

## ATE's participation on OSH Day 2023



The Association of Tanzania Employers (ATE) joined Employers and other Stakeholders in celebrating the International Day for Occupational Safety and Health which started on Wednesday 26th April 2023 and climaxed on Friday 28th April 2023 in Morogoro.

The theme for this year's celebration was “**A safe and healthy working environment is a fundamental principle and right at work.**”

OSHA in collaboration with ATE, TUCTA and ILO organised the activities of the event while the Minister of State in the Prime Minister's Office (Labour, Youth, Employment and Persons with Disability), **Hon. Prof. Joyce Ndalichako (MP)** was the Guest of Honour at the official ceremony held at Tumbaku grounds in Morogoro.

**Prof. Ndalichako** said that the government through OSHA will continue to supervise closely the Occupational Health and Safety Act No.5 of 2003 with the aim of ensuring that all work places have proper systems to protect workers against injuries or diseases.

The activities included Occupational Safety and Health exhibitions for employers and workers showcasing OSH Management systems, Awards for Occupational Safety and Health (AOSH), Occupational Safety and Health training to some industrial workers, small-scale miners, small-scale entrepreneurs as well as persons with disabilities.



Giving her remarks, ATE CEO, **Ms. Suzanne Ndomba-Doran** said that the voice of all employers in the country in collaboration with other stakeholders, ATE has been at the forefront of encouraging employers to comply with and implement the provisions of the Occupational Health and Safety Act of 2003.

She also committed that the Association will continue to raise awareness among employers to promote health and safety in the workplace in order to increase efficiency.

However, the CEO implored the government to review and establish a good procedure for conducting inspections at workplaces adding that a safe working environment promotes productivity and good relations.

During the Award giving session, Bulyanhulu Gold Mines was announced the Overall winner.





The Director General of OSHA **Ms. Khadija Mwenda** said that the main objective of occupational health and safety week is to sensitize the public on the importance of health at workplaces of which OSHA supervises under Act No. 5/2003 and remembering workers who have died at work.



TUCTA President **Mr. Tumaini Nyamhokya** said that the inspection carried out by OSHA to examine systems, machines, regular workers' medical examination as well as providing education and advice has greatly helped in strengthening the safety and health of workers and employers in the workplace. He also committed that TUCTA will collaborate with other stakeholders to ensure that they build a culture of upholding safety and health practices in the workplace to protect the workforce for the development of the nation.

The event was also attended by the Judge of the High Court of Tanzania Labour Division, **Hon. Dr. Yose Joseph Mlyambina**, Permanent Secretary Ministry of State in the Prime Minister's Office, Labour, Youth, Employment and Persons with Disabilities, **Prof. Jamal Katundu**, ILO representative **Ms. Getrude Sima** and Chairperson of the Social Welfare and Development Committee **Hon. Fatma Hassan Toufiq (MP)**.





## OSH Exhibitions

OSH Day 2023 activities also included Occupational Safety and Health exhibitions for employers and workers to showcase OSH Management systems. Below are some Guests who visited ATE Pavilion during the OSH Week held at Tumbaku Grounds in Morogoro





## OSH Week 2023 Press Conference

ATE participated in the Press conference organised by OSHA and other tripartite partners which are the Government, TUCTA and ILO that was held on 26th April 2023 in Dodoma as part of preparations of OSH Day held on 28th April at Tumbaku Grounds in Morogoro. The press conference was attended by the Prime Minister's Office (Labour, Youth, Employment and Persons with Disability), **Hon. Prof. Joyce Ndalichako (MP)** who addressed the conference and emphasised government initiatives and commitments on safety and health issues at workplaces.

ATE CEO Ms. Suzanne Ndomba-Doran said that ATE as the voice of Employers will continue creating awareness to employers on the compliance on safety and health at their work places to bring efficiency and increase productivity.

The conference was also attended by OSHA Director General Ms. Khadija Mwenda, TUCTA President Mr. Tumaini Nyamhokya, ILO representative Ms. Getruda Sima and other stakeholders.





## ATE Participation on May Day in Morogoro

ATE participated on the celebrations of International Day for Workers (Mei Mosi) held at Jamhuri Stadium in Morogoro graced by the President of the United Republic of Tanzania **H.E Dr. Samia Suluhu Hassan** accompanied by the Prime Minister of the United Republic of Tanzania **Hon. Kassim Majaliwa Majaliwa (MP)**, Ministers and Government Officials.

