on in life unlike the conventional training system where years of work are lost during training thus allowing companies to utilize and develop talents early on in life.

### Partnership

The formal apprenticeship pilot programme is championed by ATE through its affiliate members in the Tourism Sector that is the Tourism Confederation of Tanzania (TCT) and Hotels Association of Tanzania (HAT). The two institutions are working in close collaboration with National College of Tourism to develop a national accepted and standardized training programme that warrant an award of technician certificate level 5.

The employers (Hotels) have shown support and willingness to participate in the pilot apprenticeship to show case that, different training approach is required to help curb the skills shortages in the sector. There is interim inter-ministerial advisory committee in place to advise the pilot programme.



### Facilitating Affordable BDS for Small Farmers, Associations and Cooperatives

ILO continues to manage challenge fund mechanism with small scale farmer organizations and the savings and credit cooperative societies (SACCOs). ILO's UNDAF Challenge fund is an open financing mechanism that allocates grant funding through a competitive process and set up to meet specific objectives. Bids are assessed against transparent criteria. While challenge funds are given as grants to beneficiaries, they themselves forward them to members on commercial but on preferential basis. The challenge funds are thus meant to expand beneficiary's loan portfolios, improve financial access by members as well as broadening reach of these organizations to new memberships and sectors.

*"Challenge funds has enabled access to financial services to groups and activities that wouldn't otherwise do"*

*Youth do not own property that they could use as collateral to get loans, they do not have reliable economic activity to make them credit worth, Challenge funds that targets to finance youth cooperative members economic activities enable this workshop owner to afford essential equipment for his work, increasing the production capacities as the loan also covered some part of the working capital. He also was able to create employment for his fellow youth along with skills transfers*

They further facilitate and increase the provision of microfinance and related services to farmers by local providers i.e. Savings and Credit Cooperatives (SACCOs)

Governance efficiency is also packaged in this intervention targeting performance of primary cooperatives, other social economy organizations and their higher level structures in order to strengthen their capacity to access markets, create jobs, generate income, reduce poverty and provision of social protection. The Crosscutting issues of Gender and HIV/Aids are also packaged in the activity, where a special focus is to empower vulnerable groups; women and youth in the cooperatives' current and potential memberships. To track on the performance of the recipients of challenge fund, they are all assessed during the course of the project, and will be at the end of the funding by an independent evaluation by an external evaluator.

Six grantees - Musoma Savings and Credit Cooperative Society Ltd (Mara Region), Bunda Savings and Credit Cooperative Society Ltd (Mara Region), Ukerewe Savings and Credit Cooperative Society Ltd (Mwanza Region), Ibuga Savings and Credit Cooperative Society Ltd (Kagera Region), Wino Savings and Credit Cooperative Society Ltd (Ruvuma Region), and Changanyikeni Savings and Credit Cooperative Society Ltd (Ruvuma Region) - representing about 20,500 members were selected for funding, the loans from these funds target agriculture (mostly high value like vegetable productions), fishing, wood works and furniture production usually performed by youth. Total budget for the challenge proposals from the six recipients stood at \$161,000.00. ILO funding amounted to \$112,500.00 (70%) with the recipients contributing a match of \$48,000.00 (30%) in cash and kind. Apart from the general

*This intervention is expected to groom a cadre of women trainers, who will be the foundation for enterprises to thrive. These new trainers need mentoring to develop concrete work plans to roll out Training of Entrepreneurs (TOE) trainings to their fellow members in their enterprises and entrepreneurs. Underlying this intervention is the bid to lay a solid foundation for women entrepreneurship development in line with its objectives to not only create employment through increased opportunities for women and men members of cooperatives but to ensure that enterprises and cooperatives run by women and youth have improved market access for their products and services, particularly in rural areas.*

loans that the recipients have been issuing, the ILO Coop Challenge Fund has enabled the disbursement of 250 loans to finance business activities of the new type of cooperative members - the youth - creating over 450 jobs both directly (at the cooperatives) and indirectly (jobs created by loan beneficiaries).

The youth groups are often considered credit unworthy, with no collaterals initial funds, and hence with no money to pay for the minimum amount of shares to allow for the qualification of loans. Often, they lack reliable data to support applications and demonstrate that they have performed very well in both their businesses for which they applied for loans and in the repayments. It was thus an opportunity for the beneficiary financial cooperatives to venture and test new markets (geographically, age and sectors).

### Women and Entrepreneurship Together (GET AHEAD) Training

Changing economic environment incited by globalization and free market/liberalization led to apparent and temporary frustration among marketing participants more especially women small farmers and entrepreneurs and their organizations; enterprises & co-operatives. But it has also opened up a lot of opportunities for certain sectors and businesses. To strive in this challenging environment, see and tap on the opportunities that it provides capacities of these entrepreneurs and enterprises need to be built.

To this end, ILO's UNDAP works with the women's entrepreneurship development project (WED) to conduct a training of trainers' sessions to women co-operators and entrepreneurs. In this 2012/13 financial year ILO organized and managed trainings to women's cooperatives and entrepreneurs in Kilimanjaro. These

trainings seek to reveal economic opportunities for women entrepreneurs and their enterprises by supporting them in starting, strengthening and expanding their enterprises. Strengthening the institutional capacities to better serve the needs of women entrepreneurs and provision of tailor made tools and approaches to reinforce women's capacity to start and build sustainable businesses. A total of 26 participants (representing over 1000 members and owners of enterprises) participated and qualified in the training in which over 90% of them were women

It was through the training that participants and more especially leaders of the women cooperatives appreciated the fact that to ensure productivity and sustainability of enterprises/co-operatives, members and owners of these organizations should be entrepreneurs themselves. This will increase productivity and efficiency at the individual level thereby increasing the business that these individuals do will their organizations. Entrepreneurship trainings thus, along with other capacity building efforts like understanding the rights and responsibilities of different players of an organization are imperative. Already participants have submitted their action plans for the Training of Trainers (TOT) for them to training entrepreneurs in their respective organization, the trainings will be guided and overseen by ILO through WED.

## A. Individual Capacity Building

### Training Courses

Capacity to collect, analyze and disseminate labour market information forms an important component of labour market information. To that effect, 13 officials (4 F, 9M) from the Ministries of Labour, statistical institutions, PMO-RALG attended training on **Labour Market Information and Analysis** from 25-29 March 2013, held in Zanzibar. The training aimed at strengthening the technical capacity of key officials to analyze data and write labour market reports within the framework of the ILFS. At the end of training, participants were able to master the key labour market concepts including decent work indicators, calculate the key indicators on employment and unemployment and analyze the information. Participants developed and adopted a fact sheet for capturing employment indicators.

In addition, two officials from the Ministry of Labour and the National Bureau of Statistics attended a training on **Macroeconomics and Labour Market Modeling**, held in Turin from 15th - 19th July, 2013. The main objective of the course was to introduce concepts, structures and basic assumptions of prominent macro-economic models and modeling techniques and their relative strengths and weaknesses in terms of simulating and forecasting labour market outcomes and the impact of policies; to introduce new models and indicators for macroeconomic analysis of employment and labour market performances and to provide insights into alternative macroeconomic modeling and employment analysis techniques and their relative strengths and weaknesses.

### Global Conferences

To ensure that social partners have the capacity to understand and adapt ILO and international tools on skills development, the ILO through its skills and employability section at HQ, in collaboration with DECENBT WORK COUNTRY TEAM IN PRETORI

*In 2010 the Japanese Consumers' Co-operative Union (JCCU) and ILO launched a joint study tour programme to assist the African cooperative movement to strengthen its capacity by exposing them to the good lessons learnt by the Japanese co-operatives. Through this unique joint programme, the selected African cooperative leaders learn about the Japanese co-operative movement and its strongly membership-based approach through lectures and study visits to cooperatives premises and projects in Tokyo and its vicinities.*

*This year, two women cooperators participated in the tour, one from Tanzania Federation of Cooperatives (TFC) and the other from a youth-led Zanzibar Vegetable Cooperative*

AND country office Dar es salaam extended invitations and sponsored some of our social partners to attend major regional conferences on skills development.

In May 2013, three senior VETA officials were invited by ILO to attend a global conference on **Expert and Knowledge Sharing Workshop on Upgrading Informal Apprenticeship & Apprenticeship Initiatives in a Globalized World**, which took place 21 – 26 May 2013 in Johannesburg, South Africa. While attending the meeting, The ILO arranged for bilateral talks between Tanzanian delegates and Mauritius delegates to share experiences and exchange ideas, the meetings culminated into VETA board members and senior officials having a study tour in Mauritius to learn more about RPL and upgrading informal apprenticeship. This trip has encouraged VETA to put more weight behind the RPL and informal apprenticeship upgrading.

### Study Tours and Field Visits

Some of the experiences that clearly stood out from the reports shared by participants is the participatory nature of the cooperators in Japan, the value addition and involvement of youth in the cooperative development. Other features that deserve replication in the Tanzania cooperative movement is the various types of cooperatives which is different from the traditional crop marketing cooperatives in Tanzania which market products that are produced for foreign markets and not consumed by the members and cooperators themselves. The Japanese cooperative markets are relatively sustainable in that most of the products produced by the cooperatives target members as primary markets as it move up to domestic market. The host for the tour itself is the union of consumers' cooperative as opposed to crop marketing cooperatives back home.

This year's program involved a representative from the Tanzania Federation of Cooperative the highest level of the Tanzania cooperative movement. It is expected therefore that much of the lessons learned from the tour will form the basis for cooperative movement reform which lacks innovation. These experiences says one of the participants from TFC "is expected to facilitate paradigm shift in Tanzania cooperative movement from crop marketing cooperatives owned and managed by adult and elderly members of the society to the new types of cooperatives specialized in the production of high value agricultural products like horticulture and specialized skills cooperatives in Information and communication technology (ICT) and which will attract or be formed by the youth members of the society."

## MICRO-LEVEL INTERVENTIONS

ILO implements a limited number of direct interventions with individual or group beneficiaries, choosing instead to work through its social partners. In the UNDAF Financial Year 2012/13, there were only two such activities implemented partly by ILO.

### Direct Actions with Beneficiaries

#### Organizing Youths

Mr. Suleiman Hamad is a young, emerging entrepreneur. At the age of 26, Suleiman is running a dairy project with 4 cattle, has constructed a house, and has a wife and a 7 months baby. After completing form II in 2006, Suleiman decided to join JUWAPO Dairy cooperative. His father who was a member of the group gave him a pregnant cattle and a calf. He raised them and started selling milk to JUWAPO after a short while, earning around TZS 100,000 per month.



There are advantages of being a member of a cooperative association, Suleiman said. First it is easy to be reached and assisted by development partners.

In the case of our association, ILO assisted us to complete construction of JUWAPO building, provided us with equipment including a pasteurizer, trained us on entrepreneurship and business management, and paid for our study visit to mainland Tanzania. The second advantage of being a member is the services rendered by the association, as a member of JUWAPO, I borrowed TZS 1,200,000 and used part of the money to finish construction of family house and invested the rest in my project. I have paid back all the money. Thirdly, I don't have to worry about market for my product, the association is taking care. As a member, I sell my milk to the association at TZS 1,000 per liter. Currently, I earn about TZS 500,000 per month, sufficient to cater for family needs and support sibling's education. I must confess that JUWAPO has changed my life, I have gained awareness and self-confidence, realized that I can be self-reliant in pursuing my own economic dreams.

### Youth to Youth Fund

Youth to youth (Y2Y) fund is one of the components of the ILO's YEF that seeks to assist youth access to funds for implementing innovative entrepreneurship development projects. The component supports youth to Identify, test, replicate and scale-up innovative Entrepreneurship solutions to youth employment challenges. In this reporting period, Y2Y partnered with the Foundation for Civil Society (FCS) to implement its activities and signed implementation agreement in November 2012. The third call for proposals was launched in November 2012- The Y2Y Fund engaged volunteers to participate in the selection panel for the 2012 Y2Y Fund. In this round, there was a special window for ICT and Green projects in which 105 applications were received. FCS/ Y2Y Fund invited 16 semi-finalist organizations to the project design and grant proposal writing workshop in Tanzania.

The Fund approved more grant agreements with youth-led organizations and also launched Replication Fund to scale up the successful projects to benefit more young people. A total of 14 projects were selected for replication following the launching of the Replication Fund through media statements / announcements as well as directly during the last National Advisory Committee meetings. In addition, the Scale Up and sustainability assessment has been completed for 12 successful grantee organizations from Round I and II. Local experts were engaged during this process and a final review of the proposals is in progress. The outcome data for the Y2Y fund indicates that the fund has been able to facilitate the formation of 85 new individual businesses in round I of the call for proposals, and 105+ in round II, plus 350 and 299 jobs created in Rounds I and II respectively.





*Participants during National Policy Dialogue on Economic Empowerment Approach in Addressing HIV and AIDS at work places for Informal sector, on 25 June 2013 at Golden Jubilee Towers, Dar*



*ILO organised training for the partner SEOs from Tunduma, Kyela, Makambako, Mafinga, Ilula and Chalinze hotspots on project/business proposal development and business proposal/plan from 22 April 29 April 2013.*



*The Minister for Labour, Hon. Gaudencia Kabaka (1st right) and ILO Deputy Director - Country Office, Dar es Salaam, Ms. Hopolang Phororo (to the Minister's right) inspecting products of beneficiaries of the ILO/Sida HIV project during Launch of the Corridor Economic Empowerment Innovation Fund on 18 September 2013 at ILO Dar es Salaam office. During the launching event, project beneficiaries were able to display and sell their products as some can be viewed in the picture.*

**PART III**  
Social Protection



## Links with ILO Outcomes, Indicators and the Decent Work Country Programme

<b>ILO Outcomes and indicators</b>	<p><b>Outcome 4 - Social Security:</b> more people have access to better managed and more gender-equitable social security benefits</p> <p><b>Indicator 4.3:</b> Number of member states that, with ILO support, improve the legal framework, general and financial management and/or tripartite governance of social security in line with international labour standards.</p>
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Increased gender sensitive SP coverage including those in the informal economy and vulnerable groups	<p>Tripartite consultative review of regulations for designing SP Policy framework for Zanzibar.</p> <p>Review of current SP policies, legislations and regulatory frameworks for Tanzania mainland.</p> <p>Support offered for training (home and abroad) for the staff from constituents on various aspects of the field of social protection.</p>
<b>ILO Outcomes and indicators</b>	<p><b>Outcome 5 - Women and men have improved and more equitable working conditions</b></p> <p><b>Indicator 5.1:</b> Number of Member States in which tripartite constituents, with ILO support, adopt policies or implement strategies to promote improved or more equitable working conditions especially for the most vulnerable workers</p>
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Women and men have better and more equitable working conditions	<p>A national awareness-raising strategy for advancing decent work for domestic workers is designed and implemented</p> <p>A national plan of action is adopted by the tripartite constituents covering key priorities on working conditions, including for the most vulnerable workers.</p> <p>A training strategy for improving working conditions is implemented by one or more of the tripartite constituents in one or more specific areas: maternity protection, work family reconciliation, domestic work, working time and work organization.</p>
<b>ILO Outcomes and indicators</b>	<p><b>Outcome 6 –Workers and enterprises benefit from improved safety and health conditions at workplaces</b></p> <p><b>Indicator 6.1:</b> Number of member States that, with ILO support, adopt policies and programmes to promote improved safety and health at work</p>
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Occupational Safety and Health enhanced	<p>A legislation, a national or sectoral profile a policy or programme targeted at improving OSH conditions adopted in line with ILO OSH and labour inspection standards, particularly Conventions No's 81, 129, 155 and 187</p> <p>Laws, profiles, policies or programmes are developed in tripartite consultation</p>
<b>ILO Outcomes and indicators</b>	<p><b>Outcome 8 -The World of work responds effectively to the HIV/AIDS epidemic.</b></p> <p><b>Indicator 8.1:</b> Number of member States that, with ILO support, develop a national tripartite workplace policy on HIV/AIDS, as part of the national AIDS response</p> <p><b>Indicator 8.2:</b> Number of member States where tripartite constituents, with ILO support, take significant action to implement HIV/AIDS programmes at workplaces</p>
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
HIV and AIDS at selected workplaces mitigated	<p>National HIV and AIDS workplace guidelines and tools for Tanzania mainland and Zanzibar are developed and disseminated</p> <p>HIV and AIDS workplace policies and programmes developed and implemented</p> <p>Capacities of Ministries of Labour in Mainland and Zanzibar to monitor work place HIV &amp; AIDS policies and programmes is strengthened</p>

## Part III at a Glance

ILO's strategy in promoting social protection is reflected in three UNDAF working groups, which are the Social Protection Working Group, HIV and AIDS working group, whose action plans are displayed below, and Governance, whose action plan is included in sections III and IV of this report.

