

ATE successfully Launched the Female Future Programme for Women Members of Zanzibar House of Representatives

The Association of Tanzania Employers (ATE) in collaboration with Confederation of the Norwegian Enterprise (NHO) launched the Female Future Programme for Women Members of the Zanzibar House of Representatives on 10th November 2021 at Chukwani Zanzibar.

The Chief Guest on this occasion was the Speaker of the Members of the House of Representatives, **Hon. Zubeir Ali Maulid** who was represented by Deputy Speaker, **Hon. Mgeni Hassan Juma**.



Addressing the audience on behalf of the Chief Guest, **Hon. Mgeni Hassan Juma** said that the House recognises the contributions of women in leadership in bringing positive changes in the country's development. She encouraged Women Members to use the opportunity and participate fully and her office will provide all the required cooperation to ensure this programme successful.

She added that the programme is going to be beneficial and will connect the ladies strategically to improve their performance for personal and organizational success.

ATE Executive Director & CEO, **Ms. Suzanne Ndomba-Doran** said that ATE is implementing the request made by the President of the United Republic of Tanzania, **H.E Samia Suluhu Hassan** she made on ATE 3rd Annual Leadership Conference held in March 2021 when she was the Chief Guest of the Conference.



Other remarks from the Launch Event



The Norwegian Ambassador to Tanzania, **H.E Elisabeth Jacobsen** said that, increased female representation and more awareness of gender perspectives among political leaders and public officers are important steps towards ensuring that legal frameworks and policies are relevant for the whole population and leaves no one behind.



The Minister of Tourism and Heritage of Zanzibar, **Hon. Leyla Mohammed Mussa** in her remarks on behalf of the Minister in the Vice President Office, Policy, Coordination and House of Representatives, **Hon. Dr. Khalid Salum Mohamed** thanked ATE & NHO for bringing this initiative to Women Members of the Zanzibar House of Representatives emphasizing that it will increase efficiency on implementing their duties.



The Director of ILO for East Africa, **Mr. Wellington Chibebe** on his remarks said that the training will add value to the Women Members of the House of Representatives. He also insisted on the importance of Tanzania to ratify Convention 190.



ATE Chairperson, **Ms. Jayne Nyimbo** addressing the audience during the launch.



The ESAMI Director General, **Prof. Bonard Mwape** giving brief introduction about the component of the Female Future Programme for Women Members of the Zanzibar House of Representatives.



The Chairperson of the Women Members in the House of Representatives of Zanzibar Caucus (UWAWAZA), **Hon. Dr. Saada Mkuya Salum** asked the Female Members of the House of Representatives to use this opportunity to improve their leadership skills for personal and National Development.



The representative of the Male Champions for UAWAZA, **Hon. Hamza Hassan Juma** thanked ATE, NHO and ESAMI for the programme and assured to provide all the required cooperation and support for the success of the programme.

More Pictorials from the event



ATE conducted a Membership Meeting focusing on Fiscal Policy Process, Updates & ATE's Role, Tax Reform Proposals and TVET Toolbox Project

The Association of Tanzania Employers (ATE) conducted a Membership Meeting on Fiscal Policy Process, Updates & ATE's Role, Tax Reform Proposals and TVET Toolbox Project. The Meeting which held on Thursday 24th February 2022 at Sea Cliff Hotel was officiated by ATE Acting Executive Director & CEO, **Ms. Joyce Nangai-Ibengwe** who thanked all members for attending the meeting considering the importance of contributions in this meeting which will largely help to influence the 2022 Finance Act for the betterment of employers and nation at large.



ATE Head of Policy, Research & Advocacy **Mr. Kennedy Rwehumbiza** presented to employers on Tanzania Fiscal Policy Process, current updates & ATE's Role in this process.

He highlighted that ATE has been nominated by TPSF to collaboratively lead the Private Sector in this year's budgetary/fiscal policy reform process. He further added that the Association will;

1. Propose removal or reduction of taxes, levies, and charges that impede business and investment growth.

2. Provide alternative sources of revenue to the government and eradicate those that have a long-run dwindling effect on the private sector performance as well as the country's budgetary prospects.