Speaking at the event, **H.E Dr. Samia Suluhu Hassan** congratulated ATE and TUCTA for collaborating on various youth skills development initiatives including collaborating with VETA in training on vocational training.



Giving her keynote address, the President directed the Prime Minister, Hon. Kassim Majaliwa Majaliwa (MP) to deal with employers who default on submitting statutory contributions as they are denying their workers rights. The said contributions range from workers pensions, health insurance, union fees and more.

Commenting on the country’s economic policy, the President said currently the government is making every effort to attract more investors to help achieve the country’s growth targets and increasing job opportunities for youth in particular.

This year’s theme for Worker’s Day was *“Well Paying Jobs and Decent Employment are the Pillars of Workers’ Development.”*



Giving her remarks on behalf of employers, ATE Chairperson, **Ms. Jayne Nyimbo**, said that numerous taxes charged in the country increases the cost of doing business that have become a huge burden to employers as well as further complicating the business environment.



*A cross section of employees from different sectors at the International Workers’ Day in Morogoro*



## ATE attends PMs Budget Speech presentation

The Association of Tanzania Employers (ATE) represented by the Chairperson, **Ms. Jayne Nyimbo** accompanied by the CEO, **Ms. Suzanne Ndomba-Doran** attended the presentation of the Prime Minister's Office Budget Speech for the Financial Year 2023/24 by the Prime Minister of the United Republic of Tanzania, **Hon. Kassim Majaliwa Majaliwa (MP)** held Wednesday, 5th April 2023 at the Parliament of Tanzania in Dodoma.

The Prime Minister's Speech entailed a review of the implementation of Government's key undertakings for the year 2022/2023 and its plans for the year 2023/2024 including budget estimates for the Prime Minister's Office and the Parliamentary Fund.



Some of the key issues that were highlighted in his speech included the economic situation at a global, regional and national levels as well as Government's efforts to cushion the national economy from global geopolitical turmoil.

The speech also emphasised the Government's intervention in citizens' economic empowerment, decent work issues, social security, youth development, youth employment creation opportunities, and skills development initiatives in collaboration with the Private Sector.

To go through the Prime Minister's Budget Speech, click this link; [PMs Budget Speech](#)



To go through ATE Highlights on the Prime Minister's Budget Speech: [ATE Highlights on PMs Speech](#)





## ATE at the official launch of the 2023 Uhuru Torch Relay

The Association of Tanzania employers (ATE) participated in the launch of the 2023 Uhuru Torch Relay held on 1st April 2023 at Nangwanda Sijaona Stadium, Mtwara.

The event was graced by the Prime Minister of the United Republic of Tanzania, **Hon. Kassim Majaliwa Majaliwa (MP)** accompanied by other National Leaders including the Minister of State in the Prime Minister's Office, Labour, Youth, Employment and Persons with Disabilities, **Hon. Prof. Joyce Lazaro Ndalichako (MP)**. ATE was represented by the Head of Projects & Communications, **Ms. Joyce Nangai-Ibengwe**.

This year's theme was *"Conserve environment, preserve water sources to protect ecology and ensuring sustainable development"*, that focus on creating public awareness on calamities caused by destruction of environment and its effects on water sources.



*Tripartite Representatives from ATE & TUCTA at the official launch of the 2023 Uhuru Torch Relay*



The Prime Minister stated that along with many other activities that will be conducted, the 2023 Uhuru Torch Relay will mostly focus on encouraging citizens to fully participate in preserving the environment and protecting water sources.

"The Government will keep protecting the environment and water sources through the environmental management law that has set conditions preventing environmental damage and pollution that comes from economic and social activities," **Hon. Majaliwa** insisted.

The Prime Minister said that, the Uhuru Torch Race will continue to throw weight behind raising awareness on fighting against HIV/AIDS, corruption, illicit drugs, malaria and good nutrition.



The Uhuru Torch Relay is expected to run for a period of 195 days in 31 regions and 195 councils on Mainland.



## Female Future 9th Cohort resumed



ATE in partnership with ESAMI, launched the 9th Cohort of the Programme on 23rd March 2023, and the ladies resumed their classes from 3rd - 6th April 2023 for Leadership and Rhetoric modules. The Programme is offered for 14 days that are spread in nine months.

The number of women participating in the Female Future Programme has been increasing annually, whereby Cohort 8 had 65 participants, Cohort 9 has 72 participants .