National Development Goals	
National Strategy for Growth and reduction of Poverty (MKUKUTA II) 2011 - 2015	Zanzibar Poverty reduction plan (MKUZA II) 2011 - 2015
1.6 provide adequate social protection and rights of the vulnerable and needy groups with basic needs, services and protection	2.6 improved safety nets and social protection for poor and vulnerable groups
UN Social Protection Action Plan	
<p>Government of Tanzania coordinates a multi-sectoral social protection response to the needs of economically deprived and insecure groups</p> <p>Relevant ministries, departments and agencies integrate child protection into their national programmes</p> <p>Decision makers and communities understand issues concerning violence and abuse against children, including available protection services</p> <p>Government of Tanzania addresses priority gaps in legislation, strategies and guidelines to protect children and women from abuse, violence and exploitation</p> <p>Ministries, departments, agencies, local government authorities, law enforcement agencies and selected Civil Society Organizations have improved technical skills to prevent and respond to cases of abuse/violence/exploitation of children</p> <p>Local service providers respond effectively to women and child victims of abuse, violence and exploitation in select areas</p> <p>Ministries, departments and agencies produce, utilize and report disaggregated data on violence, abuse, trafficking and exploitation of women and children according to agreed timeframes</p>	
National Development Goals	
National Strategy for Growth and reduction of Poverty (MKUKUTA II) 2011 - 2015	Zanzibar Poverty reduction plan (MKUZA II) 2011 - 2015
2.3 Improving survival, health and well being of all children, women and vulnerable groups	2.6 improved safety nets and social protection for poor and vulnerable groups
UN HIV and AIDS Action Plan	
<p>Relevant civil society organizations and people living with HIV networks effectively coordinate and participate in decision making fora</p> <p>Tanzania Commission for AIDS and Zanzibar AIDS Commission provide effective guidance to the national HIV/AIDS response, based on evidence and per agreed human rights standards</p> <p>Relevant ministries, departments, agencies, local government authorities and non-state actors increasingly mainstream HIV/AIDS Workplace Programmes (WPP)</p> <p>Selected ministries, departments, agencies, local government authorities and non-state actors implement evidence-based HIV prevention programme</p> <p>Selected ministries, departments, agencies, local government authorities and non-state actors deliver increased quality HIV/AIDS care and treatment services</p> <p>Relevant ministries, departments, agencies, local government authorities and non-state actors effectively operationalize the National Costed Plan of Action (NCPA) for most vulnerable children</p> <p>Ministries, departments, agencies and civil society organizations reach and mobilize most at risk populations to utilize appropriate user-friendly HIV/AIDS services</p> <p>Ministry of Health and Social Welfare, Zanzibar AIDS Commission and civil society organizations mobilize people living with HIV, most vulnerable children and other affected groups for greater utilization of HIV/AIDS services</p>	

Enhancing the coverage and effectiveness of social protection for all is one of the four strategic objectives of the ILO as outlined in its Strategic Policy Framework 2010–15. ILO believes that social protection is an economic and social necessity for societies wishing to ensure equitable growth through sustainable rising productivity based on social stability. The social protection strategy is therefore designed to interact with the other strategic objectives to provide necessary security, while stimulating productive employment and sustainable growth. Implementation of the strategy focuses not only on social security but also on improving

working conditions of workers and their occupational safety and health, including those affected by the HIV pandemic.

Concerning the extension of social security, a two-dimensional strategy is employed in which a Social Protection Floor focusing on basic social security benefits to all is promoted in line with other higher levels of social security for as many people as possible. Towards that end, the ILO uses three approaches including 'the extension and sharing of a global knowledge base, including national capacity building for constituents, policy guidance frameworks that are anchored to the ILO's constitutional mandate and its up-to-date social security standards, and technical cooperation services that build on national and international social dialogue' (ILO, 2012).

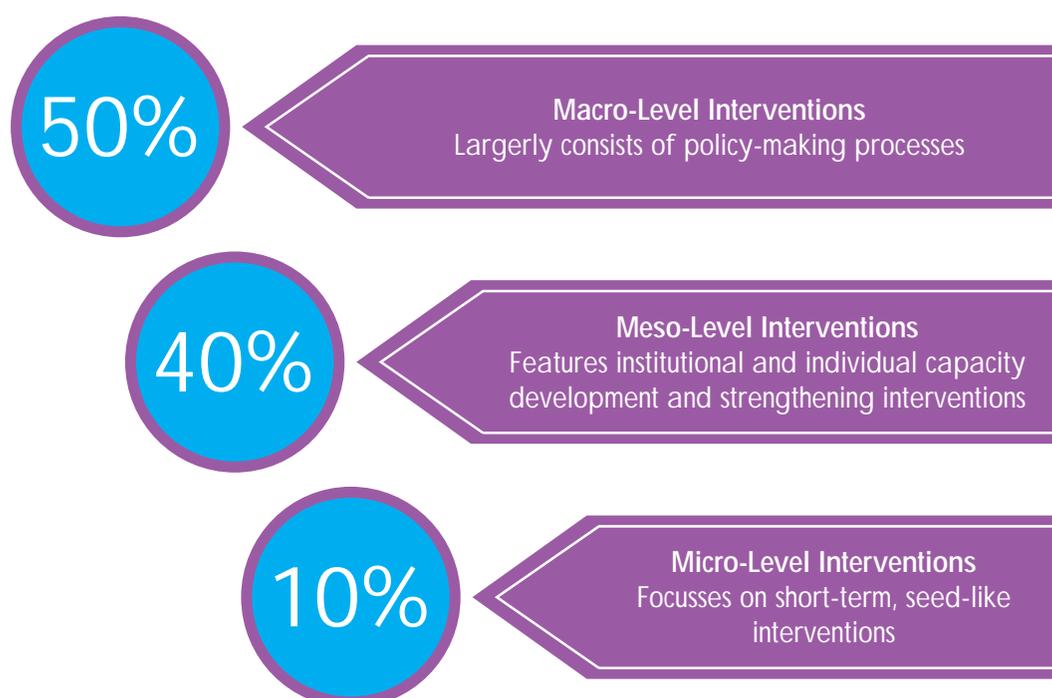
Over the years, the ILO continues to build tripartite consensus around legislation, regulations and other measures that promote better and more equitable working conditions, including promoting widespread ratification and effective implementation of the occupational safety and health instruments.

HIV pandemic presents very specific concerns because it affects people in the prime of their productive life. For this reason, ILO has continued to assist its constituents to develop and implement national policies and HIV workplace programmes.

Under the UNDAP Financial Year 2012/13, ILO activities towards ensuring that Government of Tanzania coordinates a multi-sectoral social protection response to the needs of economically deprived and insecure groups as well as ensuring that relevant ministries, departments, agencies, local government authorities and non-state actors increasingly mainstream HIV/AIDS Workplace Programmes (WPP) and (from governance) were achieved at all three intervention levels that is macro, meso and micro-levels.

*"Because workers in rural areas and in the informal economy are affected by the highest level of exclusion from social security coverage, the worst working conditions and a very high prevalence of poverty, they will remain at the centre of the Office's strategy to extend social protection to all."*

Programme and Budget for the  
Biennium 2012-13



A number of challenges are generally endemic to Tanzania's social protection system. Many of these have been highlighted in the ILO SPER Report for Tanzania (2008). Nevertheless, the following challenges are directly linked with UNDP implementation experiences over the past couple of years;

- 1) Inadequate institutional capacity to implement the reform instruments for the administration of extended social protection for all.
- 2) A general Lack of public awareness on the significance of social security entitlements that may have helped encourage a movement away from informal social transfers that are characteristic of informal economy into some kind of formalization, i.e. micro-insurance schemes, to enhance coverage.
- 3) Lack of financial resources earmarked for facilitating the development of institutional framework for the administration of an extensive and sustainable welfare state in Tanzania.
- 4) In the absence of an alternative form of protection in the event of temporary unemployment, the continuous early withdrawals of benefits are destroying the pension system.

## MACRO-LEVEL INTERVENTIONS

Where HIV and AIDS are concerned, there are also some specific challenges. At the outset, scarce financial resources limits flexibility in implementing emerging needs of partners and beneficiaries. Other times social partners/beneficiaries choose activities which do not address the root causes rather outcomes of the situation. This may contribute to the persistence of the underlying causes of the HIV and AIDS epidemic among the working population.

1. Limited institutional capacity of some social partners contributes to delays and requiring too much involvement of the ILO officials in the preparation and implementation of activities. For instance, Zanzibar AIDS commission do not have permanent secretariat, its members are serving this role in rotational basis.
2. HIV and AIDS fatigue. Many partners, especially private sector organizations seem to be tired to continue working on HIV and AIDS.

Private sector organizations are reluctant to engage in the establishment and implementation of the HIV workplace programmes. This may be caused by the limited advocacy interventions reminding the private enterprises to give meaningful attention to the response to HIV and AIDS, including other workplace health challenges. Macro-level interventions in this section can be categorized into the following:

- a) Extending social security coverage to all
- b) Enhancing occupational safety and health
- c) Improving Working Conditions for Vulnerable Groups
- d) HIV and AIDS

### A. Policy Making

Over the course of implementation of the Annual Work Plan 2012-13, The ILO/UNDP Social Protection activities continued to accord great importance to strengthening the policy, legal and regulatory environment for social protection on the Mainland and in Zanzibar as well as sensitizing tripartite partners, decision makers and relevant stakeholders on the importance of investing in social protection, in line with Goals 1.6 of MKUKUTA II and 2.6 of MKUZA II.

The ILO collaborated with partners and other UN agencies toward achieving the broad outcome to ensure that the government of Tanzania coordinates a *multi-sectoral social protection response to the needs of economically deprived and insecure groups*. Below is a summary of the policy-level initiatives on social security, occupational safety and health and HIV.

## Extending Social Security to All

Two key interventions were accomplished. First, assistance was given during the first six months of 2012-13 to the amendment of the Social Security Regulatory Act No. 8 of 2008, the adoption of the Social Security Fund's (Amendment) Act No. 5 of 2012, and the drafting of three regulations and three guideline reports by the Social Security Regulatory Authority in the Mainland. Toward this accomplishment, the ILO provided funding for the design of these instruments as well as participating in the high level stakeholder consultative reviews, validation and finalization meetings. By the end of the financial year, several important milestones had been reached, including:

1. Amendment of the Social Security Regulatory Authority Act No. 8 of 2008
2. Adoption of the Social Security Funds (Amendment) Act No. 5 of 2012
3. Implementation of the following finalized Social Security Regulations and Guidelines;
  - a) Data Management Guidelines
  - b) Actuarial Valuation Guidelines
  - c) Investment Guidelines
  - d) Levy Regulations
  - e) Scheme Membership Registration Regulations
  - f) Conduct of Affairs of the Board of Trustees Regulations

Secondly, the ILO and UNICEF worked closely with Zanzibar's former Ministry of Social Welfare, Youth, Women and Children's Development in the developing the first-ever Zanzibar Social Protection Policy (ZSPP) in the period between mid-2011 and late 2012. Having been finalized and validated through relevant consultative stakeholder reviews and validation, now the policy is awaiting adoption by the Zanzibar Ministerial Cabinet.

## Enhancing Occupational Safety and Health

ILO constituents in Tanzania realize the importance of fostering a safe work environment in order to enhance productivity and ensure sustainable economic growth. For this reason, specific request have been received by the ILO towards the development of occupational safety and health policies and programs.

From the beginning of the UNDAF, efforts were directed towards detailed situational analyses that will allow the ILO to determine the level of support needed for both mainland Tanzania and Zanzibar. For instance, currently Tanzania mainland has an OSH policy while Zanzibar does not have one, although it has the OSH Act. The overall aim has been therefore to ensure practical OSH measures are developed and effectively implemented.

In August 2012, stakeholders in occupational safety and health adopted the National Profile on Occupational Safety and Health for Zanzibar as an initial step to collectively strengthen the national system for OSH and in support of the national Strategy for Growth and Reduction of Poverty (MKUZA II), 2010; that recognises that a healthy and educated population leads to increased productivity, better income distribution and improved standard of living.

Also in support of this and among others, Zanzibar has a National Health policy and a National Environmental policy but is yet to formulate a coherent national OSH Policy and Program. Having a safe and healthy workforce is a key prerequisite to ensuring a healthy population and sustainable economic growth. This national initiative to embrace a systems approach to OSH management will also promote a preventative safety and health culture which is essential to achieving continuous improvements in occupational safety and health and the attainment of a healthy workforce, better productivity and quality of life.

This initiative is also in line with the 'Conclusions adopted by the International Labour Conference at its 91<sup>st</sup> Session, 2003 on Global Strategy on Occupational Safety and Health' and Convention No.187 - Promotional Framework for Occupational Safety and Health Convention, 2006 through which member states embraced the implementation of National OSH Programmes as a way to promote the prominence and continual improvement of OSH performance and management. The adopted national OSH profile has provided insights into the national OSH system and priority areas for continuous national action. The OSH Policy and Program will:

- Affirm political commitment for the promotion of a national preventative safety and health culture to as part and parcel of sustainable national social and economic development.
- Be part of the Decent Work Country Programme which is also a sub-set of the national development agenda. Thus, by promoting a preventative safety and health culture,
- be supporting the national strategy for sustainable social and economic development and the pronouncement of the policy
- Affirm the Government's commitment to uphold a high quality of working life.
- Provide guidance ensuring the promotion of collective action through a unified, coherent and purposeful statement of goals, strategies and implementation plan.
- Provide for integrated leadership in order to ensure a coordinated and harmonious approach based on a systems approach for continuous improvement of the national system and quality of working life.
- Reflect the concerns of critical sectors as outlined in the Vision 2020 and be formulated in consultation with all stakeholders and in particular, the Government, Employers and Workers and their respective organisations and taking into account national procedures and practice in policy formulation.

### World Day for Safety and Health at Work 2013,

Sheikh Amri Abeid stadium, Arusha, 28 April 2013



*Hon. Mizengo Peter Pinda, Prime Minister, United Republic of Tanzania, with  
Mrs. Gaudencia Kabaka, Minister for Labour and Employment*

Apart from supporting the marking of the international day of occupational safety and Health, ILO supported the finalization of the OHS which was submitted for adoption of the Parliament in April 2013.

The Bill facilitates the ratification of:

1. Convention Safety and Health in Mining (176)
2. Convention Safety and Health in Agriculture (184), and
3. Safety and Health in Construction (167).

Currently, ILO is supporting the preparations for the following regulations for the OSH Act:

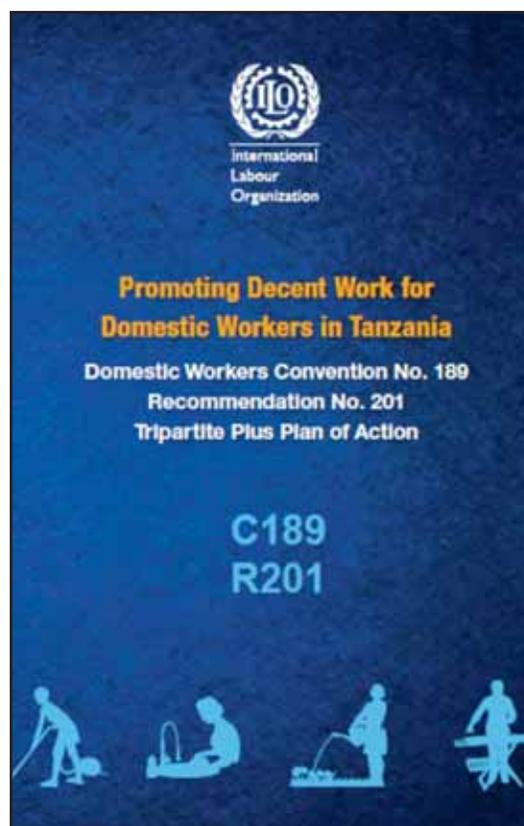
1. Gas safety (installations and use) Rules.
2. Recording and Reporting of Occupational Diseases, injuries and Dangerous Occurrences Rules and
3. OHS (Vessels Under Pressure) Rules.

### Improving Working Conditions for Vulnerable Groups

ILO has been working with its constituents to develop a national plan of action covering key priorities on working conditions, including for the most vulnerable workers in this case domestic workers. In developing the action plan, care was taken to ensure that all aspects of decent work are incorporated in the plan.

A tripartite-plus technical task force meeting to develop an action plan towards ratification of C189 - ILO participated in the task-force meeting which took place in Morogoro (April 23 – 25, 2012). Under the guidance of the Ministry of labour and Employment, and support from ILO, the tripartite action plan was reviewed and agreed upon by the tripartite plus partners (September 3, 2012). The significance of this action plan lies in the effective coordination of collaboration among partners towards improving working conditions of domestic workers.

It is hoped that this collaborated effort will lead not only to the ratification of C189 but also to development of regulations specific for domestic workers. Since its adoption, a number of activities have taken place including the situational analysis of domestic workers in United Republic of Tanzania. These activities have been reported in various sections of this report.



### HIV and AIDS

The capacity of national institutions at all levels to respond effectively to HIV and AIDS presupposes having in place good policies and laws that provide a conducive environment for functioning. The recent ILO Recommendation Concerning HIV and AIDS and the World of Work 2010 (No. 200) is particularly clear on this. As well, the UN Development Assistance Plan (UNDAP 2011/15) and Decent Work Country Programme (DWCP2013/17) for Tanzania highlight the importance of having national frameworks in place for enabling environment for HIV response, including the response at workplace

During this reporting period (FY 2012/13) tangible results have been achieved in terms of ILO contribution in developing appropriate national HIV policies, guidelines and programmatic frameworks. The technical assistance was provided in drafting the following frameworks:

- ❖ Code of Practice on HIV and AIDS at Workplace for Tanzania Mainland
- ❖ Regulations on sexual harassment at workplace in Zanzibar
- ❖ National Multi-sectoral Strategic Framework on AIDS for Tanzania Mainland (NMSF III)

Through the tripartite plus forum (formed by the ILO constituents and other key stakeholders in HIV response at workplace), constituents got an opportunity to discuss and collectively engage in consultative meetings for the formulation of the above mentioned national frameworks. For instance, Association of Tanzania Employers (ATE) and Trade Union Congress of Tanzania (TUCTA) were members of the national steering committee for the review and development of the NMSF III on AIDS.

