

EYA Breakfast Feedback Meeting & Launch of EYA 2023

The Association of Tanzania Employers (ATE) conducted a Feedback Meeting for Employer of the Year Award (EYA) 2022 and launched EYA 2023.

EYA is ATE flagship event which recognizes and award the best employers with best practices in Business and Human Resources Management, in compliance with the labour standards (Responsible Business Conduct).

ATE CEO, **Ms. Suzanne Ndomba-Doran** said the feedback session aimed at sharing EYA 2022 Report on the awarding process and receive recommendations for improvements.

EYA Consultant from TanzConsult Ltd, **Prof. Beatus Kundi** shared the Feedback Report to Employers on the awarding process.

EYA is an initiative by ATE since 2005 with an objective to create and set standards for labour and best Human Resources Management at workplaces.

ATE CEO added that over the years, EYA has inspired Employers to focus on employment and people management issues as a strategic foundation for their organizations to deliver a competent, competitive, productive and engaged workforce

The results of the annual EYA survey are announced at a special Gala Dinner and awards ceremony in December.

EYA participation is open to all ATE members without any extra fee and it is an equal opportunity process and all members are encouraged to participate.



More pictorials from the feedback Meeting



NMB Bank PLC, Chief Human Resources Officer, **Mr. Emmanuel Akonaay**, representing the Overall Winner for EYA 2022, sharing experience on EYA process said that the HR policies at the bank are employee needs driven.



ATE Head of Projects & Communication, **Ms. Joyce Nangai-Ibengwe** briefing Employers on EYA process.



A cross section of members participated during EYA Feedback meeting and had an opportunity to share their recommendations for improvement on this year award.

Employer of the Year Award (EYA) 2023 is launched

The Association of Tanzania Employers (ATE) officially launched **Employer of the Year Award (EYA) for 2023** to recognize and award Employers with best practices in Business and Human Resources Management, in compliance with the labour standards (Responsible Business Conducts).

Addressing the press conference, ATE CEO, **Ms. Suzanne Ndomba-Doran** said that EYA is initiated and carried out annually by ATE since 2005 with the purpose of promoting sustainable and competitive business.

She added that through EYA, ATE seeks to promote and sensitize organizations which put people at the core of their businesses by implementing policies, systems and processes that create competitiveness, productivity to improve industrial harmony.

Ms. Ndomba-Doran concluded that there will be 14 Criteria Awards. She further encouraged Employers to participate in this important process of finding the best employer of 2023 who will be officially announced at EYA's major Awards ceremony in early December 2023.

Participants who wish to take part in the Employer of the Year Award (EYA) 2022 should visit EYA website www.eya2023.co.tz and follow the guideline on how to fill in the questionnaire.



AWARD CRITERIA & CATEGORIES

CRITERIA AWARDS

1. Governance and Leadership
2. Human Resource Management Excellence
3. Managing Diversity and Inclusion
4. Talent Management and Development
5. Quality, Productivity and Innovation
6. Corporate Social Responsibility
7. Employee Engagement
8. Performance Management
9. Apprenticeship and Internship
10. Local Content
11. Gender Equality and Equity
12. Compliance with Regulatory Requirements
13. Managing during Crisis
14. Climate Change / Environmental Management

AWARD CATEGORIES

1. OVERALL AWARD

- Overall EYA 2023 Winner
- 1st Runner-up
- 2nd Runner-up

2. PUBLIC SECTOR AWARD

- Overall Winner
- 1st Runner-up
- 2nd Runner-up

3. PRIVATE SECTOR AWARD

- Overall Winner
- 1st Runner-up
- 2nd Runner-up

4. LOCAL EMPLOYER AWARD

- Overall Winner
- 1st Runner-up
- 2nd Runner-up

5. NGO EMPLOYER

- Overall Winner
- 1st Runner-up
- 2nd Runner-up

6. SIZE BASED AWARD

- Best Small Organization
- Best Medium Organization
- Best Large Organization

7. LOCAL CONTENT AWARD

- Overall Winner
- 1st Runner-up
- 2nd Runner-up

ATE CEO speech during the press conference to the Launch of EYA 2023



Tripartite Dialogue on Labour and Mixed Migration Governance

The Association of Tanzania Employers (ATE) participated in the Tripartite Dialogue on Labour and Mixed Migration Governance organised by International Labour Organisation (ILO), Better Regional Migration Management (BRMM) and Southern Africa Migration Management (SAMM) in collaboration with the IOM, and UNHCR, held in Arusha.

