

ATE & ILO hosted a Private Sector High Level Meeting on HIV & AIDS

ATE in collaboration with the ILO conducted a Private Sector High Level Meeting to discuss the role of the Private Sector in HIV prevention and sustainability through promotion of Health and Wellness at Workplaces as a contribution towards ending AIDS as a public threat by 2030.

The meeting was held on 19th July 2023 at Sea Cliff Hotel, Dar es Salaam, followed by a three (3) days **Training of Workplace Peer Educators** aimed at providing knowledge and skills on Health and Wellness programs at workplaces on HIV and AIDS.



A Cross section of invited guests and participants of the Private Sector High Level Meeting on HIV at workplaces.



ATE CEO, **Ms. Suzanne Ndomba-Doran** said that the high level meeting plays a critical role in bringing together Private Sector to discuss and contribute in the overall wellness programs in the world of work including the issues of HIV since the World has made various efforts to end AIDS.

Commenting on the theme of the meeting "**AIDS is an Unfinished Business**" and reflecting on the recent speech from the Minister of Health, **Hon. Ummu Mwalimu (MP)** on HIV status in the Country, ATE CEO insisted that despite of major strides that Tanzania has made towards ending AIDS, there is still work to be done by all Stakeholders to realize a Tanzania that is free from HIV and AIDS.

She also confirmed that ATE as an important Stakeholder through Private Sector will play its role in achieving the set goal by 2030.



Representing ILO Country Office for Tanzania, Burundi, Kenya, Rwanda and Uganda, **Mr. Edmund Moshy**, commented on the theme “**AIDS is an Unfinished Business**”, informed that ILO in collaboration with the Government, Social partners, UN Agencies and Development Partners will continue to provide support in implementation of HIV and AIDS Programmes at workplaces.



TUCTA Secretary General, **Mr. Herry Mkunda** said that in order to make a healthy workforce, it is important to pay attention to Non-Communicable Diseases (NCDs), he further insisted for Employers to put in plans and strategies to fight HIV and AIDS as well as NCDs.



Representing the Labour Commissioner, **Ms. Vaileth Ndenza**, underlined the need for comprehensive collaborative efforts among Employers, Stakeholders and experts in prevention of HIV and AIDS.



UNAIDS Country Director, **Mr. Martin Odiit** insisted on collaborative initiatives and interventions from Stakeholders to end AIDS as a Public threat by 2030.

Commenting on the Peer Educators Training, he commended that it will bring impact at workplaces, families and communities because most of people tend to listen and understand their peers more.



Representative from Tanzania Commission for AIDS (TACAIDS), **Mr. Jumanne Isango** accentuated the importance of Private-Public collaboration in safeguarding Employee well being.

He also insisted for employees to test for HIV and companies to ensure that the HIV positive employees are not discriminated.



The Deputy CEO of National Council of People Living with HIV in Tanzania (NACOPHA) **Ms. Scholastica Williams** urged Employers to create supportive workplace environment, where discrimination is not tolerated and flexible working conditions to allow workers with HIV and AIDS to remain employed and productive.



Senior Technical Specialist, from the ILO Geneva, **Mr. Syed Mohammad Afsar** shared the general overview on the theme of the High level conference “*AIDS is an Unfinished Business*” encouraged Employers to emphasize the use of HIV Self Testing since it is convenient, cost effective and assures greater confidentiality.



A cross section of Panelists sharing their experiences on various issues relating to HIV and AIDS at workplaces during the Private Sector High Level Meeting.

Female Future Programme

Cohort 9 of the Female Future Programme concluded their Board Competence and Rhetoric classes which took place on 1st – 4th August 2023 at Sea Cliff Hotel, Dar es Salaam.

For the first time participants were introduced to practical board skills through a Board Simulation session.

The Female Future Programme is a training programme for women in the middle and senior management positions with an objective to impact skills for them to acquire higher positions. ATE has been running the Programme since 2016 with ESAMI.

Registration for Cohort 10 is on going.



ATE held a Consultative Workshop on Closing the Apprenticeship, Internship and Practical Learning Gaps

The Association of Tanzania Employers (ATE) under the TVET Tanzania Project held a Consultative Workshop for Employers and Trade Union Representatives on "**Closing the Apprenticeship, Internship and Practical Learning Gaps**" held on at Four Points Hotel, Dar es Salaam.

The main objective of this workshop was to introduce to Employers guidelines and tools to strengthen effective implementation of workplace learning models and share onboarding practices for apprentices/interns/attachees at workplaces.

The workshop also availed a platform to participants to share insightful experiences with the first batch of 270 TVET students that have been trained on Fitter Mechanics, Electrical Installation, Food Production and Refrigeration & Air Conditioning for 6 months and attained internship placements for 2 months.