As well, under the leadership of the Ministry of Labour and Employment (MOLE) in collaboration with TUCTA and ATE the drafting of the Code of Practice on HIV and AIDS in Tanzania Mainland was done. This tells us that the ILO support to constituents enhances their capacity to engage in the national forums and discussions regarding formulation of national policies, laws and regulations that protect labour rights, including the rights of workers living with HIV and those affected by the epidemic.

## B. Knowledge Sharing and Advocacy

Access to adequate social protection is recognized by International labour standards and the UN as a basic right. It is also widely considered to be instrumental in promoting human welfare and social consensus on a broad scale, and to be conducive to and indispensable for fair growth, social stability and economic performance, contributing to competitiveness. Through knowledge sharing and advocacy, the ILO has set out three main objectives reflecting the three major dimensions of social protection:

1. Extending the coverage and effectiveness of social security schemes
2. Promoting labour protection , which comprises decent conditions of work, including wages, working time and occupational safety and health, essential components of decent work
3. Working through dedicated programmes and activities to protect such vulnerable groups as migrant workers and their families; and workers in the informal economy. Moreover, the world of work's full potential will be used to respond to the AIDS pandemic, focusing on enhancing tripartite constituents' capacity



*H.E. Dr. Jakaya M. Kikwete, President of the United Republic of Tanzania, in dialogue with Mr. Emmanuel Magoti, National Programme Coordinator (Social Protection) during the Social Protection Promotion Week in May 2013*

In this section, three key activities implemented in the UNDAP Financial Year 2012/13 are featured, namely:

1. International Research Conference on "Improved Working Conditions, Safety and Health, Training and Performance in SMEs", May 9–10, 2013 Geneva, Switzerland;
2. Social Protection Promotion Week 2013, May 13–17, 2013 Dodoma, Tanzania;
3. Regional Knowledge Sharing Forum on "Making Decent Work a Reality for Domestic Workers in Africa", Dar es Salaam, Tanzania, May 28–30, 2013
4. National Forum: The Role of Economic Empowerment in Reducing HIV Vulnerabilities and Risks among Girls and Women in Tanzania, JB Belmont Hotel, Golden Jubilee Towers, Dar es salaam, May 25, 2013

Knowledge sharing and advocacy has a special role in HIV and AIDS since it is still an extraordinary crisis which challenges most of the working population in Tanzania. HIV and AIDS cause loss of incomes and productivity at both households and in enterprises. Though, HIV and AIDS prevalence trends in Tanzania declined to 5.1% (TMHS 2011/12) compared to 7% (THIS 2004/05), its impact is still soaring and the infections continue. The recent THMIS report (2011/12) shows that HIV prevalence is higher among individuals who are employed (6%) than among those who are not employed (3%) and identified jobs exposing employees to high risk behaviours: truck drivers, miners, extractive industries, and fisheries. However, response in the world of work in Tanzania is limited.

In addition, bringing the private sector to recognise HIV and AIDS and other diseases as workplace and development issues remains a big challenge because of their mainly focus and emphasis placed on financial gains. As a result they remain reluctant to initiate and invest in workplace based wellness programmes.

For instance, majority of private sector workplaces in Tanzania do not have either wellness or HIV and AIDS workplace programmes and those who have policies do not implement systematic activities. Subsequently, wellness/HIVAIDS interventions at the workplace remain very limited, leaving most of the working population not targeted for disease prevention, care and support services.

The recent review of the National Multisectoral Framework on AIDS has shown that private organizations are falling far behind the public sector in implementing workplace HIV and AIDS interventions. This could be due to lack of support and commitment from company top management or less informed on the cost-benefit of the disease prevention and health promotion programmes. Basing on these facts the ILO Tanzania has been championing the advocacy work to ensure that HIV and AIDS response at workplace remains a national agenda and translated into action at enterprise level. In the period under review the following activities to promote HIV response at workplace were conducted:

1. Chief Executive Officers (CEOs) breakfast meeting: the CEOs meeting was held to stimulate discussions among leaders of the private sector organizations and companies on investing in workers wellness for greater productivity by addressing non communicable diseases and HIV and AIDS. It was the first CEO s meeting for the Private sector. The meeting was organised by ATE and TPSF in collaboration with TUCTA, ILO SHWAP and CHAMPION Project aiming at building the capacity of HIV and AIDS WPP so that to be able to plan, coordinate, implement, monitor and evaluate comprehensive workplace programs. The theme of the meeting was "Investing in workers wellness and HIV Prevention: For Better Production and Productivity". On 28 February 2013 at Hyatt Regency Hotel, Dar es Salaam
2. The ILO in collaboration with TACAIDS conducted a national dialogue on the role of economic empowerment strategies in reducing HIV Risk and Vulnerability among women girls and young men. As a result of this meeting economic empowerment strategies as a means of reducing HIV vulnerabilities and risk has been included in the NMSF III. This activity took place on 25 June 2013 at JB Belmont Hotel Diamond Jubilee Towers in Dar es Salaam.

3. The ILO held a national launch of the Corridor Economic Empowerment Innovation Fund (CEEIF) which aimed at influencing other development partners and national stakeholders working on HIV prevention and impact mitigation to adopt the approach providing soft loan and move away from the traditional approach of providing grants. About 150 people from government ministries and departments, workers and employers organizations, UN agencies, International NGOs, UN agencies, bilateral donors, local NGS as well business associations attended this launch on 18 September 2013 at ILO conference, Dar es Salaam
4. Technical and financial support was provided to Ministry of Labour, Economic Empowerment and Cooperatives (MLEC) to conduct a situation and response analysis study on HIV and AIDS/TB among workers in Zanzibar. The main purpose of this situation and response analysis was to increase evidence-based knowledge on the impact of HIV and AIDS and TB on workers and enterprises in both formal and informal economy work settings. The study was conducted between October - December 2012 and is now being used as an advocacy tool to influence the establishment and or strengthening existing HIV workplace interventions in the Island.
5. Under this reporting period the ILO Tanzania worked toward contributing to getting to the global campaign of getting to zero at work. The campaign aims at making significant contribution to the global target of ensuring 15 million people are in treatment by 2015. The collaboration with Tanzania AIDS Commission for AIDS (TACAIDS), TUCTA, ATE and EngenderHealth Champion Project contributed to the testing about 1267 ( M: 685 F: 582) workers. About 40 (M: 14 F: 26) workers tested positive and they were referred for further medical examination and treatment. The testing campaigns were accompanied by educational activities and awareness raising on HIV prevention and treatment options, provision of IEC materials on HIV, TB, reproductive health and male circumcision.



*Participants who joined the VCT Campaign to mark the WAD in Mafinga Hot spot on 5 Dec 2012*

**National Forum: The Role of Economic Empowerment in Reducing HIV Vulnerabilities and Risks among Girls and Women in Tanzania, 25 June 2013.**

**JB Belmont Hotel, Golden Jubilee Towers,  
Dar es salaam**

1. The ILO, in collaboration with the Tanzania Commission for AIDS (TACAIDS), held a national forum on "The role of economic empowerment in reducing HIV Risk and Vulnerability among girls and women.
2. Forum served as a platform for girls and women, policy-makers/planners, key government ministries, agencies and departments (MDAs), NGOs, social partners and development partners to deliberate and formulate strategic views in reducing HIV risk and vulnerability among girls and women through economic empowerment approaches and share best practices.
3. The main theme of the forum was "*The role of economic empowerment strategies in reducing HIV Risks and Vulnerabilities among girls and women in Tanzania*" to underline the urgency of relieving girls and women from the AIDS multi-faceted burden. The event was planned to bring public awareness of the role of economic empowerment approaches in reducing HIV vulnerability and to learn from the traditional HIV prevention programming to date and capitalise on what could be exponential returns of integrated economic empowerment and HIV prevention strategies.
4. The forum achieved the following outcomes:
  - To discussed the relationship between economic empowerment and HIV risks, gender and vulnerability
  - Disseminated lessons and good practices on integration of economic empowerment and gender into HIV prevention interventions.

Explored programming potentials to address critical policy gaps on intersection between HIV, gender and economic empowerment.

**WOMEN AND GIRLS  
EMPOWERMENT**

*Women and girls are disproportionately affected by the HIV and AIDS. The recent report on THIMS 2012, shows that among the 5.1% adults of age 15-49 living with HIV women contribute more (6.2%) compared to 3.8% for men.*

*Again, prevalence among young women is higher than young men, particularly for youth of age 23-24 where women are more than twice as likely to be infected than men of the same age (6.6% versus 2.8%).*

*Among many factors, economic disempowerment contributes significantly to women vulnerabilities and risk of contracting HIV. Prevention programmes which integrate economic interventions could contribute to increasing women agency in reproductive health issues including negotiating safer sex.*

**Tulanoga Matimbwi  
National Programme Coordinator  
HIV and AIDS**



## THE SOCIAL PROTECTION PROMOTION WEEK DODOMA, TANZANIA, 13th – 17th MAY 2013

The ILO supported the second Annual Social Protection Promotion Week organized by the SSRA which involved a number of institutions including GEPF, NSSF, PPF, PSPF, LAPF, NHIF, OSHA, CMA, Tanzania Employment Searching Agency (TAESA) and the ILO. Based on the theme of the event which was “Social Protection for All” and the curiosity of visitors wanting to know more about the ILO, knowledge on several aspects of social protection was shared including the following:

- a) A brief narrative of the UNDP framework of which Social Protection is an important component.
- b) Understanding the ILO mandate as hinged on the four pillars of the Decent Work Agenda, which constitute the ILO four strategic objectives and what decent agenda means for Tanzania.
- c) The ILO role in Social Protection, with emphasis on C. 102 (1952) and R.202 (2012) as important instruments towards administering credible social protection systems and the need to ratify the convention toward extending a gender-sensitive social protection for all in Tanzania.
- d) Understanding social protection systems as being not only based on mandatory contributions, but also as interventions or re-distribution in the form *social safety nets (social assistance), unemployment benefits, universal benefits* and in-kind social transfers such as *child nutrition, educational grants, decent housing, and universal health care*.
- e) The president's speech also provided wealth of knowledge towards society's understanding of social protection in particular by urging those in self-employment who have an assured flow of monthly or annual income to insure themselves with a social security scheme of their choice for their own and their families' future benefits.

Finally, it should be noted that the Social Protection Promotion Week is a continuous event carried out by the SSRA once every year since its inception in 2011. The ILO in Tanzania is supporting its implementation.

## ROLE OF SOCIAL PROTECTION IN IMPROVING LIVELIHOODS

*During the Social Protection Week, the ILO was invited by its stakeholders (the SSRA and five other Social Security Schemes) to participate in the event of charity work at the Dodoma Regional Hospital's Labor Ward and at the Miyugi Cheshire Nursing Home for the Mentally Impaired Children.*

*At the Hospital Labor Facility the entourage donated 20 mattresses and 100 bed sheets worthy Tsh. Seven million whereas at the mentally impaired children's home 80 corrugated iron sheets and several pieces of wood were donated for the finishing of a dormitory building.*



*Donations at the the Miyugi Cheshire Home of the Mentally Impaired during the Social Protection Promotion Week in Dodoma in May 13 – 17, 2013.*

*It's worth noting that the charity work was a minor fulfilment of one of the fiduciary principles of social security financing named 'social and economic utility.'*

**Emmanuel Magoti,  
National Programme Coordinator,  
Social Protection**



## MAKING DECENT WORK A REALITY FOR DOMESTIC WORKERS IN AFRICA

Participants in the regional forum worked together to identify key aspects of legal protection for domestic workers. They shared challenges and good practices on working conditions of domestic workers such as working time, remuneration and wage setting policies and practices in the domestic work sector. They also explored employment contracts, skills training and certification, and social protection for domestic workers. They further discussed how to promote decent work for domestic workers through alliances among governments, employers' and workers' organizations, and particularly domestic workers' organizations in each country.

By the end of the regional forum, the following were identified as the high priority areas:

- a. *Formalising domestic work* through legislative and policy frameworks in place. It is expected that there will be job creation and protection of domestic workers rights. The envisaged partners include tripartite partners and other interest groups. The expected change is more comfortable domestic works and improved working conditions.
- b. *Ratification and domestication of Convention No. 189* through lobbying on the tripartite partners for consensus on the need to ratify the Convention in order to ensure protection of domestic workers and eliminate child labour. The envisaged partners are tripartite partners and other interest group. The expected change is that laws addressing domestic work will be in place in the respective countries.
- c. *Awareness creation* through awareness programmes in all media. Expected change is to have enlightened community. The partners are the tripartite partners and other interested stakeholders.
- d. *Organising domestic workers* through recruitment of new members to trade unions for domestic workers. This will change the society as domestic work will be considered as any other work and the results will be having organised domestic workers.
- e. *Border control* through having regular patrols in borders in order to ensure protection against illegal migrants domestic workers who face a lot of risks.

## REGIONAL KNOWLEDGE SHARING FORUM ON MAKING DECENT WORK A REALITY FOR DOMESTIC WORKERS IN AFRICA

28 – 30 May 2013,

Dar es Salaam, Tanzania

*This was the first regional event of its kind in Africa after the adoption of the ILO Convention No. 189 on Domestic Workers and its Recommendation No. 201 bringing together representatives of governments, employers and workers, and leaders of domestic workers from the African region. The forum had 3 objectives:*

*Deepening the understanding of the ILO Convention No. 189; Sharing knowledge about policies, practical measures and alliances in and between countries; and identifying and assessing possible solutions and new perspectives for specific situations of domestic workers in each country.*

*A total of 66 participants (33 females and 33 males) attended the forum from 10 African countries - Angola, Cameroon, Ethiopia, Mauritius, Morocco, Nigeria, Senegal, South Africa, Tanzania and Zambia. Observers came from the International Organisation of Employers (IOE), the International Trade Union Confederation (ITUC) and the International Domestic Workers Network (IDWN). United Nations (UN) agencies were represented by IOM, UNICEF and UNDP representatives from their Dar es Salaam Offices.*

*Kokushubila Kabanza,  
National Programme Officer  
Making Decent Work a Reality for Domestic Workers Programme*

## PRODUCTIVITY AND WORKING CONDITIONS IN SMES

Productivity and working conditions in small and medium scale enterprises (SMEs) is an area of critical importance to the ILO. ILO believes that competitive private enterprise is the principal source of economic growth, wealth and jobs globally, and SMEs are a significant element of this. According to the ILO World of Work Report 2012, SMEs create most existing and new jobs worldwide.

Bearing this in mind, strengthening the competitiveness of SMEs clearly has the potential to reap widespread benefits. Unfortunately, improvements in enterprise performance can be difficult to achieve and do not always translate into improved working conditions or sustainable livelihoods. This is especially evident in SMEs, where weaknesses in competitiveness, poor working conditions and low skill development prevail.

A central goal of ILO is to secure decent, safe and healthy, working conditions for all workers, as reflected in its Decent Work Agenda. This means leading the way in shaping policies and practices that promote the development of sustainable enterprises, particularly SMEs, that can compete, grow and create decent work opportunities.

As a complement to a right-based approach to achieving better working conditions, the ILO has implemented a number of programmes that point to the economic case for better working conditions, pointing to resulting increases in enterprise performance. One such programme is the Work Improvement in Small Enterprises (WISE). Working in collaboration with VETA, the ILO has created a network of trainers on this programme to ensure its sustainability.



Workers in a Cashew Nut factory in Mtwara

## INTERNATIONAL RESEARCH CONFERENCE ON "IMPROVED WORKING CONDITIONS, SAFETY AND HEALTH, TRAINING AND PERFORMANCE IN SMES"

9–10 May 2013, Geneva

### Objectives

1. To share and critically examine research findings, and identify relevant knowledge gaps on the linkages between working conditions and productivity, proposing future ILO research activities to address them;
2. To identify potential improvements in ILO tools and interventions to address the needs of those working with SMEs in the field;
3. To plan for the development, by the end of 2015, of an evidence-based intervention model that helps SMEs adopt practices that promote better productivity and working conditions on a scale that can make major contributions to economic development and the achievement of decent work.

*Having coordinated a project on improving working conditions in SMEs in Tanzania, the conference provided a forum to identifying relevant knowledge gaps from the evidence review and proposing future ILO research activities to address them and identify ways to improve ILO tools and interventions to address the needs of those working with SMEs in the field.*

**Annamarie K. Kiaga**  
UNDAP Coordinator

## MESO-LEVEL INTERVENTIONS

Both institutional strengthening activities and individual capacity building initiatives took place in the UNDAF Financial Year 2012/13.

### A. Institutional Strengthening

#### Reform of Long-term Benefits of Members of Pension Funds

On Friday, July 20, 2012, SSRA conducted a workshop for TUCTA and ATE at NSSF Waterfront Conference hall with the aim to inform the major stakeholders about the proposed changes in the long-term benefits and solicit their comments on the proposed changes which aim to improve the sustainability of the funds as well as improve benefits of the individual members. The workshop was sponsored by the ILO.

Involvement of the labour unions is in line with contemporary regulatory governance which requires a tripartite participation of stakeholders – government, workers and employers representatives – in decision making regarding social security issues. The training followed an evaluation of social security funds that was requested by the Government of Tanzania through its cabinet. Actuarial valuations of six funds – LAPF, PSPF, GEPF, PPF and NSSF – were thus completed under the sponsorship of the Bank of Tanzania (BoT).