Addressing the meeting the Minister of State in the Prime Minister's Office-Labour, Youth, Employment and Persons with Disabilities, **Hon. Prof. Joyce Lazaro Ndalichako (MP)** spoke on the initiatives the government of United Republic of Tanzania has put to support Labour Migrations, including laws and policies.

ATE CEO, **Ms. Suzanne Ndomba-Doran** in her remarks reiterated the importance of skills development in Labour Migration in Tanzania. She also emphasized the laws support important laws support Labour migration including the Non Citizen (Employment Regulations Act). The workshop on Labour Migration was attended by all social partners in Tanzania mainland and Zanzibar.



ATE participation at the 2023 TVET Conference & Exhibitions in Arusha

Association of Tanzania Employers (ATE) in collaboration with National Council for Technical and Vocational Education and Training NACTVET and other Stakeholders participated in the 2023 TVET Conference and Exhibitions in Arusha on 16th May 2023 under the theme “*Strengthening TVET for Skilled Workforce in Tanzania.*”

The Conference was officiated by the Minister of State, Prime Minister’s Office, Labour, Youth, Employment and Persons with Disabilities **Hon. Prof. Joyce Lazaro Ndalichako (MP)** who commended the organizers for staging such an important platform to deliberate on how best to shape the Tanzanian TVET system in providing demand driven skills. Specifically, the involvement of Employers or industry players through ATE’s representation has been pinpointed as critical and highly appreciated.



The Chief Guest seated in the centre in a group photo with stakeholders and participants after the official opening of the 2023 TVET conference held in Arusha on 16th May 2023

Panel Discussion at the 2023 TVET



ATE's Head of Policy, Research & Advocacy, **Mr. Kennedy Rwehumbiza** participated in a panel discussion to deliberate on effective ways of funding the TVET System in Tanzania. He urged the Government to incentivize Employers to support TVET funding demands. Specifically, he pointed out Employers' quest to see Skills Development Levy (SDL) revenue being appropriately utilized so that Employer can directly benefit from the collected revenue through Levy-Grants or Training Costs Reimbursements. Other panelists representatives from Tanzania Education Authority (TEA) and the Diaspora.

The Exhibition were launched by the Minister of Education, Science and Technology, **Hon. Prof. Adolf Faustine Mkenda (MP)** who highlighted the Government's intention to develop skills for most Tanzanians in a bid to increase the size of the workforce with a high level of skills from the current 3 % to 12 % of the population. Specifically, Hon. Minister stressed that through the Five-Year National Development Plan Phase III (2021/2022 – 2025/2026), the Government intends to rapidly develop human capital to build a middle-income and competitive economy by the 2025.

Recognizing the role of Employers in shaping the Education and Vocation Training Sector, Hon. Minister commended ATE's role and urged the Association to mobilize employers to actively participate in the ongoing efforts by the government and other stakeholders to create a skilled workforce.



Chief Guest, Minister of Education, Science and Technology, Hon. Prof. Adolf Faustine Mkenda (MP) addressing the participants during the launch of TVET Exhibitions.

Hon. Prof. Mkenda also visited ATE booth and was briefed on the ongoing TVET related programmes that are being championed by the Association in collaboration with both local and foreign partners. (TUCTA, GIZ & DI)



Representatives from ATE Secretariat at ATE booth during the TVET Exhibitions in Arusha.

ATE CEO made a presentation at the TLS Annual Meeting

ATE CEO, **Ms. Suzanne Ndomba-Doran** made a presentation on emerging issues on Labour and Employment to the members of Tanganyika Law Society during the Council for Legal Education Program training held in May 2023 in Arusha . In her presentation the CEO shared various issues on minimum wage, collective bargaining agreement, social protection, challenges on labour law and internship programmes opportunities.

She urged members to provide sound advice to their clients on Labour matters .Other presenters included officers from Workers Compensations Fund (WCF), Occupational Safety and Health Authority (OSHA), National Social Security Fund (NSSF) and Public Sector Social Security Fund (PSSSF).



ATE held its 62nd Management Board Meeting

ATE Management Board, 2020-2023 led by the Chairperson, **Ms. Jayne Nyimbo** and Vice Chairperson, **Mr. Felix Kagisa** had its 62nd Board Meeting followed by a brief farewell ceremony to outgoing Members of the Management Board took place at Sea Cliff, Hotel Dar es Salaam on 13th May 2023.