DI had the opportunity to share with participants the Danish VET Model and the Apprenticeship Guidelines, specifically highlighted the pre-boarding and onboarding procedures of apprentices/interns by Danish Organisations.

Furthermore, the workshop explored potential collaboration opportunities between companies, TVET institutions and other Stakeholders in the future.

Participants included Employers, TVET Institutions & students, representative from TAESA, GAIN Ethiopia delegates and project coordinators from ATE, TUCTA, TUICO, DI and DTDA.



Five (5) Years Anniversary of PSSSF

The Association of Tanzania Employers attended a Five Years Anniversary event of the Public Service Social Security Fund (PSSSF) which was held in Dodoma on 12th August 2023.

The Chief Guest was the Prime Minister of the United Republic of Tanzania, **Hon. Kassim Majaliwa Majaliwa (MP)**, who issued several directives to Social Security schemes in the country, including making productive investments that will increase efficiency and ensure timely payments of the members' benefits.

The Prime Minister also emphasized that the investments done by the fund must be beneficial to members and society and should bear value for members' contributions and also reminded Employers with pending monthly workers contribution to clear the payments before September 30, this year.

This occasion was well attended by all key Tripartite Partners, the Government, Employers and Workers Union.



ATE joined OSHA in handing over equipment and motor vehicles ceremony

ATE attended the occasion of handing over Equipment and Motor Vehicles to the Labour Department and Occupational Safety and Health Authority (OSHA). The Chief Guest was the Prime Minister of the United Republic of Tanzania, **Hon. Kassim Majaliwa Majaliwa (MP)**, who said among others that the major objective was to strengthen Institutional capacities of all government departments and institutions so they could deliver quality services to the people, Workers, Employers and Investors.

The Minister of State in the Prime Minister's Office- Labour, Youth, Employment and Persons with Disabilities, **Hon. Prof. Joyce Ndalichako (MP)**, stated that the Labour department's working efficiency had declined because it only had eight motor vehicles.

OSHA CEO, **Ms. Khadija Mwenda** thanked the government for recognizing the importance of her institution in serving Tanzanians, thus providing equipment and vehicles and employment of more staff.

The event was attended by various National leaders, Tripartite Partners including the Government, Employers and Trade Unions.



ATE Membership Grouping 2023

PREMIUM MEMBERS



EXECUTIVE MEMBER



CLASSIC MEMBER



Do you wish to be part of It?
contact: membership@ate.or.tz



Enhance Skills Development in Tanzania

How to enhance effective onboarding of apprentices or interns for Workplace Learning



If you're a company is hiring or recruiting apprentices or interns, having a robust apprenticeship or internship program increases the chances of retaining your apprentices or interns and it also plays a vital role in grooming them as your future employees. By providing a supportive and inclusive learning environment, your company becomes an attractive destination for a qualified and enthusiastic workforce, which can boost your reputation in the industry. Embracing apprenticeships or internships as a strategic part of your talent development strategy can bring long-term benefits and contribute to the growth and success of your organization.

The key to making your partnership with your apprentice thrive is establishing a trusting and open dialogue between your company, the training institution, and the apprentices. The journey starts with ensuring companies have appropriate or effective pre-boarding and onboarding policies.

Preboarding - activities

Pre-boarding includes activities and interactions that occur before the official start date for the apprentice. With simple actions, you can build a stronger commitment, and excitement, and facilitate a smooth transition into their new role - regardless of how short the time is between signing the training agreement and the first working day in the company.

The impact of pre-boarding before attachment starts includes:

- You build commitment and strengthen the relationship with the apprentice or intern
- You make the apprentice or intern feel welcome and part of the workplace.
- You increase the apprentice's or intern's productivity and willingness to retain
- You prevent the apprentice or intern from finding a better offer in another company or early turnover.

On-boarding:

Get started well: From the first day of work to the end of the trial period

The day has come, and your apprentice is starting! During the trial period, the company aims to assess the apprentice's fit and skill level. But with a few heartfelt efforts, you can turn those initial, perhaps slightly nervous days, into a smooth and motivating experience. This applies not only to the start but throughout the trial period.



ATE's Role as a Chairperson of the Disciplinary Hearings Encouraged

There have been many questions on who can chair a disciplinary hearing. Employers have been asking whether it is proper for the Chairperson to come from an external Organization and not their enterprise. This Question was raised at the Commission for Mediation and Arbitration and later at the High Court Labour Division on whether the Chairperson can come from outside an Organization and also whether ATE can be considered as an impartial Chairperson whilst being an Employers' Organization. The Judgment was delivered on the 22nd of February 2023.