During the workshop, participants were informed of the following recommendations towards improving pension schemes:

- a. Indexation of monthly pension depending on inflation and the situation of the fund based on actuarial valuation done every three years or when an emergency arises;
- b. Decrease of amount of pension to be commuted from 50% to 25% for members in schemes offering 50 %
- c. Standardization of the accrual factor to be 2.07% per annum or 1/580 for all schemes;
- d. The use of the average of three years' salary instead of the final salary in the pension formula;
- e. An early retirement factor of 3.6% when a member retires before the age of 60. This will help members to be employed until the age of 60 and thus continue to contribute to the fund;
- f. Members will be required to contribute for a period of fifteen years in order to be entitled to get a pension. This will be for all funds.
- g. There should be a two pillar system in the contributions made by members: i) defined benefit for monthly contributions of up to TZS 5 million; and (ii) defined Contributions for contributions exceeding TZS 5 million.

The above recommendations were presented to stakeholders to solicit their comments and propose a way forward with the social security reforms in Tanzania.

#### High Level Seminar for Members of Parliament on Social Protection Policy and Social Security Entitlements

ILO partially sponsored a social protection policy seminar for more than 100 Members of Parliament in Dodoma in November 2, 2012 and offered expert advice on the issue of early withdrawal of benefits which had aroused great public concern in early July 2012 when SSRA had announced cessation of early withdrawals. The main objective of the seminar was to share general knowledge and experiences about social protection policies and legislations, and in particular discuss the implications of administering the so called 'Early Withdraw Benefit' in Tanzania's social security system. Two presentations were made, one each from SSRA and ATE followed by two speeches, one each from TUCTA and ILO, respectively.

Generally, the presentations covered various themes pertaining to the administration of social security/protection in Tanzania, including its practices with in the three tier system while partly linking them to a comparative analysis of other country experiences. In essence, TUCTA's speech profoundly condemned those in their ranks (including some MPs) who had gone out of their way to sensitize workers to oppose in every way possible the law that led to termination of withdrawal benefits. The speech outlined the irrelevance of withdrawal benefits and their impact on entitlements and hence TUCTA's position in supporting termination of the benefit.

ILO's speech highlighted the general knowledge, experiences and perspectives of social protection policies, and their significance in building a sustainable social protection system that enhances the quality of livelihoods, productivity, growth and better population outcomes.

ILO emphasized on the significance of convention No.102 (1952) in the design of affordable and sustainable welfare states. In the aftermath, about Seventeen (17) MPs, nearly 85% of the 20 MPs who had the opportunity to speak, were directly opposed to the 'Early Withdrawal Benefit' while the remaining three (3), say 15%, remained somewhat indifferent.

### Conclusions and Recommendations

- i. All MPs, almost without exception, acknowledged that the seminar was quite an enriching experience that has equipped them with some basic understanding of social protection and its importance to the society at large and admitted that the decisions leading into suspending the SSRA notice would not have been made if MPs had been knowledgeable enough. They showed interest having to learn more.
- ii. MPs requested the House Speaker that the presentation materials as well as the two speeches be distributed to each one of them for further reading and conceptualization of social protection issues.
- iii. The chairman of the parliamentary committee on social affairs Honorable Andrew Chenge, who also chaired the session, announced that a series of social protection seminars for MPs would be organized and carried out from time to time as from this moment.
- iv. Finally, MPs recommended that the existing social security schemes named NSSF, PPF, LAPF, PSPF, GEPF and NSSF should take immediate action to improve their deteriorating image and credibility to their members and the population at large. The schemes should build an immediate confidence to their members that their monies are safe and available at any point in time to meet the financial obligations entitled to the members.

### High Level Training Workshop for Leaders of Trade Unions on Social Protection and Labour Laws

ILO supported the training of TUCTA members on social protection policies, labour standards and decent work which took place at Naura Springs, Arusha from Nov. 12 – 16, 2012. Approximately 50 leaders of 13 trade unions in mainland Tanzania participated in the training. Delegates came from TUCTA – Head office, TALGU, TEUTA, RAAWU, TUGHE, CHODAWU, TRAWU, COTWU, TUICO, CWT, TUPAU, DOUTA, Education Officers, Teachers and ILO officials. Below is a summary of the findings:-

First, although ILO conventions and Tanzania labour laws permit employees to form and/or join trade unions of their own choice, constitutions of various trade unions contain provisions that require members to seek approval from trade unions leaders (in most cases General Secretaries) before withdrawing their membership. This is contrary to the ILO conventions and Tanzanian labour laws on freedom of association.

Secondly, the role of trade unions is not clearly known to workers in the country. This lack of awareness has contributed to a small membership of only 500,000 workers registered in all 13 TUCTA affiliates country wide.

Thirdly, many workers and leaders of trade unions countrywide are not aware of the Decent Work Country Programme (DWCP) despite the fact that TUCTA participated in its making and approval.

Fourthly, workers have no knowledge of their rights as provided under the Universal Declaration of Human Rights, 1948 and under other international legal instruments. Also, most workers fail to collectively bargain with their employers. Even where bargaining takes place, representatives of workers have been weak in negotiating terms of employment with employers. So far, there are very few Collective Bargaining Agreements (CBAs). Some employers are not willing to sit and negotiate with workers.

Similarly, Most of trade union leaders are not well informed of the procedures of handling collective labour disputes. They have a poor understanding of both strike and protest action. Failure to adhere to procedures has made most of their applications in the Labour Court being struck out or dismissed. The Commission for Mediation and Arbitration (CMA) lacks enough and competent staffs to mediate and arbitrate labour disputes.

Furthermore, Worker's knowledge of social security as a basic human right and the significance of entitlements on the quality of worker's lives as stipulated in Convention 1952, (No.102) and other related conventions such as C.No. 121, 128, 130, 168, 183, is generally very low.

Despite TUCTA's involvement in the on-going social protection institutional reforms as an important tripartite institution, a good number of leaders and members of worker's unions are not well aware of the reform process. There is great concern among workers regarding TUCTAs' representation with in the governing boards of social security schemes which they consider inadequate and hence leading into failure or inability to strongly address the need for improvements in the quality benefits being administered by public mandatory schemes – NSSF, PPF, PSPF, LAPF, GEPP and NHIF.

Other issues of great concern for workers and leaders of trade unions included lack of freedom/flexibility of membership into social security schemes especially from public sector institutions, lack of harmonization and portability of benefits; exorbitant income taxes on the gross earnings of an ordinary employee in the face of apparently inadequate remunerations; failure of some employers in paying their employees' social security contributions especially private sector employers; the fate of employment insecurity among seasonal workers such as those from mining and agricultural sectors who often do not qualify for retirement pensions; the need to terminate all forms of provident and or supplementary schemes due to their inability to cover for contingencies and shocks in the expectation of life at retirement.

Also, Workers are confused about the manner in which some schemes, i.e. NSSF, administer the maternity benefit entitlement. They argue that there have been observable instances where the fund deducts from the recipient's monthly contributions the amount previously offered to the beneficiary as maternity benefit. They demanded immediate clarification from SSRA on this matter.

Finally, Workers are dissatisfied with the manner in which social security schemes invest member's funds which apparently does not contribute to the social and economic wellbeing of members. They are challenging the government's recent whirlwind of borrowing billions of member's money from social security funds and have shown scepticism on the government's ability to refund the money along with interest. Apparently, they have expressed their worries about the future financial health of these funds.

### Review and Development of the HIV and AIDS Strategic Plan for Private Sector in Zanzibar

ILO supported the AIDS Business Coalition for Zanzibar to review and develop strategic plan on HIV and AIDS for the private sector. The AIDS Business Coalition Zanzibar strategic plan 2013/14-2017/18 has been formulated to guide the private sector response in HIV and AIDS and builds on the achievements

made by previous workplace interventions. The review of the strategic plan was necessary to align with the Zanzibar National HIV Strategic Plan –II. The new ABCZ strategic plan was developed through a consultative process and participation of relevant stakeholders responsible for workplace HIV and AIDS interventions in both Pemba and Unguja. The main priority areas for the current ABCZ strategic plan are:

1. Coordination and networking: The coordination and networking among private and public sector specifically doing business is enhanced and practically done by sharing best practices in preventing new infections and reducing the impacts of HIV to workforces and families;
2. Capacity Building: 80% of ABCZ members have functional HIV and AIDS policies and implementing comprehensive workplace HIV and AIDS programme to prevent new infections and mitigate the impact of AIDS to workforces and their families by the year 2018;
3. Policy engagement and Advocacy: ABCZ influence national policy on issues related to HIV and AIDS at workplaces that contribute toward preventing engage and contribute in the national policy dialogue concerning HIV and AIDS. So far the forum has been very useful instrument to foster partnership between the government, worker's and employer's organizations to advance HIV and AIDS workplace policies and programmes at the national and enterprise levels. The forum provides a platform for social dialogues on issues pertaining to WPP on HIV and AIDS; identify potentials and barriers for coordinating private sector response to HIV new HIV infection and reducing impacts of HIV to workers and families

### Development of HIV Workplace Policies and Programmes in Enterprises

The ILO provides technical support to the Association of Tanzania Employers (ATE) in the general coordination of the private sector response to HIV and AIDS in the country. ILO as agency responsible for mobilizing private sector and workplace HIV interventions worked with ATE to ensure that private sector is involved in the HIV response. The range of support was provided including organizing meetings, training, advocacy events and technical advice in various aspects of policy and programmatic on HIV response for the private sector.

In the period under review, the ILO supported ATE to first establish peer educators in selected company members. ATE organized a five days training on peer education on HIV and non-communicable diseases. The main objective of the training was to equip participants with knowledge on HIV and AIDS, non-communicable diseases, and facilitation skills required for peer education at workplace. The workshop attracted twenty one (21) participants from ten (10) different members companies. The training was conducted at Oasis Hotel in Morogoro from 6-10 May 2013.

As a followup to his training, ILO also supported ATE to train 10 enterprises on development and implementation of HIV Workplace policy and programmes. The main objective of the training was to impart knowledge and skills to representatives from member companies on developing HIV and AIDS policy and its management that defined company's position and practices for prevention of transmission of HIV, treatment, care and support for people living with HIV in companies and surrounding communities. The training was conducted at Oasis Hotel - Morogoro for three days from 13th to 15th May 2013.



Participants pausing on a group picture with their training materials

## B. Individual Capacity Building

In recent years, the Government of Tanzania has taken considerable measures to reform the country's social protection system leading to a number of significant achievements including; endorsement of Social Security Policy in 2003, enactment of Social Security Act No. 8 of 2008, and establishment of Social Security Regulatory Authority (SSRA)



in 2010 as well as enactment of the new Social Security Funds Act of 2012. Recently, it has been realized that there are different perceptions and understanding of social security services in the country following circumstances underlying recent developments in the sector. ILO is therefore working with Ministry of Labour and Employment and its institutions, in particular SSRA, to ensure that individuals put in place to guide the country in implementing social security are capable of performing their duties efficiently. To this end, the following training courses have been organized in order to enhance individual capacities of policy makers:

### Certificate Programme in Managing Social Security and Pensions

Wits University, in partnership with ILO, conducted a course on **Managing Social Security and Pensions** which took place from 23 July to 04 August 2012. The course gave participants practical knowledge of social security systems and their associated pension systems and how they are designed and managed. Two (2) senior officials of Social Security Regulatory Authority (SSRA) were sponsored by ILO's UNDAP component to attend this certificate programme.

### Social Insurance Diploma

Four (4) SSRA officials were sponsored to pursue a Social Insurance Diploma course offered by Muhanna Foundation in Zanzibar and Mainland Tanzania from January – March 2013. The course was designed to building human capacity for institutions and businesses in Africa to contribute in designing, administering and reforming adequate and viable pillars of Social Protection systems.

The SSRA Officials opted for two modules - Module 1 on Retirement Schemes Benefits and Issues which was offered from 28 to 31 January, Kunduchi Beach Resort, Dar es Salaam and Module 3 on Actuarial Perspective of Retirement Schemes which was offered from 04 to 07 February, Sea Cliff Resort, Zanzibar. Each module was held over a 4 day period and comprised lectures, discussions, and study cases.

### 5<sup>th</sup> Africa Regional Social Protection Conference

In November 2012, ILO facilitated two (2) SSRA officials to attend the 5<sup>th</sup> Africa Regional Social Protection Conference (ARSPC-C5) in Kigali, Rwanda. Held from 12 – 16 November 2012, the conference was organized to promote uptake and coverage of social security benefits to all peoples within East and Central Africa region. Under the theme "Social security: a driver of socio-economic development", the Conference aimed at: (1) appraising the impact of social security investments in the socio-economic development of the region; (2) sharing experiences and discuss the feasibility of introducing Universal Pensions in developing countries; (3) describing the Decent Work Programme and its applicability to the socio-economic development of a country.

### Training of Business Service Providers on HIV

Ilo trained 30 Business Service Providers (BSDs) from Social economy organizations, partners of the ILO/Sida project found along the Tanzania-Zambia Corridor. The training aimed at equipping selected participants with basic concepts and operations on business development services. The BDS group was establish to facilitate

the implementation of the Corridor Economic Empowerment Innovation Fund (CEEIF). The CEEIF is a component of the ILO/Sida HIV project which aims at increasing access to financial services among vulnerable groups of male and female informal workers. BDSs from different SEOs play the primary role of building capacity of the beneficiaries in running the IGAs as well as preparing business plans, appraising and ensuring that loan are recovered and beneficiaries' economic status is improved hence reduced risks to contract HIV. The trainerd BDS providers went on to train about 900 (M346 F554) members of Social Economy Organizations (SEOs) in Ilula, Mafinga, Makambako, Tunduma and Kyela.

## MICRO-LEVEL INTERVENTIONS

### Direct Actions with Beneficiaries

#### National Workshop for Domestic Workers August 17-18, 2012

On June 16, 2011 the ILO adopted the Convention 189 on Decent Work for Domestic Workers (C189) and Recommendation 201 which are aimed at guaranteeing decent working conditions and pay for domestic workers around the world. To date the Convention has only been ratified by ten countries - Philippines, Italy, Mauritius, Bolivia, Nicaragua, Uruguay, South Africa, Brazil, Paraguay and Germany.



*Participants of the National Workshop for Domestic Workers, Rikki Hotel, Dar es Salaam, August 17 – 18, 2012*

While passing laws to regulate domestic work and recognize their labour rights is seen as a significant step forward, it does not necessarily guarantee implementation. There is no doubt that educating domestic workers about their rights and laws will enable them to expose and defend themselves from injustices that, in the absence of a legal framework, would have gone unpunished.

As part of the efforts to build pressure and create broad support for the ratification of Domestic Workers Convention No. 189 which was adopted at the 2011 International Labour Conference, a training workshop for domestic workers was held from August 17 – 18, 2012, facilitated by IDWN, FES, CHODAWU and ILO. A total of 32 domestic workers attended the workshop.

#### Upendo Sila: From a victim of teenage pregnancy to a butcher-woman

A young lady Upendo Sila aged 29 years, is a mother of four children living at Ilula in Iringa region located in the Southern highlands in Tanzania. She got her first child at the age of 15yrs. She is among the women who went through the pain of unexpected teenage pregnancy and drop out from school. She was rejected by her parents because she got pregnancy which limited her to join the secondary level education after passing her primary level exams. Upendo was forced to live with the man impregnated her, who is now her husband. She said at the beginning it was tough for her to cope with the motherhood and wife roles as she was very young to start a family. Apart from the family, Upendo had to work hard in a farm in order to feed the family. The farm work was so hard and produced less yields because she could not afford mechanized agriculture and fertilizing the field. In 2004 Upendo decided to complement her farming with the business of making

and selling local brews at the neighborhood local bar (called Kilabu in Kiswahili). She is still working on this business.

In March 2012 Upendo started two new businesses: selling meet soup at the kilabu and meet shop (butcher). Traditionally butcher is a male dominated business in her region. Upendo said that she became assertive and leaned to try and take risk after receiving training on entrepreneurship and business development which was organized for their association of local bar women. From the training she learned about



*Upendo Sila selling meat on her new butcher shop*

characteristics of good entrepreneurs, creation of new business ideas and starting a new business. She learned how to market her products, keeping records and savings. She managed to properly keep her business earnings. From the business savings and the loan she took from the SACCOS in her village; she managed to start two new businesses. Upendo is among the 906 women received Start and Improve Your Business (SIYB) training offered by the ILO project on HIV Vulnerability Reduction and Economic Empowerment.



*VCT Programme held in Mafinga on 5 dec 2012 for workers in lumbing camp site at mafinga sao hill forest*

# PART IV

## Social Dialogue

Labour  
Administration

Industrial  
Relations

Workers and  
Employers  
Organizations

Tripartism

### Links with ILO Outcomes, Indicators and the Decent Work Country Programme

<b>ILO Outcomes and indicators</b>	<b>Outcome 9: Employers organizations:</b> Employers have strong, independent and representative organizations.  <b>Indicator 9.3:</b> Number of national employers organizations that, with ILO support, have enhanced capacity to analyze the business environment and influence policy development at the national, regional and international levels.
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Strong and representative employers' organisations influencing economic and social policies.	Employers and workers have increased awareness of applicable labour laws and the services provided by the relevant labour institutions.
<b>ILO Outcomes and indicators</b>	<b>Outcome 10: Workers organizations:</b> Workers have strong, independent and representative organizations.  <b>Indicator 10.2:</b> Number of workers organizations that, with ILO support, achieve greater respect for fundamental workers rights and international labour standards through their participation in policy discussions at national, regional or international levels.
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Strong and representative workers' organisations influencing economic and social policies.	Employers and workers have increased awareness of applicable labour laws and the services provided by the relevant labour institutions.
<b>ILO Outcomes and indicators</b>	<b>Outcome 11: Labour administration and labour law:</b> Labour administration apply up-to-date labour legislation and provide effective services.  <b>Indicator 11.2:</b> Number of member states that, with ILO support, strengthen labour inspection system in line with international labour standards.
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
<b>Labour Inspection/Capacity of labour institutions to implement labour laws enhanced</b>	Labour officers trained and tools developed to conduct inspection and enforce the law
	Tools, guidelines and management systems for Ministries of Labour developed
	Operationalize the DHU in Zanzibar and increase capacity to resolve labour disputes, raise awareness and disseminate jurisprudence.
	Information systems including case management/database and workplace registry in labour institutions in place
<b>ILO Outcomes and indicators</b>	<b>Outcome 12: Social dialogue and industrial relations:</b> Tripartism and strengthened labour market governance contribute to effective social dialogue and sound industrial relations.  <b>Indicator 12.2:</b> Number of member states that, with ILO support, strengthen the machinery for collective bargaining and labour disputes settlement, in line with international labour standards, and in consultation with the social partners.
<b>Programme Outcome</b>	<b>Country Programme Outputs</b>
Social dialogue institutions and labour dispute resolution forums strengthened	Increased capacity for social dialogue
	Enhanced institutional capacity of social dialogue bodies
	Gender balanced representation in social dialogue consultative bodies, particularly of women, increased.