3. Call for government support to nurture infant industries by providing subsidies or any other fiscal measure (exemptions or remissions) to reduce their costs of production and make them competitive.



Mr. Donald Nsanyiwa from KPMG shared with members Tax Reform Proposals.



During the event ATE Head of Membership and Marketing, **Ms. Patricia Chao** shared on ATE Services and **Ms. Kate O Connor** from British Council presented virtually on TVET Toolbox Project in collaborations with ATE.

ATE CEO Participated on Gender Seminar in Dubai



ATE Executive Director & CEO, **Ms. Suzanne Ndomba-Doran** on Wednesday 23rd February 2022 participated in a Seminar on "**Gender diversity creates Innovation, increased revenues and sustainability**" held in Dubai at the Dubai EXPO 2022, Women's Pavilion organised by Norwegian Confederation Enterprise (NHO) and the Norwegian trade Union (LO) in cooperation with Norway EXPO 2020 Partners, Innovation Norway, the Royal Norwegian Embassy in Abu Dhabi. The CEO had an opportunity to share the experience about the Female Future Programme from Tanzania.

Learning and Development



The Association of Tanzania Employers (ATE) on 24th – 25th February 2022 at Mt. Meru Hotel, Arusha conducted a training on Social Security Laws (NSSF, PSSF, WCF and NHIF) in collaboration with the Social Security Funds.

Presenters from the Funds addressed the employers on the functions of the Funds and its Regulations and employers presented the challenges faced on implementing the regulations and Laws in the Funds.

Monthly Policy, Research & Advocacy Updates

Private Sector Employers remain to be major contributors to the Tanzanian GDP/ economic output in monetary terms.

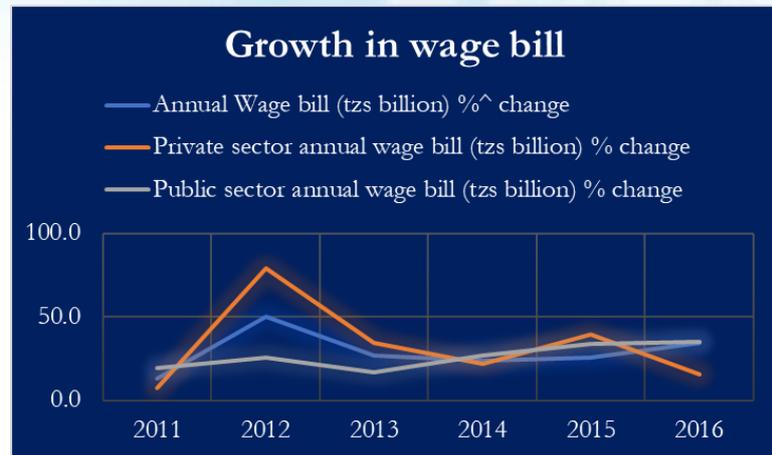
Analysis of Wage Bill as a percentage of GDP.

Between 2010 to 2016, Data suggests, on average Private and Public sectors Wage bill has been increasing by 32.9 percent and 26.3 percent respectively. Consecutively, the share of private sector wage bill to the country’s Total wage bill in the period under study is 56.8 percent, slightly 12 percent above Public sector wage bill (44.9 percent).

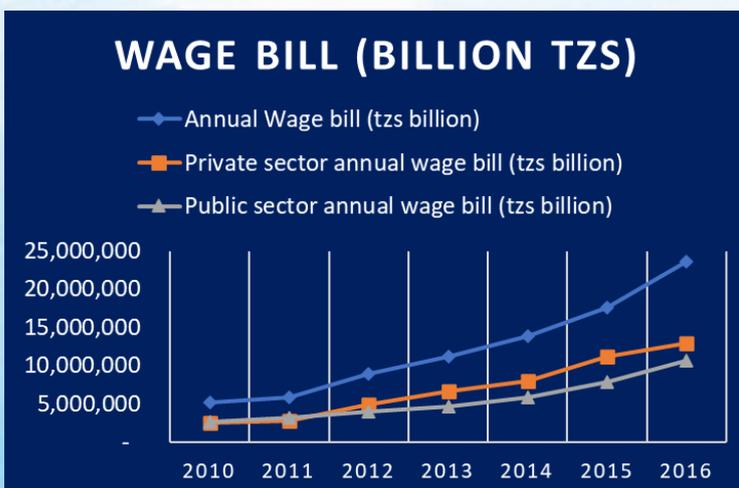
What does this increase in Private sector Wage bill really mean? One needs to understand what constitutes a Private sector wage bill.