ATE CEO, **Ms. Suzanne Ndomba Doran** thanked the Board for their support and valuable contribution to the Association. By ATE Constitution, the Management Board has its representation from 10 sectors, the elections for the Chairperson and Vice Chairperson shall be conducted during the upcoming Annual General Meeting to be 22nd June 2023 at Serena Hotel in Dar es Salaam.



Ninth ILO Regional Seminar for Labour Based Practitioners held in Kigali

The Association of Tanzania Employers (ATE) participated at the 19th ILO Regional Seminar for Labour Based Practitioners under the theme **“Promoting Skills and productive (decent) jobs for our common better future”** in May 2023 in Kigali, Rwanda and attended by ATE Head of Legal services, **Adv. Mercy -Grace Seuya** who shared with other participants ATE’s role in linking Employers and TVET institutions in order to provide placements for TVET students around the Country.

ATE as the voice of Employers represents Employers in dialogues with other stakeholders towards promoting skills and decent jobs for our common good.



Stakeholders met to review Post Graduate Diploma in the Legal Practice Curriculum of 2011

The Association of Tanzania Employers (ATE) participated in a Stakeholders Meeting aimed at discussing and reviewing the Post Graduate Diploma in the Legal Practice Curriculum of 2011 in order to increase Skills and Competency in the legal fraternity.

The Meeting that was held at the Law School of Tanzania was attended by representatives from ATE, the Judiciary of Tanzania, National Prosecution Service, Offices of the Solicitor General and Brela. Other Stakeholders present were the Legal and Human Rights Center, Higher Learning Institutions (Offering Legal Courses), the Government Chemist Laboratory Authority and Private Law Firms.



ATE at the launch of the Economic Empowerment Project for PWDs

The Association of Tanzania Employers (ATE) participated in the official launch of the Economic Empowerment Project for people with disabilities organized by Sightsavers Tanzania.

The Chief Guest at the occasion that was held at Seashells Millennium Towers, Dar es Salaam was the Deputy Minister, Prime Minister's Office, Labour, Youth, Employment and Persons with Disabilities, **Hon. Patrobas Paschal Katambi (MP)**. In his speech, the Deputy Minister urged Employers to provide employment opportunities to Persons with Disabilities as required by the law.

The Country Director of Sightsavers Tanzania, **Mr. Godwin Kabalika** thanked the Chief Guest and all participants for attending and mentioned that the event was preceded by a two days start up workshop aimed at discussing the overall project approaches, ethics, monitoring and evaluation and introduction Project implementers and Strategic Partners.

During the implementation of the Programme ATE will train Employers as well as create awareness among them on how to provide opportunities for people with disabilities at their workplaces and create friendly environment for them such as inclusion policies.



ATE at the IFC Gender Program launch in Dodoma

The Association of Tanzania Employers (ATE) participated at the IFC Gender Program **ANAWEZA: SHE CAN** held in May 2023 in Dodoma which aims at increasing women's active participation in the economy and Employment.

The Chief Guest for this occasion was the Vice President of the United Republic of Tanzania, His Excellency **Dr. Philip Isdor Mpango**, who was represented by the Minister of Community Development, Gender, Women & Special Groups, **Hon. Dr. Dorothy Gwajima (MP)** accompanied by the Minister for Community Development, Gender, Elderly and Children-Zanzibar, **Hon. Riziki Juma Pembe (MP)** and the Deputy Minister of Industry and Trade **Hon. Exaud Kigahe (MP)**.

Hon. Minister **Dr. Gwajima** said that the “**ANAWEZA SHE CAN**” Project has come at the right time when the country is making various efforts to empower women economically despite of the various challenges, they have been facing such as oppressive traditions and customs, poor education, and lack of capital. The Honorable Minister also argued ATE and IFC to use the program to address these challenges and the Government is ready to support the initiatives.

Hon. Riziki Juma Pembe (MP) congratulated the IFC for this important initiative for women development, which has also been given high priority by the Revolutionary Government of Zanzibar that focusing to see women stand up and take steps and participate in developing the country's economy.



ATE CEO, **Ms. Suzanne Ndomba-Doran** congratulated IFC for coming up with the programme and for approaching ATE to partner with them on achieving gender equality in the workplaces and the economy.

