

ATE/SUBS/10/2018

3rd December 2018

Dear Esteemed Member,

RE: NOTICE OF ANNUAL MEMBERSHIP FEES FOR 2019

As we come to the end of the year 2018, the Association of Tanzania Employers (ATE) would like to deeply thank you for your continued support and commitment to your Association as our existence greatly depends on your support.

This year we had a number of Business challenges due to several policies and financial situations in the country which has made Employers change modalities of doing business to mitigate the economic shift which has brought a challenge in doing business in Tanzania.

Despite these challenges, we continued to serve you and find solutions in different areas of concern and we would like to highlight some achievements in 2018 including: -

1. LEGAL ADVISORY SERVICES

ATE continued to offer Legal Advisory and Representation and managed to attend 505 enquiries from members mainly on retrenchment process and procedures, work permit, disciplinary matters, grievance procedures, and termination. We also represented 105 members to CMA and the Labour Court and reviewed 100 job contracts from 105 employers in the country. ATE also processed 60 work permits for 30 employers.

2. RESEARCH, ADVOCACY AND POLICY INFLUENCE

ATE attained several achievements including the **reduction of at least five fees charged by OSHA such** as fees for application form for registration of working places (TZS 2000/=), levy on registration of working places that ranges from (TZS 50,000/= to TZS 1,800,000/=), lack of Fire and Rescue equipment fine (TZS 500,000/=), compliance license fees (TZS 200,000/=) and Consultancy Fees (TZS 450,000/=). Lobbied for **abolishment and reduction of some levies and fees imposed on salt sub-sector** for instance, reduction of OSHA Levy from 2,000,000-1,000,000 TZS imposed on Salt producers. **Reduction of the Corporate Income Tax rate from 30% to 20% for new investors** in the Pharmaceutical and Leather industries for five years from 2018/19 up to 2022/23 was also achieved. We engaged with Government on Internship and Apprenticeship Programmes whereby **200** interns got placements from **50** employers. Continued to lobby for reduction of SDL from 4.5%-2% to curb the cost of doing business.

4. MEMBERSHIP, HEALTH & HIV/AIDS AND DISABILITY INCLUSION

ATE managed to recruit 54 new members to augment voice of employers. ATE also organised Breakfast Meeting for **105** members attended and were updated on: **“Effects and Implications of the Merger of Pension Funds”**. Conducted Division Meetings and updated members on

various topics including the Law of Non-citizens & Regulations 2016. We also conducted **200** VCT campaigns to **100** members whereby **1500** people were voluntarily counseled and tested. We also offered Job Orientation Training to 60+ PWDs under All **Inclusive Project**. ATE with CEFA, CCBRT and the Prime Minister's Office also conducted a Workshop to employers on PWDs which was graced by the **Deputy Minister in the Prime Minister's Office responsible for PWDs, Hon. Stella Ikupa (MP)**.

5. TRAINING AND SEMINARS DESK

ATE has innovatively continued to support members with training and seminars including both public and in-house training services. We therefore managed to conduct **105** public seminars and 65 In-House Training sessions on various topics such as Labour Laws, Effective Leadership Skills, Employee Engagement, Customer Care; Corporate Governance, Talent Management and Succession Planning, Finance Management for Non-Financial Managers, etc.

6. FEMALE FUTURE PROGRAMME

As the country strategically works to achieve middle economy status it is imperative to empower women to climb top leadership and decision making positions. Thus, ATE trained 66 women on Leadership and 20 participants were still attending 3rd cohort. Conducted Annual Leadership Conference graced by Minister of State in the Prime Minister's Office-Policy, Parliament, Labour, Youth, Employment and PWDs, **Hon. Jenista Mhagama (MP)**.

7. ATE CHINA AFRICA PROJECT

ATE continued to collaborate with CEC and the Confederation of Norwegian Business Enterprise (NHO). We also held Chinese High Level Workshop which was attended by 80 Chinese participants. ATE managed to recruit 20 newly Chinese companies into ATE membership. The Chinese High Level Workshop was also conducted and honored by **Deputy Minister responsible for Labour Youth and Employment, Hon. Anthony Mavunde (MP)**.

8. HIGH LEVEL WORKSHOP AND THE AGM 2018

ATE successfully conducted High Level Workshop and the 59th Annual General Meeting which were graced by the former Permanent Secretary, Ministry of Industry, Trade and Investment on behalf of the former Minister of Industry, Trade and Investment, Hon. Charles Mwijage (MP). The topic on **"Blueprint for Regulatory Reforms to Improve Business Environment"** including Merging of the Social Security Funds were presented and discussed. Members were also briefed on Workers Compensation Fund during the High Level Workshop.

INCREMENT OF ANNUAL MEMBERSHIP FEES FROM 2019

The Management Board at its meeting held on 22nd November 2018 discussed several items on the sustainability of the Association whereby among other things it recommended an increase of Annual Membership Subscription for the year 2019 by 50%. This was done due to the fact that no increase had taken place since 2012 and major improvements in services delivery as well as services portfolio that need to be undertaken.

The Association will continue to offer better services in 2019 including advocating for conducive business environment on all areas related to employment and labour, such as Work/ Residence Permits application process, Minimum Wage, Reduction of Skills Development Levy, Advocacy

on Workers Compensation Fund, Social Security, reduction of Multiplicity of Taxes and Charges, Reduction of Multiplicity of Regulatory Agencies, Taxation issues and Labour law gaps.

FEE STRUCTURE FOR 2019

No of Employees	Subscription Rate (TSHS)	Entrance Fees
1-10	150,000/=	100,000
11 - 25	300,000/=	100,000
26 - 50	600,000/=	100,000
51- 100	1,200,000/=	100,000
101- 150	1,500,000/=	100,000
151 - 200	1,600,000/=	100,000
201- 300	1,700,000/=	100,000
301 - 400	1,800,000/=	100,000
401 – 500	1,900,000/=	100,000
501 - 600	2,000,000/=	100,000
601 - 750	2,250,000/=	100,000
751 - 1000	2,625,000/=	100,000
1001 - 1500	3,000,000/=	100,000
1501 - 2000	3,375,000/=	100,000
2001 - Above	4,500,000/=	100,000
ASSOCIATIONS	2,000,000/=	100,000

Thank you for your continued cooperation and support and looking forward to serving you better. Attached to this NOTICE is the Invoice for 2019 Subscription for your action.

If you pay Membership Subscription by 31st January 2019, ATE will be pleased to offer you a 5% discount on your total subscription.

Let me take this opportunity to wish you and your family a peaceful and enjoyable festival seasons and prosperous New Year 2019.

Yours Sincerely,

ASSOCIATION OF TANZANIA EMPLOYERS



Dr. Aggrey K. Mlimuka

EXECUTIVE DIRECTOR