### Part IV at a Glance

"Labour law, industrial relations and social dialogue are at the core of ILO member States' economic and social organization. Sound industrial relations and effective social dialogue are a means to promote better wages and working conditions as well as peace and social justice. As instruments of good governance they foster cooperation and economic performance, helping to create an enabling environment for the realization of the objective of Decent Work at the national level." *ILO Website*

In the first year of the UNDP, this strategic objective of the ILO was incorporated into the Economic Growth and Economic Governance Programme Working Group. After consultations within UN and with the tripartite partners, it was placed under



Governance Working Group. This however, has not changed the nature of the outcomes to be achieved. As an organization, ILO's basic structure and functions are built on social dialogue and include the participation of governments, workers and employers in fulfilling its mandates.

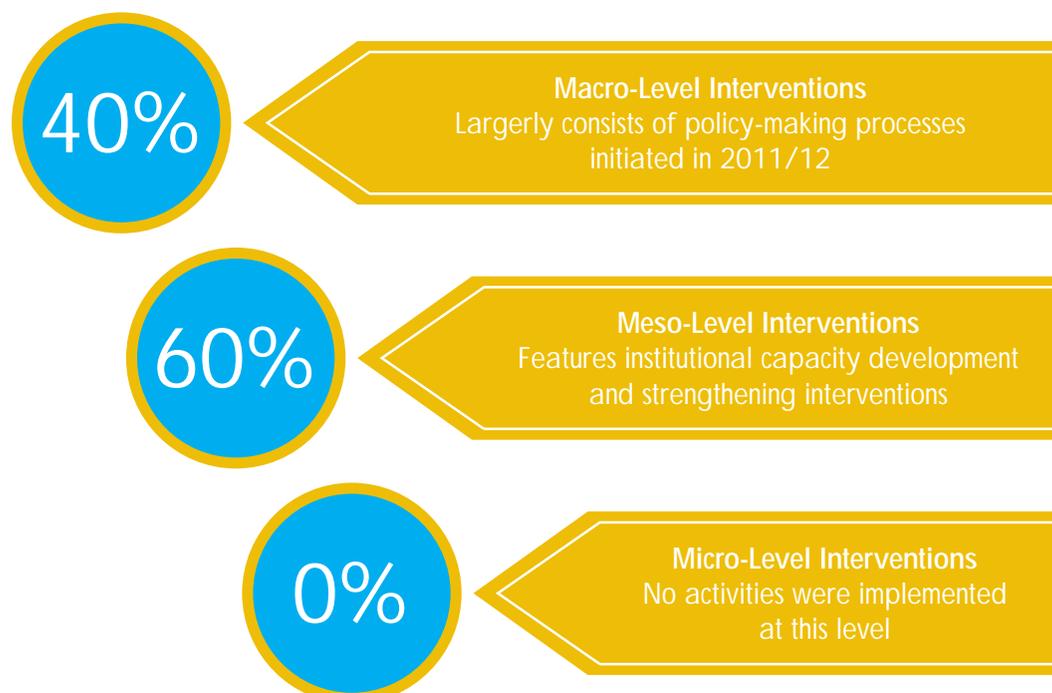
National Development Goals	
National Strategy for Growth and reduction of Poverty (MKUKUTA II) 2011 - 2015	Zanzibar Poverty reduction plan (MKUZA II) 2011 - 2015
3.1 Ensuring systems and structures of governance uphold the rule of law and are democratic, effective, accountable, predictable, transparent, inclusive and corruption-free at all levels	3.1 promote sports, culture and preserve historical and cultural heritage
Key Results in the UN Governance Action Plan	
<p>Relevant ministries, departments and agencies advance key national strategies for good governance</p> <p>Government of Tanzania leads more effective aid management and aid coordination</p> <p>Select ministries, departments, agencies, local government authorities have increased capacity for planning, budgeting, monitoring and reporting</p> <p>Government of Tanzania advances fulfilment of its international treaty obligations</p> <p>Government of Tanzania's justice system better protects the rights of women and children in contact/conflict with the law and is better able to respond to their needs</p> <p>Select communities participate in democratic and peaceful discourse</p> <p>Key institutions effectively implement their election and political functions</p> <p>Ministries, departments, agencies and non-state actors improve implementation of labour standards in an effort to promote decent work and productivity benefits for employers and workers.</p>	

*Social dialogue is the term that describes the involvement of workers, employers and governments in decision-making on employment and workplace issues. It includes all types of negotiation, consultation and exchange of information among representatives of these groups on common interests in economic, labour and social policy. Social dialogue is both a means to achieve social and economic progress and an objective in itself, as it gives people a voice and stake in their societies and workplaces.*

*Social dialogue can be bipartite, between workers and employers (which the ILO refers to as the social partners) or tripartite, including government. Bipartite social dialogue may take the form of collective bargaining or other forms of negotiation, cooperation and dispute prevention and resolution. Tripartite social dialogue brings together workers, employers and government to discuss public policies, laws and other decision-making that affect the workplace or interests of workers and employers.*

ILO. 2013. Social Dialogue, Recurrent discussion under the ILO Declaration, Report VI on Social Justice for a Fair Globalization

Under the UNDP Financial Year 2012/13, ILO activities towards ensuring that ministries, departments, agencies and non-state actors improve implementation of labour standards in an effort to promote decent work and productivity benefits for employers and workers were also at all three intervention levels that is macro, meso and micro-level?



## MACRO-LEVEL INTERVENTIONS

How social dialogue actually works varies from country to country and from region to region. It can exist as a tripartite process, with the government as an official party to the dialogue or it may consist of bipartite relations between labour and management, with or without indirect government involvement. It can be informal or institutionalised, and often is a combination of the two. It can take place at the national, regional or at enterprise level. It can be inter-professional, sectoral or a combination of these. In the UNDP Financial Year 2012/13, ILO worked with social partners to enhance tripartite relations.

### A. Policy Making

In an effort to strengthening labour law compliance in the United Republic of Tanzania, ILO supports MDAs and non-State actors to improve implementation of labour standards and to promote decent work and productivity benefits for employers and workers.

By strengthening labour law compliance, ILO promotes sound industrial relations and social dialogue at the world of work. Sound industrial relations and effective social dialogue are a means to promote better wages and working conditions as well as peace and social justice. As instruments of good governance, they foster cooperation and economic performance, helping to create an enabling environment for the realization of the objective of Decent Work Agenda at the national level.

One of the key elements of an environment that fosters social dialogue is an effective labour administration. Labour administration is a major source of information in its fields of competence for government, employers and workers; it is an active intermediary in the prevention and settlement of labour disputes; it is an informed observer of the trends in society by virtue of its special links with the social partners; it is a provider of effective solutions to the evolving needs of its users; it bears responsibility for an increasing part of public expenditure.

Yet employers and workers are also calling for better resources for Ministries of Labour and inspectorates, to promote fairness and a 'level playing field', and to make Decent Work a reality.

### Social Dialogue Institutions Strengthened and Operationalised with a Gender Perspective

ILO believes that social dialogue is at the core of economic and social organization in any society. Social dialogue is defined by ILO to include all types of negotiation, consultation and exchange of information between, or among, representatives of governments, employers and workers on issues of common interest relating to economic and social policy. Sound industrial relations and effective social dialogue are a means to promote better wages and working conditions as well as peace and social justice. As instruments of good governance they foster cooperation and economic performance, helping to create an enabling environment for the realization of the objective of Decent Work Agenda at the national level.

Thus, the ILO's key contribution to good governance is the promotion of social dialogue. The main goal of social dialogue itself is to promote consensus building and democratic involvement among the main stakeholders in the world of work. Successful social dialogue structures and processes have the potential to resolve important economic and social issues, encourage good governance, advance social and industrial peace and stability and boost economic progress.

In the second year of UNDAF, social dialogue was strengthened through capacity building programmes. Two high level tripartite trainings on social dialogue (freedom of association and collective bargaining) were conducted, one in Mainland Tanzania and one in Zanzibar respectively. These forums brought together the constituents to discuss various issues pertaining to industrial relations in the country and how to improve relationships among themselves. While the training in Mainland Tanzania brought together twenty seven (27) representatives of ATE, TUCTA and MOLE; the Zanzibar training involved twenty five (25) representatives of ZANEMA, ZATUC and MLEEC. In both trainings, the ILO principles and standards on social dialogue, freedom of association, collective bargaining, and public service labour relations were covered. Participants also got a chance to discuss the institutions, methods and procedures of labour dispute resolution in Mainland Tanzania and Zanzibar respectively as well as the role of labour administration and labour inspection in the promotion of sound labour relations. The following challenges were identified in Mainland Tanzania.



*Participants of the high level tripartite workshop on social dialogue held at Mkongwe Hotel in Tanga (from 4th to 7th March, 2013) posing for a group photo.*

Firstly, there are two different legal frameworks that deal with social dialogue, freedom of association and collective bargaining (i.e. the Employment and Labour Relations Act, 2004 vs the public service laws). Also, the procedures of organizing a strike for public servants are very cumbersome. For example, the Public Service (Negotiating Machinery) Act, 2003 requires workers in the public sector (public servants), *inter alia*, to serve to the Government a sixty days notice of the intention to strike counting from the date on which a ballot strike was cast. This is contrary to the provisions of the ELRA which limits the notice of intention to strike to only forty eight hours. Harmonization of labour laws was highly recommended.

As for Zanzibar, just like the case with Mainland Tanzania, several challenges were identified including (but not limited to): different legal frameworks governing issues of social dialogue and collective bargaining; poor understanding of the principles of social dialogue and collective bargaining as enshrined in international labour standards and national labour laws; lack of consultation and effective communication among the social partners; lack of proper implementation of the agreed activities among the social partners; lack of trust and transparency - during the tripartite meetings, leaders of employers' and workers' organizations do not raise their issues for discussion with the government; and lack of effective utilization of the social dialogue mechanisms. To do away with these challenges, harmonization of labour laws and capacity building to employers' and workers' organizations on negotiation skills and writing of collective bargaining agreements were urgently called for. Constituents were advised to establish effective consultation framework/machinery and protocol so as to strengthen communications among themselves as well as be proactive in issues related to their organizations' interests rather than often wait to be involved. The ILO/UNDP informed participants that the study/review of labour laws in the United Republic of Tanzania was going on for the purpose of harmonization. With regard to capacity building, UNDP in collaboration with the ILO Bureau for Workers' Activities (ACTRAV) are organising workshops for negotiation skills.

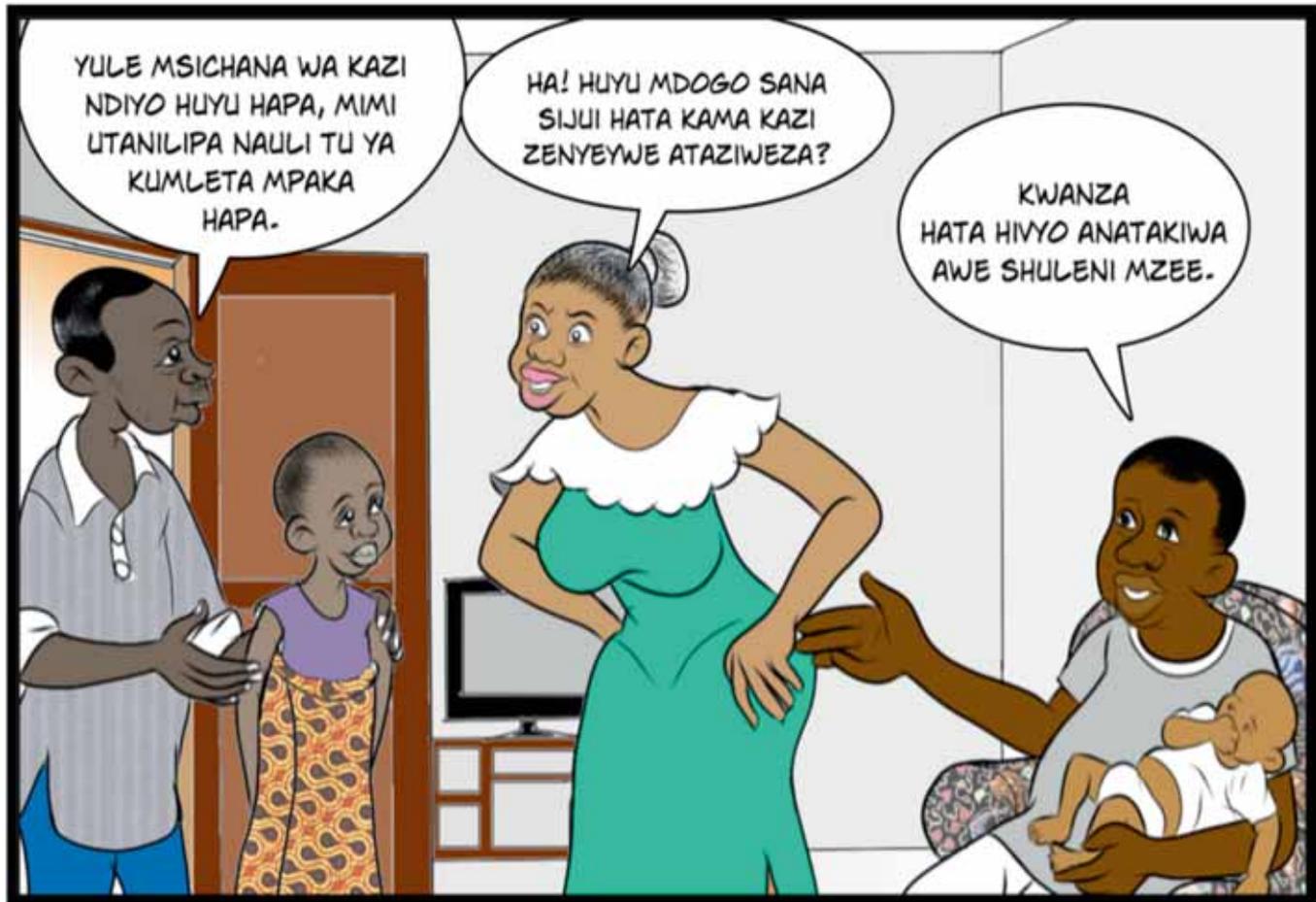
## B. Knowledge Sharing and Advocacy

In collaboration with Youth Entrepreneurship Facility (YEF), the Labour Laws component of UNDP is currently developing the popular versions of labour laws (easy to read and understand) to be used by employers and workers in the micro, small & medium enterprises (MSMEs) in Mainland Tanzania and Zanzibar. The ILO UNDP and YEF Projects attempt to explore the effect of labour and labour related laws on MSMEs. The two projects, focusing on awareness raising on labour laws and the enabling business environment for SMEs in the United Republic of Tanzania, aim at ensuring that both employers and workers comply with the laws thus contributing towards the SME development in the country.

The immediate objectives of this collaboration are: to increase awareness of employers and workers of applicable labour laws and services provided by the relevant labour institutions; to nurture respect for the rule of (labour) law among SME in the United Republic of Tanzania; to strengthen the capacity of ILO constituents to engage in social dialogue on the nexus between Labour Law compliance and SME development; and to strengthen the capacity of SME to comply with the labour laws. The draft copies of these popular versions, which have already been submitted to the ILO by the consultant, will be discussed at workshops of stakeholders in Mainland Tanzania and Zanzibar before the final copies are printed. Once printed, these laws will be disseminated for use.

In addition to the development of the popular versions, the UNDP Labour Laws component is raising awareness on labour laws and labour rights through the media campaigns. To start with, the component in collaboration with the programme on making decent work a reality for domestic workers in Tanzania participated on East Africa TV interview on labour laws and rights of domestic workers that was broadcasted on 1 October 2013 at 21:00 hrs. More TV programmes on awareness raising are forthcoming. Media campaigns are also conducted through newspapers, radios, and the like.

A Sample of Media campaign materials



*Raising Awareness on Child Domestic Workers*



*Promoting adherence to minimum wage standards*

### THIRD ANNUAL TANZANIA HUMAN RESOURCE SUMMIT 2013

6 – 7 June 2013

Dar es Salaam

Under the theme *Transforming HR: Moving from reactive to proactive*, the summit brought together over 400 HR professionals to deliberate how to transform and proactively reposition to meet the needs of their organizations.

Key speakers were drawn from all over Africa to discuss various topics on organizational transformation. The topics presented include: leadership perspectives; accelerating leadership development; overcoming leadership, talent and staffing challenges; HR from a business perspective; investing in leadership for the future; the role of social dialogue in promotion of sound industrial relations in Tanzania; moving beyond measuring employee engagement; strategies for engaging executives in the midst of uncertainty and complexity and the like.