She also expressed her appreciation of this programme that will add value to what ATE is already doing in assisting and supporting its members to achieve gender equality at workplaces.

Ms. Ndomba Doran shared with the Conference a number of initiatives and interventions that ATE has been doing to increase women participation in the workplace as well as in creation of decent and inclusive workplaces to improve productivity and the economy.

IFC Regional Director for Eastern Africa, **Ms. Jumoke Jagun-Dokunmu**, said that the program will focus on promoting women's access to leadership and quality employment, improving women's access to financial and non-financial services.

She added that the programme will address challenges faced by women in agribusiness value chains and address gaps in legal and policy frameworks in partnership with the World Bank, to increase women's active participation in the economy.



Remarks at the IFC Gender Program launch in Dodoma

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IFC Tanzania Gender Program Launch

31st May, 2023

“Uzinduzi wa mradi huu wa ANAWEZA: SHE CAN umekuja wakati muafaka ambapo nchi ya Tanzania inafanya juhudi mbalimbali za kumkomboa na kumuinua mwanamke kiuchumi.”

Mhe. Dkt. Dorothy Gwajima (Mb)
Waziri wa Maendeleo ya Jamii, Jinsia, Wanawake na Makundi Maalumu

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Mobilizing Talents

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IFC Tanzania Gender Program Launch

31st May, 2023

“Nawapongeza IFC kwa Uzinduzi huu muhimu kwa maendeleo ya Wanawake jambo ambalo pia limepewa kipaumbele kikubwa na Serikali ya Mapinduzi ya Zanzibar lengo ikiwa kuona wanawake wanasimama na kupiga hatua na kushiriki katika kukuza uchumi wa nchi.”

Mhe. Mhe. Riziki Juma Pembe
Waziri wa Maendeleo ya Jamii, Jinsia, Wazee na Watoto- Zanzibar

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IFC Tanzania Gender Program Launch

31st May, 2023

“Usawa wa kijinsia sio jambo jema tu, bali sahihi na muhimu katika kuongeza ushiriki wa wanawake na wanaume katika kukuza uchumi.”

Bi. Suzanne Ndomba -Doran
Afisa Mtendaji Mkuu ATE

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IFC Tanzania Gender Program Launch

31st May, 2023

“Hakuna nchi wala jamii inayoweza kufanikiwa kiuchumi bila kuwa na ushiriki wa wanawake.”

Bi. Jumoke- Jagun- Dokunmu
Mkurugenzi wa IFC wa Afrika Mashariki

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IFC Tanzania Gender Program Launch

31st May, 2023

“Naaamini kupitia Mradi huu wanawake wengi watapiga hatua kubwa katika nafasi mbalimbali za kiuchumi na kijamii na hata kutumia nafasi hii vizuri ili kufikia wanawake wengi zaidi katika ngazi zote.”

Mhe. Rosemary Senyamule
Mkuu wa Mkoa wa Dodoma

FEMALE FUTURE TANZANIA
Mobilizing Talents

Northern Zone Membership Meeting

The Association of Tanzania Employers (ATE) conducted the Northern Zone Membership Meeting held at Mt. Meru Hotel, Arusha on 18th May 2023 to discuss Employment and Labour related issues including the New Minimum Wage Order 2022 and ATE's areas of advocacy as stipulated in the 2023/25 Business Agenda.

ATE CEO, **Ms. Suzanne Ndomba Doran** in her remarks urged members to comply with the New Wage Order 2022 and she also clarified areas of concerns raised by Employers on compliance of the New Wage Order.

In his closing remarks, the Chairperson of the Northern Zone, **Mr. Kusirie Senkondo** reminded Employers in the Zone to contact ATE for Employment and Labour issues.

The workshop was also attended by Northern Zone Manager, **Adv. Eric Stanslaus Swai** who welcomed employers to contact and visit ATE Zone Office at AICC building.



A cross section of ATE CEO with Northern Zone Employers, Leaders of the Zone and some representatives from ATE Secretariat.

ATE Attended a workshop with Trade Unions and Federations

ATE attended the workshop organized by the Office of the Registrar of Trade Unions, Employers Organizations and Federations which took place in Morogoro on 16th -18th May 2023.

In his presentation on the role of Trade Unions, Employers Organizations and Federations in Promoting Industrial Peace and Harmony at Workplaces, **Mr. Joseph Mwinulla**, the Consultant and Trainer said that industrial harmony was not the absence of disagreement, but it is when there is an understanding between employers and employees that permits the system to achieve set goals.