Employers have been increasingly supporting their female staff by enrolling them to the Programme and some participants have sponsored themselves. The Programme addresses a number of SDGs including: Goal no. 4 Quality Education, Goal no. 5 Gender Equality and Goal no. 8 Decent Work & Economic Growth in Tanzania.

The aim of this Programme is to attract and shape more women from different Sectors to take up top leadership positions and take up decision making roles.





## TUICO Workshop to strengthen workplace relations

The Association of Tanzania Employers (ATE) participated on a workshop organised by the Tanzania Union of Industrial and Commercial Workers (TUICO) held on 27th April 2023 in Morogoro which aimed to strengthen harmonious labour management relations and improving productivity and efficiency at workplaces

The Chief Guest for the event was the Labour Commissioner Hon. Suzan Mkwangwa who among other things encouraged employers to use more dialogue and discussion in solving workplace issues and avoid workplace conflicts that can be removed through dialogue so as to increase efficiency and productivity. She also expressed government's commitment to working with the trade unions and employers to improve industrial relations in the country and directed all employers and employees to comply with labour laws.

ATE CEO on her remarks thanked TUICO for engaging Employers at the important workshop that will sensitise employers and workers on Industrial harmony. She further added on how ATE has been facilitating trainings and Collective Bargaining Agreements (CBAs).

TUICO Chairperson **Mr. Paul Sangeze**, thanked all employers who cooperate with Trade Unions operations at their workplaces as provided by the law and added that employers should work with trade unions not as enemies but as critical partners in enhancing workplace harmony, productivity and efficiency.



The workshop was also attended by the President of the Trade Union Congress of Tanzania (TUCTA), **Mr. Tumaini Nyamhokya**, the Registrar of Trade Unions, **Ms. Pendo Berege**, representatives of the ILO for Tanzania, Kenya, Uganda, Rwanda and Burundi, **Mr. Fanuel Maridadi** and representatives from Companies and institutions operating in Morogoro and TUICO National Leaders The event also involved panel discussion and presentations.



## Training on addressing Gender Based Violence and Harassment (GBVH)

The Association of Tanzania Employers (ATE) conducted a training on addressing Gender Based Violence and Harassment (GBVH) at workplaces held in Arusha and Dar es Salaam.

This was a joint activity between ATE and the Danish Industries (DI) aimed at raising awareness among employers on how to eliminate violence and harassment at their workplaces and design solutions together including providing employers with a policy framework for ending GBVH in their workplaces.

Both sessions being facilitated by ATE Senior Projects Officer, Ms. Anabahati Mlay and DI Senior Advisor and Gender Focal Person, Ms. Clara Halvosen.





PICTORIAL NEWS



ATE Senior Projects Officer, **Ms. Anabahati Mlay** making a presentation on the Female Future Programme in Tanzania and the progress of the Programme on women empowerment during the 20th Anniversary Celebration of the Female Future Programme that was held on Thursday 20th April 2023 in Oslo, Norway.



Representatives from PUM-Netherlands led by **Mr. Ton Voortman**, paid a courtesy visit to ATE offices and was welcomed by the CEO, Ms. Suzanne Ndomba-Doran for a short conversation on various issues. PUM-Netherlands Senior Experts is an SME Business Support Centre that seeks to form a collaboration with the Association to provide technical expertise to Employers and Private sector Organisations in Tanzania. Some of the Sectors that will benefit from this collaboration will include Agriculture, Tourism & Hospitality, Industry and Manufacturing, Pharmaceuticals, etc.



### PICTORIAL NEWS



A cross section of **Adv. Alex Mgongolwa** of Excellent Attorneys and **Adv. Cornelius Kariwa** of C K Kariwa & Company Advocates paid a courtesy visit at ATE offices to share professional and legal experiences with ATE Legal Team led by their CEO, **Adv. Suzanne Ndomba** and Head of Legal, **Adv. MercyGrace Seuya**.