The ILO was invited to speak on how HR can engage the trade unions and employers' associations to deliver the employee engagement strategies.

A presentation titled *the Role of Social Dialogue in Promotion of Sound Industrial Relations in Tanzania* was made analysing the ILO standards and Tanzanian legislation on social dialogue including Freedom of Association and Protection of the Rights to Organise Convention, 1948 (No. 87); Right to Organise and Collective Bargaining Convention, 1949 (No. 98); Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113); Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144); Labour Administration Convention, 1978 (No. 150); Collective Bargaining Convention, 1981 (No. 154); Constitution of the United Republic of Tanzania, 1977; Employment and Labour Relations Act, 2004; Labour Institutions Act, 2004; and Public Service (Negotiating Machinery) Act, 2003.

Participants were informed that there are two legal frameworks that govern social dialogue, freedom of association and collective bargaining in Tanzania i.e. the 2004 labour laws versus the public service laws. Participants urged for harmonization of labour laws.

### ROLE OF HR PROFESSIONALS IN FACILITATING SOCIAL DIALOGUE AT WORK PLACES

*During the summit, certain challenges towards promotion of social dialogue in Tanzania's industrial relations were discussed.*

*They include: negotiation skills among trade union leaders and employers not fully utilized e.g. no single CBA has been reached/registered in Zanzibar; conflict of laws that provide legal framework for social dialogue; LESCO, the highest tripartite institution of social dialogue in the country, is not effective; freedom of association is not fully exercised in some trade unions e.g. members are not given freedom and opportunities to air out their views, members can not withdraw their membership without authorisation of trade union leaders, membership to some trade unions is compulsory by virtue of constitutions of such unions; some workers have been tortured while exercising their organisational rights; some employers are not ready to bargain/negotiate with their workers/workers' associations on terms of employment and working conditions; lack of trust and transparency among the social partners; and ineffective utilization of the social dialogue mechanisms.*

*HR professionals were urged to effectively play their role in promotion of social dialogue at work places including: to encourage transparent communication between staff and management; not to lean on one side; and to link the management and staff members' wellbeing, either directly or vial staff unions.*

**Marwa Maridadi Phanuel**  
**National Programme Coordinator,**  
**Labour Laws**

## MESO-LEVEL INTERVENTIONS

### A. Institutional Strengthening

#### A Strengthened Labour Inspection System

The Labour Commission, which is within the Ministries of labour, is responsible for administration and enforcement of labour laws. Within the Commission there is a Department of Labour Inspection which deals with the paramount role of ensuring that the labour laws enforce in the country are implemented and complied with by both employers and workers. It is for this purpose that the ILO/UNDAP supports the labour departments in implementing their mandates.

In Mainland Tanzania, UNDAP supported for reprinting of the Labour Administration and Inspection Report 2011/2012. The Report, which summarises the findings of inspections conducted throughout the country, has been disseminated. For Zanzibar, UNDAP will support for compilation and dissemination of labour law regulations. UNDAP will also finance trainings on labour laws in Unguja and Pemba. ILO is also providing technical and financial support to the Ministries of Labour in building capacity of its officials (labour officers/inspectors/prosecutors) on inspection skills and techniques of prosecuting offenders of labour laws.

#### An Enhanced Capacity of Labour Institutions to Resolve Disputes in Compliance with Labour Laws

In the second year of UNDAP, ILO continued to work very closely with institutions of labour dispute resolution, namely the Labour Court, Commission for Mediation and Arbitration, Dispute Handling Unit, and Industrial Court to ensure that they resolve disputes in compliance with labour laws.

For the Labour Court, ILO provided financial support for the launching of the Tripartite Plus Users Committee. The Committee, which serves as a bridge between the Court and its users particularly the tripartite parties and the bar, is mandated, *inter alia*, to encourage cooperation among the tripartite parties and other stakeholders with purpose of improving efficiency of the Court in delivery of services to its customers. In so doing, the Committee advises the Court on processes and procedures of handling labour cases, customer care and public perception on the overall performance of the Court including quality or usefulness of decisions as avenues of labour dispute prevention. In collaboration with the International Training Centre of the ILO (ITC-ILO), two officials of the Labour Court (a judge and a registrar) participated a training titled *International Labour Standards for Judges, Lawyers and Legal Educators* that was conducted in Turin, Italy.

In this training UNDAP provided technical support. Also, in collaboration with the Bureau for Gender Equality, judges and registrars of the Labour Court were trained on *Gender equality in the world of work: Professional upgrading on international and national legal frameworks for courts* for the purpose of improving their knowledge on international labour standards in resolving gender related cases. Further support was given for compilation of various rulings of the Court. Plans are underway to support for completion of the already commenced work on indexing of the Court's disposed cases so as to enable the Court, members of the bar, employers, workers and other stakeholders make reference to the previous decided cases. For sure, through UNDAP support the efficiency of the Labour Court has, to some extent, improved.

As for the CMA, UNDAP support in this year was on two areas. Firstly, technical and financial support was given for translation into Kiswahili and printing of the Labour Dispute Prevention and Resolution Training Guide (LDPRTG) which is normally used by the Commission to train employers and workers throughout the country on labour disputes resolution. The translated copies will soon be disseminated. It is hoped that the Kiswahili version of the Guide will easily be understood by the majority of readers and this will help to minimize disputes at places of work. Secondly, in collaboration with the Social Dialogue, Labour Law and

Labour Administration Programme of the ITC-ILO, two CMA staff (a mediator and an arbitrator) were supported to partake a course on *Building effective labour dispute prevention and resolution systems* that was conducted at Turin. UNDAP is also planning to support CMA for development and publication of the Workers Council Regulations to be used in the private sector.

Like the case with the CMA, two DHU officials were supported to participate the above mentioned course that was organised in Turin, Italy, for capacity building. Apart from capacity building for mediators and arbitrators, UNDAP is supporting campaigns for awareness raising on the DHU mandate and functions. The objective is to make the DHU role be known by many people in Zanzibar and make employers and workers use its services.

The main challenge with the DHU is lack of office in Pemba. Since its inauguration in 2012, the DHU is only working in Unguja, Zanzibar. Complainants have to incur unnecessary costs to travel to Unguja-Zanzibar to file complaints.

With regard to Industrial Court, ILO support has been on capacity building. Judges and registrars of the High Court of Zanzibar did participate the workshop on gender equality mentioned above. Despite the capacity building provided, the Industrial Court is operating without regulations to guide the Court on enforcement of arbitration awards issued by the DHU.

This hinders very much the enforcement of awards since the Court has to revert to the normal rules provided in the civil procedure code thus defeating the whole objective of establishing the DHU and the Court itself to resolve labour disputes without engaging procedural technicalities that hinder people from getting their employment rights.

To do away with this challenge, UNDAP is supporting the Court, both technically and financially, to develop and publish the said regulations.

Notwithstanding the above challenges, labour institutions in Tanzania are so far doing good in resolution of disputes. For instance, since its establishment, the DHU has received a total of 141 complaints (from June 2012 to April 2013) of which 95 have already been successfully resolved. For the CMA, a total of 46,357 complaints have been filed from 2008 up to May 2013. Of these, 44,362 complaints have been successfully resolved with only 1995 complaints pending.

This is a commendable achievement. Our objective is to continue enhancing the capacity of these institutions, as well as the Labour Court and Industrial Court, to deliver services and ensure compliance with labour laws and international labour standards.

### **An Increased Public Awareness on Knowledge of Labour Laws and Services Provided by Labour Institutions**

UNDAP interventions in this year were mainly based on capacity building and development of the popular versions of labour laws for awareness raising. On capacity building, UNDAP provided both financial and technical support to Trade Unions Congress of Tanzania (TUCTA) to train seventy (70) members of its affiliates from two zones.

These are the Lake Zone comprising of five regions (Mara, Mwanza, Kagera, Shinyanga and Kigoma) and the Southern Highland Zone comprising four regions (Mbeya, Iringa, Ruvuma and Rukwa). A total of thirty five (35) participants were trained from each zone. Further trainings are planned for the remaining zones in Mainland Tanzania and for Unguja and Pemba in Zanzibar.

**PART IV**  
Standard and Fundamental  
Principles and Rights  
at Work



## Links with ILO Outcomes, Indicators and the Decent Work Country Programme

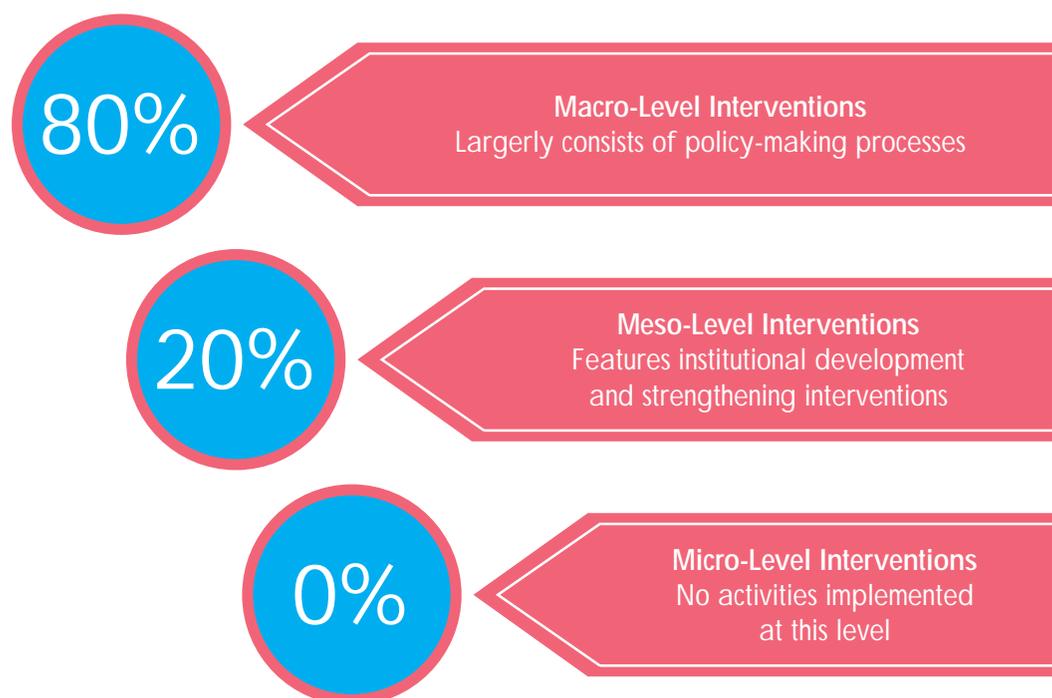
<b>ILO Outcomes and indicators</b>	<b>Outcome 18:</b> International labour standards are ratified and applied.  <b>Indicator 18.2:</b> Number of member states where, through ILO support, the principles and rights contained in international labour standards are incorporated in development assistance frameworks or other major initiatives.
<b>Country Programme Outcome</b>	<b>Country Programme Outputs</b>
Strengthened capacity of member states to ratify and apply international labour standards, including gender equality principles, and to fulfil their reporting obligations	Adherence to key treaties and the Universal Periodic Review (UPR) is continuously monitored, reported on and relevant commissions' observations are followed up.
<b>National Development Goals</b>	
<b>National Strategy for Growth and reduction of Poverty (MKUKUTA II) 2011 – 2015</b>	<b>Zanzibar Poverty reduction plan (MKUZA II) 2011 - 2015</b>
3.1 Ensuring systems and structures of governance uphold the rule of law and are democratic, effective, accountable, predictable, transparent, inclusive and corruption-free at all levels	3.1 promote sports, culture and preserve historical and cultural heritage
<b>Key Results in the UN Governance Action Plan</b>	
<p>Relevant ministries, departments and agencies advance key national strategies for good governance</p> <p>Government of Tanzania leads more effective aid management and aid coordination</p> <p>Select ministries, departments, agencies, local government authorities have increased capacity for planning, budgeting, monitoring and reporting</p> <p>Government of Tanzania advances fulfilment of its international treaty obligations</p> <p>Government of Tanzania's justice system better protects the rights of women and children in contact/conflict with the law and is better able to respond to their needs</p> <p>Select communities participate in democratic and peaceful discourse</p> <p>Key institutions effectively implement their election and political functions</p> <p>Ministries, departments, agencies and non-state actors improve implementation of labour standards in an effort to promote decent work and productivity benefits for employers and workers.</p>	



## Part V at a Glance

The ILO Declaration on Social Justice for a Fair Globalization singles out freedom of association and collective bargaining as particularly important to the attainment of all four ILO strategic objectives. It is illusory to imagine attaining the other strategic objectives in the absence of respect for these fundamental rights. Thus, the work carried out under this outcome underpins the realization of the Decent Work Agenda as a whole.

Under the UNDAP financial year 2012/13, ILO activities towards ensuring that ministries, departments, agencies and non-state actors improve implementation of labour standards in an effort to promote decent work and productivity benefits for employers and workers. The report outlines the assistance provided to the tripartite constituents in the development of sound legal frameworks that respect and protect these fundamental rights. Such assistance was concentrated at the micro- level and meso - level of intervention only.



### MACRO-LEVEL INTERVENTIONS

This section highlights a total of six activities implemented towards ratification and application of international labour standards. These are:

1. ILO's Policy Intervention Towards Regional Integration
2. Study on Labour Laws (and Employment Policies) Inconsistent with the EAC Common Market Protocol
3. A High Level Tripartite Plus Workshop on Harmonization of Labour Laws
4. Validation workshop of the findings of the Comparative Legal Study of the National Labour Laws and the Domestic Workers Convention No. 189, October 2012
5. Development of the Tripartite Plan of Action towards Ratification of the Domestic Workers Convention No. 189
6. TUCTA Campaign towards Ratification of Maternity Protection Convention No. 183

## A. Policy Making

### ILO's Policy Intervention Towards Regional Integration

The Treaty for the Establishment of the East African Community, 1999 (EAC Treaty), was signed on 30<sup>th</sup> November 1999 and entered into force on 7<sup>th</sup> July 2000, following its ratification by the three original Partner States, Kenya, Uganda and Tanzania. The Republic of Burundi and the Republic of Rwanda acceded to this EAC Treaty on 18<sup>th</sup> June 2007 and became full members of the Community with effect from 1<sup>st</sup> July 2007.

Article 5(2) of the EAC Treaty envisages integration among the Partner States to progressively move from a Customs Union to a Common Market, subsequently to a Monetary Union and ultimately to a Political Federation. The operational principles that shall govern the practical achievement of the objectives of the EAC are set out in Article 7(1) of the Treaty. They include, *inter alia*, the establishment of an export oriented economy for the Partner States in which there shall be free movement of goods, persons, labour, services, capital, information and technology.

The objectives and operational principles of the EAC are underpinned in Articles 76 and 104 of the Treaty which lay down the foundation for the establishment of the East African Community Common Market. Article 76(1) provides in part that "There shall be established a Common Market among the Partner States. Within the Common Market...there shall be free movement of labour, goods, services, capital, and the right of establishment." Article 104 which is on Scope of Co-operation posits that, "The Partner States agree to adopt measures to achieve the free movement of persons, labour and services and to ensure the enjoyment of the right of establishment and residence of their citizens within the Community."

The Protocol on the Establishment of the East African Community Common Market (EAC Common Market Protocol) was officially launched in July 2010, marking a milestone achievement by the Partner States in their endeavours to widen and deepen cooperation among them in the economic and social fields for the benefit of the Partner States. However, since the promulgation of the EAC Common Market Protocol in July 2010 workers in all the Partner States have become more concerned about equality of treatment and the levels of protection offered by national labour laws. Taking into account the varied ways in which Partner States have embraced the ILO core labour standards, it is imperative that they reflect the core labour standards, on one hand, and become consistent with the EAC Common Market Protocol, on the other.

In order to achieve the above objectives, ILO contributes towards supporting relevant institutions and MDAs to harmonize trade-related instruments, services, standards and policies to smoothen EAC integration and competitiveness. Considering ILO's mandate, this entails providing technical assistance to harmonize labour laws to be consistent with the EAC Common Market Protocol. Towards the achievement of this objective, ILO contracted a consultant to conduct a study/review of labour laws (of both Mainland Tanzania and Zanzibar) that conflict with the provisions of the EAC Common Market Protocol for purpose of harmonization.

### Study on Labour Laws (and Employment Policies) Inconsistent with the EAC Common Market Protocol

With financial support from the UNDP Programme on Labour Laws, ILO engaged the consultant to conduct the study on labour laws in the United Republic of Tanzania inconsistent with the provisions of the EAC Common Market Protocol. The study was commissioned to review the provisions of labour laws and policies that are inconsistent with the EAC Common Market Protocol and propose ways of addressing such inconsistencies. Moreover, the study was supposed to identify labour legislation which are in conflict with each other and propose possible ways of harmonising such legislation to be consistent or to conform with the EAC Common Market Protocol. A participatory approach involving all key stakeholders was adopted in the execution of the study.

In carrying out the study, the consultant worked very closely with the ILO constituents in both Mainland Tanzania and Zanzibar. These are: Ministry of Labour and Employment (MOLE); Ministry of Labour, Economic Empowerment and Cooperatives (MLEEC); Trade Union Congress of Tanzania (TUCTA); Zanzibar Trade Union Congress (ZATUC); Association of Tanzania Employers (ATE); and Zanzibar Employers Association (ZANEMA). Stakeholders from relevant government Ministries/departments, private sector and members of the legal fraternity were also involved.