“Productivity improvement, economic growth, competitiveness, sustainability of enterprises and service delivery to members of trade unions, employers’ association and their respective federations can be guaranteed under an environment of industrial peace and harmony at workplaces,” he said.

This workshop was attended others attended by Key Tripartite partners-employers, Government Officials and the Trade Union Congress of Tanzania (TUCTA).



From left ATE representative, Mr. Leonard M. Selestine (1st), Central Zone Manager, TUCTA President, Mr. Tumaini Nyamhokya (2nd), Registrar of Trade Union, Ms. Pendo Berege (3rd) and THTU representative (4th) while singing 'Solidarity' a song by Workers Union during the Workshop held in Morogoro on 16th -18th May 2023.



Participants in the group photo during the Tripartite Workshop held in Morogoro aiming among others to remind members on the importance of industrial harmony for productivity improvement and competitiveness at workplaces from 16-18 May 2023.

ATE joined key Tripartite Partners in Dodoma to discuss Decent work Country

The Association of Tanzania Employers (ATE) on 22 -26 May 2023, joined key Tripartite Partners in Dodoma to discuss on the Decent Work Country Programmes (DWCP III) that have been established as the main vehicle for delivery of ILO support to countries. The DWCPs refer to the ILO governance and programmatic documents that set priorities at the country level, focusing on two basic objectives which are to promote decent work as a key component of national development strategies, organise ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents in a results-based framework to advance the Decent Work Agenda within the fields of comparative advantage of the Organi-

Considering the importance of the DWCP III document, the Prime Minister's Office – Labour, Youth, Employment and Persons with Disability (PMO-LYED), Mainland Tanzania in collaboration with President's Office-Labour, Economic Affairs, and Investment (POLEAI), Zanzibar with support from the ILO convened the tripartite technical team from Mainland Tanzania and Zanzibar to **review and improve the current draft DWCP (2023/24 – 2027/2028)** document



DWCP Technical Team in the group photo during the Consultive meeting held in Dodoma



Part of the team working on the DWCP Technical Meeting draft report on 26 May 2023

The meeting was held at the OSHA headquarters in Dodoma and attended by representatives from the Trade Union Congress of Tanzania (TUCTA), Zanzibar Trade Union Congress (ZATUC), Association of Tanzania Employers (ATE), Zanzibar Employers Association (ZANEMA) and the ILO Technical Staff. The technical tripartite meeting for the review of DWCP III was co-chaired by PMO-LYED and POLEAI.

Farewell to the outgoing ILO Director for East Africa



The outgoing ILO Director for Tanzania, Kenya, Uganda, Rwanda and Burundi Mr. Wellington Chibebe paid a visit to ATE Offices, Dar es Salaam to bid farewell as he has been transferred to the new ILO Offices in Zambia.

National Symposium to review Education Policy and teaching Curricula



ATE represented employers at the National Symposium organised by the Ministry of Education on the review of Education Policy and teaching Curricula focusing mainly on early childhood education, Primary, secondary and teachers training. The group photo indicates part of stakeholders together with Minister of Education, Science and Technology, **Hon. Prof. Adolf Faustine Mkenda (MP)** seated 1st (left), Deputy Minister-President's Office RA-LG (MP), **Hon. Deogratius Ndejmbi**, seated 2nd (Left) in front among others during the National Symposium held in Dodoma on 12-14 May 2023. ATE was represented by the Central Zone Manager, **Mr. Selestine Leonard Mapha**.



The DWCP Technical Team in the group photo during the courtesy visit to the PMO-LYED located at the Government City-Mtumba in Dodoma on 26 May 2023 and had brief session on the status of formulation of the DWCP III with acting PS Mr. Leonard Mchau. Each member of the team got opportunity to talk where all underscored the relevance of DWCP and expressed gratitude to PMO-LYED for continued leadership towards finalisation of this activity

Courteous visit by Tembo Nickel



Representatives from our member, Tembo Nickel on Friday 2nd June 2023, paid a courtesy visit to ATE Offices for a short conversation regarding services offered by ATE, Green transition and Gender inclusions.

Courteous visit by Sightsavers International



The Association of Tanzania Employers (ATE), on 1st June 2023 had a meeting with Sightsavers Project Officers for Economic Empowerment Project. The discussion focused on the scope of work for the project partnership to reach the overall goal of enhancing proportionate access to formal employment for people with disabilities.