## Unemployment Facts

*Let us reflect on the following Employment and Labour statistics!!*

- Trends of unemployment between 2014 and 2020/21 based on the National definition show that the unemployment rate of the United Republic of Tanzania (URT) has slightly decreased from 10.5% in 2014 to 9.3% in 2020/21.
- Unemployment in Tanzania is higher among females (12.7%) than males (5.8%)
- Majority of the currently unemployed persons in Tanzania (56.8%) had no previous work experience. This implies that the majority of the unemployed are fresh entrants to the labour market. Previous experiences in occupations such as shop sales (13.9%) and elementary occupations (13.2%) were relatively more common among unemployed persons
- There are a total of 255,753 discouraged job seekers in Tanzania (217,907 persons in Tanzania Mainland and 37,847 persons in Zanzibar). Among such persons, 70.0 percent are females and 30.0 percent are males. With reference to age, more than three-quarters of discouraged job seekers (74.0%) are youth aged 15- 35. Overall, findings indicate that the proportions of discouraged jobseekers decrease with age.
- Cumulatively, about 76.4% of persons in paid employment in the URT earn a monthly income of TZS 500,000 or less.
- Less than 2% of those in paid employment across all areas i.e., Tanzania Mainland and Zanzibar earn monthly incomes above **TZS 1,500,000**.
- The lowest monthly incomes are observed for agricultural and fishery workers with **TZS 243,918**.
- Workers in professional occupations have the largest monthly incomes (TZS 1,273,304) followed by those working as legislators, administrators, and managers (TZS 1,001,624).

**Source: ILFS 2020/2021**





## **Common mistakes employers should avoid in disciplinary procedures**

Disciplinary procedures are formal ways in which an Employer uses to deal with inappropriate or unacceptable behaviours of employees at the workplace. When conducting disciplinary hearings, sometimes Employers fail to observe some of the procedures and end up paying compensation to employees regardless of the fact that, the reason for the termination was fair and valid.

This article explores common mistakes that Employers should avoid in disciplinary procedures. The list is not exhaustive, it will be followed by other articles,

- **Failure to issue an employee with the investigation report prior to the hearing**

The Employer should issue an Employee with the investigation report prior to the hearing and the essence behind is to accord the employee sufficient time to prepare for his/her defense. Failure to supply an employee with the investigation report before or during the hearing amounts to procedural irregularity.

- **Failure to state specific recommended sanction in the outcome of the hearing**

An outcome is issued after the hearing. The outcome should clearly state which sanction has been recommended if an employee has been found guilty. Sanctions can be a termination, warning letter, comprehensive warning letter, strong reprimand etc. Failure to specify the sanction denies an employee the right to appeal and also makes the whole disciplinary process incomplete.

- **Introducing new charges during the hearing**

Before an employee attends the disciplinary hearing, he/she must be sufficiently supplied with the charges together with their particulars. No new charges are to be introduced during the hearing because by doing so, the employee will have no chance to prepare for his/her defence and by that it means the employee has been denied the right to be heard.

- **Failure to accord an employee with the right to state his/her mitigation factors**

Mitigation factors are factors/issues that employees having being found guilty of the charges, states to the committee that might help to reduce the severity of sanction to be recommended. The disciplinary committee if finds an employee guilty of the offence charged, is legally obligated to provide an employee with an opportunity to mitigate. Failure to do so amounts to procedural irregularity as it denies an employee the right to be heard.

- **Failure to inform the employee of the right to appeal**

The chairperson after issuing an employee with the outcome of the disciplinary hearing, must inform the employee of the right to appeal within five working days from the date the outcome was delivered. The management on the other side, must not act on the committee recommendations unless it receives an appeal from the employee or after expiring the five working days without receiving any appeal from the employee.

**To be continued on the next publication....**



## Upcoming Training, News & Events



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### INVESTIGATION PROCEDURES OF LABOUR RELATED ISSUES AND REPORT WRITING AT THE WORKPLACE

4th – 5th May, 2023 at Holiday Inn, Dar es Salaam



**COURSE OVERVIEW**

This programme aims at equipping the Investigation Team at the Workplace to properly gather and present evidence in line with establishing proper controls to prevent fraud and recommendations for Policy and Procedures Changes

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## EYA FEEDBACK BREAKFAST MEETING


Sea Cliff Hotel


Thursday 11<sup>th</sup> May 2023


9:00 to 11:00

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# 64<sup>TH</sup> Annual General Meeting (AGM)


**THEME:** "The Role of Social Partners in Promoting Skills Development through Workplace Learning Models (Apprenticeship, Internship, and Practical Training)"


**Chief Guest:** Hon. Prof. Joyce Lazaro Ndalichako (MP),  
Minister of Labour, Youth, Employment & PWDs

> Thursday 22nd June 2023

> Serena Hotel Dar Es Salaam

> 08:30am.


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