



Annex 1

High-Level Seminar on Promoting Freedom of Association and the Effective Recognition of the Right to Collective Bargaining

**ILO Office – Kazi House
Dar es Salaam, Tanzania
26-27 October 2011**

Programme

Day 1 – 26 October 2011

08:30 am	Arrival of Participants and Registration
9:00 am – 10.30 am	Welcome and Opening Remarks ILO Dar es Salaam Workers Representative Employers Representative Ministry of Labour and Employment Defining the purpose of the workshop Overview of the projects Aims of the workshop Presentation of new publication on development benefits of freedom of association. ILO Geneva Q&A
10:30 am – 11:00 am	Coffee Break
11:00 am – 1:00 pm	Presentation on ILO Conventions 87 & 98 on Freedom of Association ILO Regional Office for Africa Q&A, Discussion Overview of key issues Outline framework for working group discussions.
1:00 pm – 2:00 pm	Lunch
2:00 pm – 3:45 pm	Working group discussions: Key issues in Freedom of Association in Tanzania
3:45 pm – 4:00 pm	Coffee Break
4:00 pm – 5:00 pm	Report-back to Plenary and Wrap-up



Day 2 – 27 October 2011

9:00 am – 10:00 am	<p>Freedom of Association and Collective Bargaining in Tanzania: Key Issues and Challenges to Effective Implementation</p> <p>Registrar of Trade Unions and Employer Organizations, Ministry of Labour and Employment (mainland)</p> <p>Registrar of Trade Unions and Employer Organizations, Ministry of Labour, Economic Empowerment and Cooperatives (Zanzibar)</p>
10:00 – 10:30 am	<p>Freedom of Association and Collective Bargaining in Tanzania: Workers' Views on the Key Issues and Challenges</p> <p>Trade Union Congress of Tanzania (TUCTA)</p> <p>Zanzibar Trade Union Congress (ZATUC)</p>
10:30 am – 11:00 pm	Coffee Break
11:00 am – 11:30 am	<p>Freedom of Association and Collective Bargaining in Tanzania: Employers' Views on the Key Issues and Challenges</p> <p>Association of Tanzania Employers (ATE)</p> <p>Zanzibar Employers Association (ZANEMA)</p>
11:30am – 12:30pm	Discussion on challenges and opportunities to freedom of association and collective bargaining in Tanzania
12:30 pm-1:30 pm	Lunch
1:30 pm – 3:00pm	<p>Discussion:</p> <p>Institutional challenges and opportunities to improve the recognition, exercise and enforcement of the rights of freedom of association and collective bargaining</p> <p>Identification of the economic sectors with the most pressing needs to improve the implementation of these rights</p> <p>Policy recommendations</p>
3:00 pm-3:15 pm	Coffee Break
3:15 pm – 4:00 pm	<p>Wrap up and Way Forward</p> <p>Close</p>