INFORMAL SECTOR IN TANZANIA....



The ever-evolving landscape of the informal sector continues to shape economies across United Republic of Tanzania (URT) serving as a critical component that keeps the wheels of these regions spinning. The evidence from the data stands testament to this phenomenon, revealing notable shifts in participation over the years 2014 to 2021.

This vital sector, with its diverse participants, is a testament to human resilience and adaptability, offering a lifeline to those navigating the choppy waters of economic hardship.

The story in Tanzania is particularly captivating. With the informal sector's male participation rate in rural areas climbing from a humble 9.8% in 2014 to a robust 20.0% by 2021, it is a testament to the dynamic nature of this Sector.

Not to be outdone, the females trailed closely behind, with their participation surging from 8.5% to a significant 18.2%.

Moreover, the urban areas too echoed this upward trend. Male participation rose from 36.2% to a solid 47.8%, and females pushed the envelope even further, increasing their presence from 43.2% to an impressive 56.9%.

But the intrigue of the informal sector extends beyond geography and gender. When we journey deeper, examining the educational attainment of these unsung economic heroes, we find a fascinating contrast. In Tanzania the bulk of the informal sector - 65.4% and 66.8%, respectively - is composed of those armed with a primary education.

However, Zanzibar presents a different scenario, where individuals with secondary education reign supreme, representing a substantial 59.4% of the total. This demonstrates the sector's inclusiveness, offering opportunities to individuals across varying education levels.

The informal sector paints a vivid picture of occupational diversity. In Tanzania, service workers and shop sales workers form the backbone of the Sector, comprising 29.3% and 29.5% respectively.

However, Zanzibar marches to a different drum. Here, a considerable portion of the informal sector consists of craft and related workers, as well as elementary occupations, accounting for 33.4% and 31.9% respectively. This diversity of professions underscores the broad range of skills and trades that find their niche within the informal Sector.

As we delve into the motivations driving individuals towards the informal sector, we unearth compelling narratives. A substantial segment in Tanzania (42.9%) and Tanzania Mainland (42.8%) turn to the informal sector to supplement their family income. Similarly, a sizable 30.8% in Tanzania and 30.4% in Tanzania Mainland enter this sector out of necessity, unable to secure other work.

Furthermore, the allure of low capital requirements and the potential for good income prospects give the informal sector its magnetic pull.

The informal sector's growth and participation rates emphasize its significance in Tanzania's economy, but the factors pushing people towards it highlight the urgent need for formal job opportunities. This dual perspective emphasizes the importance of addressing economic disparities while recognizing the essential role of the informal sector.



Common mistakes employers should avoid in disciplinary procedures

This Article is a continuation of the previous article from the Association of Tanzania Employers (ATE) April 2023 edition e-magazine and it focuses on addressing common mistakes made by employer when subjecting an employee (s) to disciplinary processes. The article continues to address these mistakes and how they can be avoided.

vi) Subjecting an employee to a disciplinary hearing on performance issues.

Poor performance can be a reason for termination, but it should not be subjected to disciplinary processes as failure to perform is not an offence but rather an incapacity. Once an employee fails to perform then he/she shall be subjected to a performance improvement plan (PIP) followed by evaluation meetings to assess whether the employee is improving or not. Evaluation meetings are not disciplinary meetings and should not be treated as such. If after all these evaluation meetings, the employee is not improving, then the employer can terminate the employment contract on grounds of poor performance.

Vii) Escalating the disciplinary matter to law enforcement machineries before finalizing internally

In an event an employee has conducted an offence which is criminal in nature, then the employer should first deal with the matter internally before escalating the matter to other law enforcement machineries. By this, it means, once an employer decides to take the matter to the police/court then the employer will be barred from terminating the employee on that particular offence until the matter has been fully determined by the court. That means, the longer the case will take, the longer the employer will be obliged to pay the employee his/her salaries until the court case has been determined to its totality.

To be continued on the next e-magazine...

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64th Annual General Meeting (AGM) and High- Level Conference

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

Chief Guest: Minister of State in the Prime Minister's Office-Labour, Youth, Employment and Persons with Disabilities,
Hon. Prof. Joyce Ndalichako (MP)

> Thursday 22nd June 2023 > Serena Hotel Dar Es Salaam > 08:30am.

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