These include: Ministry of Constitutional and Legal Affairs; Ministry of East Africa Cooperation; Labour Commission; Attorney General (AG) Chambers; Law Reform Commission; President Office - Public Service Management (PO-PSM); President Office – Public Service & Good Governance (PO-PS&GG); Tanganyika Law Society (TLS); Zanzibar Law Society (ZLS); Tanzania Women Lawyers Association (TAWLA); Zanzibar Female Lawyers Association (ZAFELA); Legal and Human Rights Centre (LHRC); and Zanzibar Legal Services Centre (ZLSC). The following policies and laws were reviewed, all of which proved to be inconsistent with the EAC Common Market Protocol.

### A: Mainland Tanzania

Four pieces of employment policies were reviewed. These are National Employment Policy, 2008; Public Policy on the Employment of Non-Citizens, 1999; National Investment Promotion Policy, 1999; and National Economic Empowerment Policy, 2004. The consultant also reviewed several pieces of labour legislation in force, whether in the public or private sector (or both) together with the regulations made thereunder.

The statutes reviewed include: Constitution of the United Republic of Tanzania, 1977<sup>1</sup>; Public Service Act, 2002<sup>2</sup>; Public Service (Negotiating Machinery) Act, 2003<sup>3</sup>; National Employment Promotion Services Act, 1999<sup>4</sup>; Executive Agencies Act, 1997<sup>5</sup>; Public Service Retirement Benefits Act, 1999<sup>6</sup>; Employment and Labour Relations Act, 2004<sup>7</sup>; Labour Institutions Act, 2004<sup>8</sup>; Merchant Shipping Act, 2003<sup>9</sup>; Occupational Health and Safety Act, 2003<sup>10</sup>; Tanzania Investment Act, 1997<sup>11</sup>; Special Economic Zones Act, 2006<sup>12</sup>; Export Processing Zones Act, 2002<sup>13</sup>; Social Security (Regulatory Authority) Act, 2008<sup>14</sup>; National Social Security Fund Act, 1977<sup>15</sup>; Parastatal Pensions Fund Act, 1978<sup>16</sup>; Workers Compensation Act<sup>17</sup>; Workers Compensation Act, 2008<sup>18</sup>; Immigration Act, 2002<sup>19</sup>; and National Employment Bill, 2009. Also, three pieces of subsidiary legislation were reviewed: Public Service Regulations, 2003<sup>20</sup>; Public Service Scheme, 2003<sup>21</sup>; and Executive Agencies (Personnel Management) Regulations, 1999<sup>22</sup>.

1 Cap. 2 R.E. 2002

2 Cap. 298 (Act No.8 of 2002)

3 Act No. 19 of 2003

4 Cap 243 (Act No. 9 of 1999)

5 Cap 245 (Act No. 30 of 1977)

6 Cap 371 (Act No.2 of 1999)

7 Cap 366 (Act No. 6 of 2004)

8 Cap 300 (Act No7 of 2004)

9 Cap 165 (Act No. 21 of 2003)

10 Cap 297 (Act No. 5 of 2003)

11 Cap 38 (Act No. 26 of 1997)

12 Cap 420 (Act No. 2 of 2006)

13 Cap 373 (Act No.11 of 2002)

14 Act No. 8 of 2008

15 Cap 50 (Act No.8 of 1977)

16 Act No. 14 of 1978

17 Cap 263

18 Act No. 20 of 2008

19 Cap 54

20 GN No. 168 of 2003

21 GN No. 169 of 2003

22 GN No. 75 of 1999

**Table 1: Summary of Statutory Provisions Inconsistent with the  
EAC Common Market Protocol: Mainland Tanzania**

Statute	Specific Provision	Nature of Conflict
Constitution of the United Republic of Tanzania, 1977.	Article 30 (2)	Empowers Parliament to enact a law which may restrict enjoyment of the Basic and Fundamental Rights under the Constitution. The law may restrict access of employment in Tanzania by citizens of the Partner States.
Employment and Labour Relations Act, 2004.	Section 7 (6)	Section 7 (6) overrides section 7 (4) which prohibits discrimination on grounds of nationality. Section 7 (6) promotes affirmative discrimination based on NEPSA, Cap 243.
Code of Good Practice Rules, 2007.	Rule 29 (4)	Replicates the affirmative discrimination advocated by section 7 (6) of the Act.
National Employment Promotion Services Act, 1999.	Section 13 (3)	Empowers the National Employment Promotion Services to accord preference to Tanzania citizens in employment nominations.
	Section 25 (1)	Prohibits employment of foreigners in employment or class of employment reserved for citizens only.
	Section 26 (1)	Imposes a blanket prohibition on employers to employ foreigners unless there is a work permit without considering the relaxation in the CMP.
	Section 27	Imposes indiscriminate conditions to foreigners applying for work permit. Provision is insensitive to foreigners from Partner States.
The National Employment Bill 2009.	General Objective of the Bill.	Indifferent to free movement of workers in EAC.
	Sections 20	Recapitulates the employer's obligation to apply for work permit on fulfillment of the prescribed conditions.
	Section 21	Prohibits a foreigner to be employed unless there is a valid permit.
	Section 22	Confines employment of foreigners to scarce skills which may also be listed by the Minister without making any consultations with social partners.
	Section 47	Purports to amend section 24 of the Tanzania Investments Act 1997.
	Section 48	Purports to amend section 17 of the Immigration Act Cap 54. Why not insert the amendments in the applicable laws.
Tanzania Investment Act 1997.		As in the Tanzania Investment Act 1997 (vi).
Immigration Act Cap 54.	Section 16	Prohibits employment of foreigners without a valid permit without considering the accommodative provisions of the CMP.
	Section 18	Does not recognize the presence of special employment passes issued under the CMP.
Administrative circular by Ministry of Labour.		Should be revised to remove the administrative barriers for jobseekers coming from Partner States.
Social Security legislation.	Various Laws.	Laws should be revised to allow portability of benefits for workers moving in Partner States and the payment of the same. SSRA to take charge of the process: Commission independent study on harmonization of social security laws to address matters of portability, benefits coverage etc.

Source: Report on Labour Laws Inconsistent with the EAC Common Market Protocol.

## B: Zanzibar

Two employment policies and nine statutes in respect of Zanzibar were reviewed: *Sera ya Ajira Zanzibar, 2009* (Zanzibar Employment Policy, 2009); Public Service Management Policy, 2010; Constitution of Zanzibar, 1984; Public Service Act, 2011<sup>23</sup>; Employment Act, 2005<sup>24</sup>; Labour Relations Act, 2005<sup>25</sup>; Zanzibar Social Security Fund Act, 2005<sup>26</sup>; Zanzibar Workers Compensation (Amendment) Act, 2005<sup>27</sup>; Maritime Transport Act, 2006<sup>28</sup>; Zanzibar Investment Promotion and Protection Act, 2004<sup>29</sup>; and Zanzibar Tourism Act, 2009<sup>30</sup>.

**Table 2: Summary of Statutory Provisions Inconsistent with EAC Common Market Protocol: Zanzibar**

Statute	Specific Provision	Nature of Conflict
Employment Act, 2005	Section 29 (1)	Employment in the private sector to be routed through private employment agents only.
	Section 36 (1)	Bars employment of foreigners subject to two statutory exceptions which are indifferent to the provisions of the Protocol.
	Section 36 (2)	Imposes requirements for work permit which may be denied by the Labour Commissioner on many grounds under section 40 (1).
	Section 37	The duration of work permits issued under the Act runs contrary to duration specified in Regulations to the Protocol.
	Section 38	Short term work permit are not renewable for foreigners unless they are investors. Regulations to the Protocol allow renewal including grant of special passes.(see part 4.2)
	Section 40	List of grounds for refusal to grant work permits is too long unlike in the Regulations.
	Section 42	Criminalizes workers without work permits while Protocol grants grace period for regularization or deportation/if regularization is not met.
	Section 56 (1)	Too restrictive for Zanzibaris intending to seek employment in Partner States and elsewhere.
	Section 56 (2)	Creates unnecessary bureaucracy for employers in Partner states intending to employ a Zanzibar.
	Section 57 (1)	Imposes attestation of foreign contracts by labour officers only and begs for physical presence of employee before attesting officer.
	Section 57 (2)	Applications for employment to be made while applicant is outside Zanzibar. Defeats Regulations on free movement of persons and workers.
Zanzibar Investment Promotion Act, 2004.	Section 99	Deposit of bond for wages by foreign employers. Disincentive to employers in sub-region.
	Section 11	Discriminates on grounds of nationality the right to free movement of services.
Zanzibar Tourism Act 2009.	Section 18 (2)	Discriminatory as it gives preference to Zanzibaris in employment.
	Section 19	Discriminatory grounds of nationality in provision of services and employment.
Zanzibar Social Security Fund Act 2005.	Section 24	Discriminates on grounds of nationality in a long list of occupations.
	Section 26	Incomplete list of benefits actually provided and portability of benefits is not addressed.

Source: Report on Labour Laws Inconsistent with the EAC Common Market Protocol.

23 Act No. 2 of 2011  
24 Act No. 11 of 2005  
25 Act No. 1 of 2005  
26 Act No. 2 of 2005  
27 Act No. 5 of 2005  
28 Act No. 5 of 2006  
29 Act No. 11 of 2004  
30 Act No. 6 of 2009

It should be noted that the review focused primarily on labour policies and laws relating to employment; labour relations; employment promotion; dispute resolution; and immigration and investment laws which in one way or another open the national doors for employment of foreigners including workers from the Partner States. The thrust of the employment policies is employment creation for the growing labour force of Tanzania nationals but not citizens from the other Partner States.

## Findings

The employment policies of Mainland Tanzania and Zanzibar subscribe to several common parameters. First, they all advocate for employment of foreigners only for the purposes of addressing scarce and critical skills gaps demanded by the emerging investments which cannot be sourced locally. Secondly, they all urge for transfer of knowledge, skills and technology to local staff in respect of the job openings where foreign workers are recruited. This opening does not offer preferential treatment to nationals of the other Partner States. Thirdly, the tenure of employment for the foreign workers is not unlimited. Fourthly, work permits for the foreign employees will be granted by the relevant authorities only upon satisfaction of the said authorities by employers that local experts are not available.

As for Zanzibar, there is a further restriction through creation of certain occupations/jobs for which only Zanzibaris may be employed. By and large, these policies are insensitive to the EAC Common Market Protocol. This calls for revision of the employment policies to accommodate the objects, principles, operative principles and aspirations of the EAC Treaty and the EAC Common Market Protocol.

Most of the (reviewed) employment laws on both Mainland Tanzania and Zanzibar demonstrated common characteristics with a bias on discrimination against foreign nationals. Since the discrimination applies across the board without preferential treatment for national workers from the other Partner States it means that such workers cannot access the employment market in Tanzania if they do not possess the requisite entry qualifications which are normally pegged on scarce skills not readily available locally.

Discrimination in the employment laws is further compounded by the diversity of social security schemes offered by social security providers in the EAC. A general recommendation is made to revisit and amend all discriminatory employment laws and align them to the tune of the EAC Common Market Protocol. At the same time, the much awaited law on work permits should be enacted without shying away from the provisions of Annex II to the EAC Common Market Protocol on grant of work permits. As for Zanzibar, the tendency to discriminate co-nationals from Mainland Tanzania should be reconsidered in the spirit of harmonisation at national level before crossing the national boundaries.

## Possible Ways to Address Inconsistencies with the EAC Common Market Protocol

The possible ways to address the inconsistencies between the domestic labour legislation on both parts of the Union with the EAC Common Market Protocol should, first and foremost, benefit from the legal instruments establishing the EAC and the Protocol. Harmonisation of the national pieces of legislation with the EAC Common Market Protocol should be guided by the formula set out in the legal instruments. The practical approach to removal of the inconsistencies (basically, harmonisation) is for the two "sister States" to opt for the legal harmonisation approach which is in tandem with the approximation approach advocated by the EAC Common Market Protocol.

## A High Level Tripartite Plus Workshop on Harmonization of Labour Laws

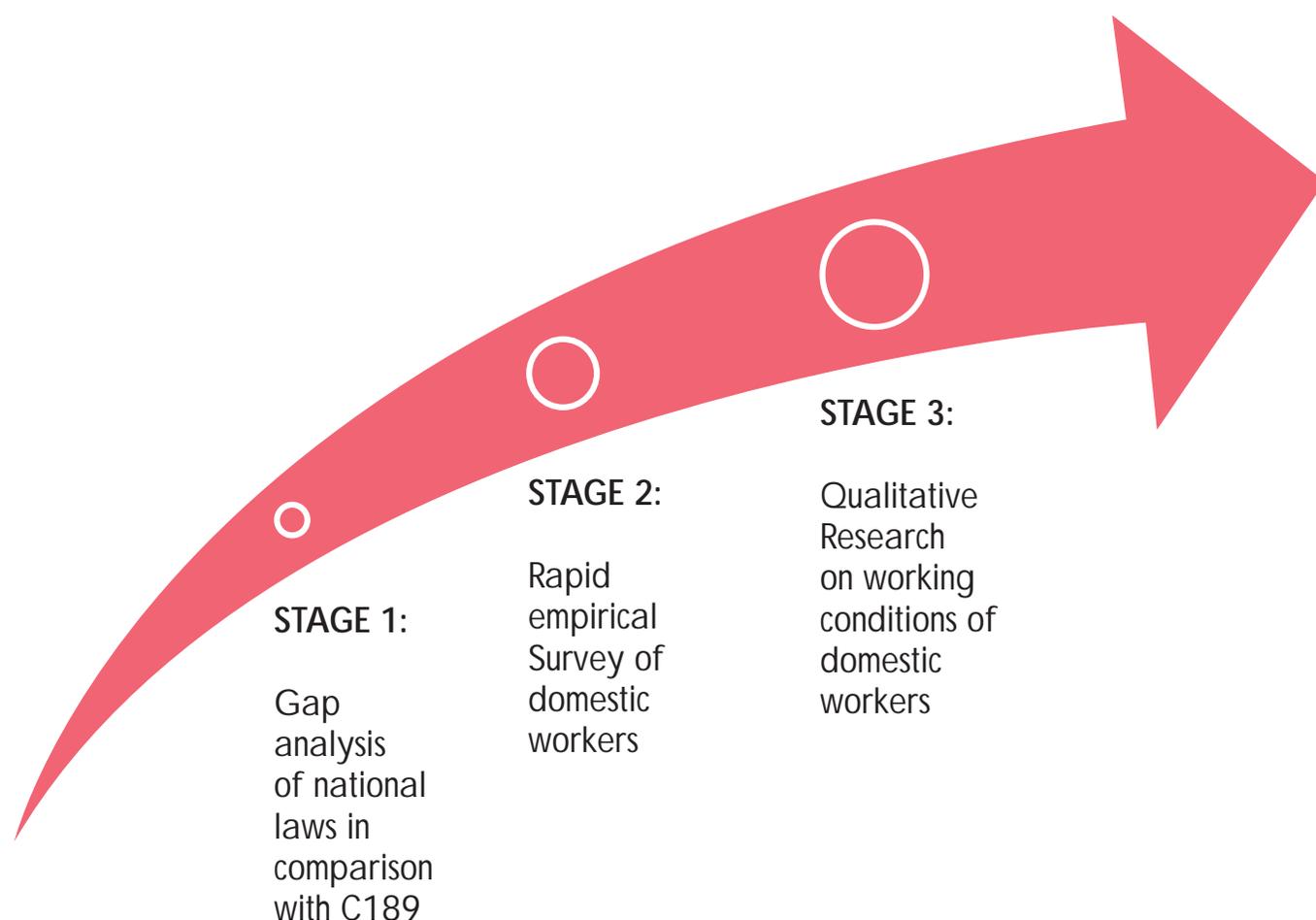
The ILO organized a workshop for the tripartite social partners and other stakeholders to discuss the consultant's draft report on labour laws and policies that are inconsistent with the EAC Common Market Protocol and labour legislation which are in conflict with each other, for the purpose of promoting harmonization.

The workshop, which was held at the Livingstone Hotel and Resort in Bagamoyo, was attended by the participants from the ILO constituents and other organisations mentioned hereinabove. Participants of the workshop advised the following:

- Under the current Constitutional dispensation in the United Republic of Tanzania, labour and employment are not union matters. This means that each part of the Union has full mandate to legislate on these matters. Consequently, Mainland Tanzania and Zanzibar have wholly and independent labour law systems and policies regulated by different labour Ministries, employers' and workers' associations with labour laws enacted by different legislative organs and enforced by different institutions. The process of harmonization of labour laws and employment policies by the two governments has to proceed on this basis taking into consideration the interests of each part of the Union.
- ILO send the consultant's report to the governments for further action. In so doing, workers' and employers' organizations have to be notified so that they push for harmonization.
- ILO continue to support its constituents towards harmonization of labour laws.

After a thorough discussion (by the tripartite social partners and other stakeholders) of the consultant's draft report, which was presented at the high level national workshop on harmonization of labour laws, the consultant submitted the final report which is planned to be sent to the governments for further action. ILO will continue to support for harmonization until the laws and policies are in conformity with the EAC Common Market Protocol.

## Making Decent Work a Reality for Domestic Workers in Tanzania



A comparative legal review of national laws (Both mainland Tanzania and Zanzibar) and the Domestic Workers Convention No. 189 was done and the report adopted by the tripartite partners in October 2012. This support is in line with ILO's 2011 Resolution concerning efforts to make decent work a reality for domestic workers worldwide, in which the International Labour Conference outlined possible measures by the ILO to support such efforts, including initiatives to promote the widespread ratification and effective implementation of Convention No. 189.