Wage bill is a factor of number of employees, wage rates, other employment benefits and costs e.g. NSFF, SDL, WCF etc. We to compute the share of these factors to Private sector wage bill in order to see what factors is driving the wage bill upwards as a percentage of Gross Domestic Product (GDP)

Conducting a Wage Bill analysis can be used to understand how employers can be incentivized to employ more in order to achieve national intended employment targets, 8 millions by 2025 (as per 2020-2025 CCM manifesto) among many national objectives.



In the analysis of the distribution of employees by sector and wage rates, data shows employment by private sector has been increasing in the **Up to 500,000 wage bracket** (approximately 846,420 employees) and less in the between **500,001 to 1,500,000** (162,152 employees) and **above 1,500,000** (31,612 employees) wage brackets. One can argue that, persistent increase in employment in the Up to 500,000 bracket is a way to embrace the increase in the wage bill as driven by factors other than number of employees.



ATE as a representative of employers will continue to advocate for further reduction of wage bill including reduction in the SDL, review of eligible NSSF pensionable emoluments, WCF, pay roll taxes etc.

Source: NBS, Employment and earnings Report (2016).

Note. Computation is by the author.

ATE joined Temeke District Commissioner to clean up environment at Mbagala Kiburugwa

The Association of Tanzania Employers (ATE) led by the Executive Director & CEO, **Ms. Suzanne Ndomba-Doran** with Female Future cohort 7 participants led by **Ms. Joyce Mgaya** on Saturday 26th February 2022 joined hands with Temeke District Commissioner, **Hon. Jokate Mwegelo** and Kiburugwa community to clean up a waste dumping area, planted trees as well and handed over cleaning equipments.



The activity was initiated as pre event ahead of ATE 4th Annual Leadership Conference to be held on 2nd of March 2022 that goes hand in hand with IWD 2022 celebrations and Female Future Cohort 7 graduation. The theme for this year's Conference is *“Climate Governance: Equality Today for a Sustainable Tomorrow”*.

Monthly Labour Relations Tips



Common Mistakes done by Employers and how to remedy them

1. Subjecting an Employee to Disciplinary Processes on Ground of Poor Performance

It is a common misunderstanding that managing poor performance is done by way of disciplinary hearing. However, performance issues have absolutely nothing to do with disciplinary issues. The procedures of dealing with performance are quite distinct from the procedures of dealing with misconduct and other issues related to employee's discipline.

Here is what an employer is advised to do:

It is strongly advised that if an employee do not perform up to the required standard, then the employer must take all possible measures to help the employee improve his/her performance. This may entail getting an employee to accept another role that the employee thinks will perform better, providing trainings and necessary guidance's, having regular meetings with the employee to discuss and evaluate the progress of the performance and most importantly give an employee chance/opportunity to improve.

Before terminating an employee on ground of performance, an employee should be warned, first orally, if no improvement then follows the written warnings (At least three warning letters).

All the above must be documented and signed by both employer and employee for future reference and records.

Note:

These procedures do not apply to senior employees or professionals. Any unsatisfactory performance for a senior staff may justify termination of employment provided that his/her performance is so crucial that a slight departure from it will bring about great consequences

2. Terminating an Employee (s) immediately following failure to reach the agreement during consultation for retrenchment

Of recent employers have found themselves in troubles with the law and with administration authorities following termination the employee (s) after they have failed to reach agreement during the consultation in the course of a retrenchment or and have found themselves stranded without knowing what to do.

Here is what an employer is advised to do:

If it has become impossible to reach the agreement then as an employer, you should refer the dispute to the Commission for mediation and Arbitration (CMA) so that it can be mediated.

If mediation fails then the matter will be referred to the Arbitration stage and it must be concluded within sixty (60) days. During this time an employer should not retrench employee (s) until the CMA Award is out