The support itself was one of the key outcomes of the Tripartite Meeting on Domestic Workers that took place in Morogoro in May 2012 under the guidance of the Ministry of Labour and Employment in which the need to conduct a situational analysis of domestic workers in Tanzania was expressed. In consultation with ILO specialists present in the meeting, the situational analysis was designed to consist of three components which are (1) a legal comparative study of the C189 and national laws; (2) an empirical survey of domestic workers and (3) a qualitative research on their working conditions.

## Country – Level

### Situational Analysis of Domestic Workers

#### A Comprehensive Approach

**“The domestic worker is a very heterogeneous category, difficult to define and therefore to protect...**

**Their invisibility is reinforced by the inaccuracy and/or unavailability of data on domestic workers, often linked to reliance on domestic workers being registered for information gathering...**

**Nevertheless, numbers on domestic workers are difficult to evaluate, as definitions vary and the sourcing process is not always the same in every study. Also in calculating national estimates, not all areas of a country are necessarily surveyed, influencing the estimate for the total number of domestic workers in that country.”**

**LABORSTA 2011.**

“The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 100th Session on 1 June 2011, and...

Recognizing the significant contribution of domestic workers to the global economy, which includes increasing paid job opportunities for women and men workers with family responsibilities, greater scope for caring for ageing populations, children and persons with a disability, and substantial income transfers within and between countries, and...

Recognizing the special conditions under which domestic work is carried out that make it desirable to supplement the general standards with standards specific to domestic workers so as to enable them to enjoy their rights fully, and...

Having decided upon the adoption of certain proposals concerning decent work for domestic workers, which is the fourth item on the agenda of the session, and...

Having determined that these proposals shall take the form of an international Convention; adopts this sixteenth day of June of the year two thousand and eleven the following Convention, which may be cited as the Domestic Workers Convention, 2011..”

*From Preamble of Domestic Workers Convention, 2011 (No. 189)*

**A Comparative Study on Domestic Workers Convention No. 189 and National Law  
and Practice in United Republic of Tanzania**

2012

**Recommendations of the Study**

The law should set the minimum age for children in domestic work sector

The law should identify hazardous domestic work and prohibit such work for children under the age of 18

Ensure that work performed by domestic workers who are under the age of 18 and above the minimum age of employment does not deprive them of compulsory education, or interfere with opportunities to participate in further education or vocational training

Strengthen the labour inspectorate

There should be complaints mechanisms for domestic workers' discomforts, after the reports from such workers there has to be thorough investigation and prosecution of offenders.

While this is being done, the domestic workers should be afforded opportunities for temporary accommodation and relocation from their abusive or violent employers.

Also, such suffering domestic workers should have access to health care and rehabilitation.

With the strengthening of the labour inspectorate, Paragraph 8 of the Recommendation No. 201 on recording of working hours for domestic workers would make a difference, particularly where the domestic workers are subjected to work beyond the maximum hours set by law

Since the law allows deductions to be made to the domestic worker's remuneration on account of food and other services it is submitted that such a law needs to be amended in order to give effect to the provisions protecting domestic workers

Law should not only extend coverage of social security to the domestic workers but also should provide for mechanisms on how enforcement of such laws would be done taking into account the disparities between the employers and the distances which may be involved in tracing one domestic worker after another

The law should specifically state the working hours of children which should essentially be lesser than those of the rest of the workers so as to cater for education and leisure time for the children

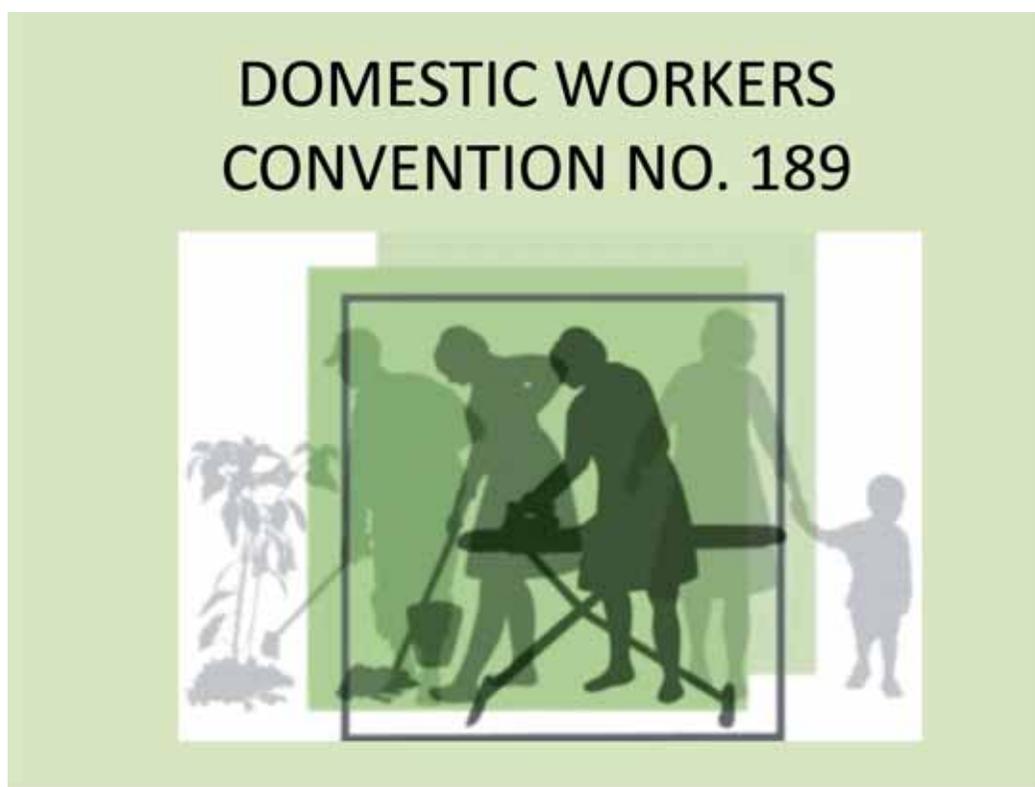
The law should provide for protection of live-in domestic workers in order to ensure that, among others, food and accommodation offered are palatable to the safety and health of the worker.

Further, the law particularly that of Tanzania which allows deductions for food and accommodation availed to the domestic worker should be amended in the letter of the ILO Convention No. 189.

Inspectors under the OHS – should be allowed to inspect households as workplaces for domestic workers, there should also be more inspectors employed

Domestic workers should be having their separate wage board as a distinct sector.

**B. Knowledge Sharing and Advocacy**



UNDAF, in collaboration with the Project on Making Decent Work a Reality for Domestic Workers in Tanzania, has managed to sensitize the constituents in Mainland Tanzania (government, workers' and employers' organizations) to sign a Tripartite Plus Plan of Action for promoting decent work for domestic workers. This Plan of Action is a commitment by the constituents and other social partners to promote for respect of rights of domestic workers in the country. The Plan of Action also acts as a catalyst in promoting for ratification of the Domestic Workers Convention (No. 189), which was adopted by the International Labour Conference in 2011. ILO facilitated the consultation meetings for development of the Plan of Action as well as well as financed the printing and dissemination of it.



### TUCTA Campaign towards Ratification of Maternity Protection Convention No. 183 December 4, 2012 Dar es Salaam

ILO supported TUCTA to launch a campaign towards ratification of Convention 183 in December 2012. In its roundtable discussion preceding this launch, TUCTA identified the following challenges in extending maternity protection to working women and men:

- (a) Protection of workers as the principal members/beneficiaries of the social security schemes has yet to be fully realized partly because the existing laws and regulations fails to force the employer to comply in event of delay or refusal to submit the monthly contributions. On this note, it was widely agreed that the workers union have a significant role to play in terms of sensitizing the employees to claim their right and closely monitor to ensure their contributions reach the appropriate places on time.
- (b) Negative attitude of some employers on the issue of maternity rights and protection has been widely observed at the workplace. Employers dare to reduce the number of annual leave without consultation if the employee opts to the 28 days after the end of the maternity leave. with the workers
- (c) The minor gap between the ILO Convention No 183 and the Employment and Labour Relation Act No 3 of 2004 was identified and potential room for advocacy as well. The specific issues of length of maternity leave (84 days) and breastfeeding breaks can be pursued with high probable of success because the prevailing law provides a solid platform, and a case of extension on medical grounds can be made.
- (d) Role of the social security schemes, especially the NSSF, and their contribution in enabling women to access maternal medical care was highly appreciated. For further improvement, it was urged that NSSF review its qualifying conditions and allow flexibility in their application so that to enable the majority of women to rip the benefits. Also, coverage of the maternal medical care could be extended from the current 48 hours/7days and include services to the newborns in light of the common but serious maternal complications.

The campaign is planned to run from January 2013 to December 2014.

### ROLE OF MATERNITY PROTECTION

*Tanzania is working its way towards ratification of the ILO Convention on Maternity Protection (No. 183). Since the first phase of the UN Joint programmes, ILO has been supporting the Ministry of labour, workers and employer's organizations to understand the role and significance of maternity protection in reducing maternal and new born mortality as well as enhance the capabilities of working women and men. The Trade Union Congress of Tanzania (TUCTA) has been in the forefront in advocating for the ratification of maternity protection Convention No. 183. With support from the International Trade Union Confederation (ITUC), TUCTA organized a round-table meeting on 4th October 2012 at the Institute of Adult Education, Dar es Salaam, with the aim to:*

- (i) *Enable the women workers' union understand the international minimum standards of maternity protection as stipulated in the ILO Convention No. 183*
- (ii) *Examine the Tanzanian legislative framework on maternity protection and identify ways that could help the women to enjoy their maternity rights*
- (iii) *Explore, if any, the gap between the international standards and the local laws on the issue of maternity protection*
- (iv) *Discuss the role and contribution of the social security schemes at the country level in providing the women with maternity benefits, and propose ways to secure more benefits to women*

*The roundtable provided yet another an opportunity for ILO to reiterate the role of maternity protection in extending gender equality, observing human rights, and contribute to poverty reduction and sustainable development. An action plan for a campaign towards ratification was drafted, identifying the key milestones to be reached by end of 2014.*

**Annamarie K. Kiaga**  
UNDAP Coordinator

## MESO-LEVEL INTERVENTIONS

At this level of intervention, the activities described below consist only of institutional strengthening to support the country in reporting on international labour standards.

### A. Institutional Strengthening

In its continued effort to strengthening labour law compliance in the United Republic of Tanzania, ILO supports the constituents (governments, employers and workers) and other social partners in capacity building on ratification and application of the international labour standards. This support ensures that Tanzania's reporting system is strengthened and that the government and other constituents fulfil their reporting obligations as required by the ILO Constitution and the Committee of Experts on the Application of Conventions and Recommendations (CEACR).

### Adherence to International Labour Standards and Fulfilling Reporting Obligations

International labour standards are defined as legal instruments drawn up by the ILO's constituents (governments, employers and workers) and setting out basic principles and rights at work.<sup>31</sup> They are either conventions, which are legally binding international treaties that may be ratified by member states,<sup>32</sup> or recommendations, which serve as non-binding guidelines. In many cases, a convention lays down the basic principles to be implemented by ratifying countries, while a related recommendation supplements the convention by providing more detailed guidelines on how it could be applied. Recommendations can also be autonomous, i.e. not linked to any convention.

In the second year of UNDP, the major methodology employed by the ILO is provision of technical and financial assistance to constituents and other relevant MDAs to convene and discuss various observations and recommendations made by the CEACR on Tanzania's reporting obligations under the ILO conventions. The methodology of development of tripartite plan of action for promotion of ratification of ILO conventions was also employed. Finally, the media campaigns (e.g. through television broadcasts) on labour laws, international labour standards and labour rights were conducted.

UNDP in collaboration with the ILO's Special Programme Account (SPA) Project conducted two workshops on capacity enhancement to reduce the incidence of child and forced labour in Mainland Tanzania and Zanzibar. In these workshops, the ILO fundamental conventions on forced and child labour and the CEACR's recommendations on Tanzania's reporting obligations were discussed in detail. On Mainland Tanzania, progress had been made in implementing the time-bound action plan, which was partly attributed to complementarities between the SPA and UNDP. Specific legislative action i.e. enactment of the Law of the Child (Child Employment) Regulations, 2012<sup>33</sup> has been undertaken within the action plan. These regulations contain a list of hazardous work.

As a result of capacity building and time bound action plan, MOLE managed to conduct special labour inspections in two sectors, agriculture and mining, in which 37 children (16 boys, 21 girls) who were found engaged in hazardous work were rescued. On Zanzibar, some progress had been made in implementing the time-bound action plan. A draft list of hazardous work (child labour) has been developed and "subscribed to" by stakeholders, including NGOs for whom it was prepared so that they may commence their programmes whilst addressing child labour.

31 See PHANUEL, Marwa Maridadi, "International Labour Standards and Industrial Relations in Tanzania", in *East African Journal of Peace & Human Rights*, Volume 19, Number 1, June, 2013, p. 26.

32 So far, the ILO has a total of 185 member states, Tanzania inclusive. For a full list, see <<http://www.ilo.org/public/english/standards/re/m/country.htm>>

33 GN No. 196 of 2012

However, the list was not submitted to the Labour Advisory Board (LAB). There remains serious internal and structural problems within the social partners in that communication flow is flawed, impeding upon the quality of their participation in consultative fora addressing child and forced labour. Zanzibar has also drafted a Bill to amend the Societies Act, especially the provisions that are not in harmony with ILO conventions. Despite the progress made, it was acknowledged that child labour remained pervasive on the Isles, particularly in fishing, tourism and stone crushing. Labour inspectors' focus has been primarily on the formal sector, whilst the majority of working children continue to languish in the informal economy, where labour inspection services do not go.

Apart from capacity building programmes on child and forced labour, the social partners were trained on reporting mechanisms and how thematic reports are to be generated by the responsible bodies. The results that have been achieved so far are commendable. Bringing together the ILO constituents and other social partners and equipping them with techniques of reporting obligations under the ILO conventions is a positive indicator of accomplishing UNDAF outputs. If the recommendations made by the CEACR will be worked on by the relevant MDAs and other social partners, Tanzania will move a step forward towards adherence to the international labour standards and other treaties it is supposed to abide with in respecting and protecting human rights and strengthening social dialogue.

## More on Programme Implementation in Pictures



*Most cooperatives farmer members were able to expand their farms following enhanced access to financial and related services. The picture above Mr. Katoyo Bahebe standing on his farm at Nyatwali (Bunda SACCOS).*



*Field visits and follow-ups is part of project implementation under the ILO/UNDP challenge fund, above Mr. Magori's tomato field being visited by the Musoma SACCOS Credit committee members.*



*Loans were also used to buy irrigation gears, Right Mr. Lucas Nyakarungu; member and beneficiary of MUSOMA SACCOS showing off his newly bought water pump and Left pipes laid on farm for irrigation, a water pump and 150 mts pipes were bought utilizing services of the this Challenge fund beneficiary coop.*



*Apart from agriculture, Coop Challenge fund financed businesses that are in the interest of youth, making available equipment and services that would otherwise not available in these remote places (This is the member and beneficiaries of Changanyikeni SACCOS Challenge Fund Grantee in Ruvuma).*



ILO promotes entrepreneurship and business development through value-chains upgrading demonstration projects to show case how Value Chain Development among Food Processing Farmer Organizations and Co-operatives can create jobs and livelihoods among the rural communities.



*Nronga Dairy processing facility before (low productivity, low to no quality control).*



*Newly established Dairy plant, with some important equipment missing.*



*One of the ILO supported equipment (Cream Separator); now installed in the processing line.*



*Students at National College of Tourism Arusha campus, Bakery major –NCT is Partner in Hotel Apprenticeship programme.*



*NCT tutors and Hotel representatives discuss the modality formal apprenticeship should take and the curriculum to guide it- Southern Sun Dar es salaam.*



*The Minister for Labour Hon. Gaudencia Kabaka launches the ILO/Sida HIV/AIDS Corridor Economic Empowerment Innovation Fund that will benefit workers at the informal work settings in Tunduma, Kyela, Makambako, Mafinga, Ilula and Chalinze on 18 September 2013. The Minister also handled the incubator donated by ILO Dar es Salaam office for the project beneficiaries living with HIV (SHIWAUTU) from Tunduma Hot spot.*





*Participants in the Tripartite High Level Social Dialogue in Zanzibar (March 2013). Standing in the middle of the group is Hon. Haroun A. Suleiman, Minister for Labour and Public Service (then Ministry of Labour, Economic Empowerment and Cooperatives) and the ILO Director for East Africa Mr. Alexio Musindo.*



*(August 2012) Domestic workers mingling with Members of Parliament after presenting to them their concerns and requesting the Government to ratify Domestic Workers Convention No. 189 (2011).*



*Hon. Angella Kairuki (MP), Deputy Minister of Legal and Constitutional Affairs talking to Anna Mbunda, a domestic worker, after the Parliamentary Seminar on Domestic Workers Convention No. 189 (2011).*



*Skills development stakeholders review the TVET policy draft. The meeting was held in August 2012 in Morogoro.*



*CHODAWU staff with the guest of honour-District Commissioner, Ms. Letisia Warioba (seated centre) and ILO Programme Officer Ms. Kokushubila Kabanza (third from right) after the media campaign launch in Iringa.*



*The ILO Director for Tanzania, Kenya, Rwanda and Uganda Mr. Alexio Musindo (with spectacles), looking at some locally made flour product known as 'SHIBE' produced by Tanzanian Women Entrepreneurs supported by ILO Project on HIV/AIDS during the project inspection visit in May, 2013 in Mbeya.*





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