In the case of **Assemble Insurance Tanzania Limited vs Innocent Tigano Massinde (Revision No.317 of 2022) [2023] TZHCLD 1368 (22 February 2023)**, ATE through its Head of Legal was consulted to Chair a disciplinary hearing of one Employee in a member company. The Chairperson from ATE recommended a warning to be issued however, on Appeal, the Management differed from this and terminated the Employment of the Employee. As a result, the Employee referred the matter to the CMA and thereafter the matter proceeded to the High Court Labour Division (Court).

In Court, The Employee asked a question that some have asked: is it possible for an Employer's Association to be impartial? In the case above of the **Honorable Judge Rwizile J** answered this question with a resounding **'YES'**. The reasons he advanced are quoted verbatim below:

First, at the start of the hearing, the respondent did not raise any objection on the chairperson from ATE. This did not happen at the beginning only. There was no complaint throughout the proceedings on the incidence of bias. regard should be not on the relationship between, the chairperson and the employer but the conduct of the Chairperson before, during or after the hearing.

I think, the Employer was in this instance very smart.

The law provides that the person who may chair the committee may be a senior officer in the organization who has not been involved in the process.

I see outsourcing a person conversant with the law and from ATE is better placed to avoid bias than even appointing a member of the same organization, who earns his living from the same employer. I find this point very weak as to feature at the CMA when it was not raised anywhere before.'

The Judgment above cements the conduct of ATE in chairing disciplinary hearings and ensuring procedural fairness in the Conduct of the matter. Employers are therefore encouraged to use the services of the Association since it promotes impartiality in disciplinary hearings and ensures procedural rightness in the Conduct of the hearing.



Dear Valued Members,

21st August 2023

**RE: NOTICE TO PARTICIPATE IN THE WAAJIRI HEALTH BONANZA
From Thursday 5th to Saturday 7th October 2023, at the Leaders Club, Dar es Salaam**

The Association of Tanzania Employers (ATE) is honored to invite you to participate in this year's *Wajiri Health Bonanza* that will take place on **Saturday 7th October 2023 at Leaders Club Grounds, Dar es Salaam from 06:00 am to 12:00 noon**. The Chief Guest will be the Prime Minister of the United Republic of Tanzania, **Hon. Kassim Majaliwa Majaliwa (MP)**.

This will be the 2nd Wajiri Bonanza, the 1st Bonanza was held in 2022, where **129** companies with more than **600** Employees participated in different activities and sports. This year's Bonanza, will start with a two-days Exhibition (*One Stop Centre Exhibitions*) of Employers from **5th - 6th October 2023** and on **7th October 2023** will be the Climax. ATE is expecting to partner with our Stakeholders **PMO-LYED, WCF, NSSF, PSSSF, TUCTA and OSHA** to have a one Stop Centre Services to all employers.

The Bonanza this year comes under the theme, "*Promoting Mental Wellness for Better Performance at the Workplaces*" along with the Celebration of Customer Service Week 2023 with the Message "*Team Service*" that will start on **Thursday 5th - Saturday 7th October 2023, at Leaders Club Grounds, Dar es Salaam**.

Participation in this Bonanza is free. Employers are encouraged to confirm their participation, including registering their teams in these sports and games which will start on **5th – 7th October 2023**. Members who will be interested in booth spaces and sponsorship, please contact ATE by **Friday 15th September 2023**. Kindly note that we have limited space.

For more information kindly contact the Secretariat: ATE Head of Projects & Communications, **Ms. Joyce Nangai-Ibengwe**, +255 784 702670 or Health & Wellness Coordinator, **Ms. Hellen Mkwizu** +255 682 420406 or email mkwizu@ate.or.tz/info@ate.or.tz

I am looking forward to your usual cooperation and support.

Yours Sincerely,
ASSOCIATION OF TANZANIA EMPLOYERS

A handwritten signature in black ink, appearing to read 'Suzanne', is written over a light blue circular background.

Ms. Suzanne Ndomba-Doran
CHIEF EXECUTIVE OFFICER



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Dear Participants of EYA 2023,

22nd August 2023

EYA NOTICE NO. 2 – Verification Visits for Employer of the Year Award (EYA) 2023

The Association of Tanzania Employers (ATE) would like to take this opportunity to sincerely appreciate all Employers who took time to participate in filling in the Questionnaires for Employer of the Year Award (EYA) 2023. We are pleased to also inform you that the participation this year has continued to improve and attract more Employers compared to previous years which shows how thoughtful companies are interested in doing responsible business and investing in their people who are key to productivity.

Kindly be informed that, the Verification exercise for EYA participants 2023 has officially started and all participants of EYA across the country will be virtually/physically verified for due diligence to confirm correctness and authenticity of responses given for each variable in the questionnaire.

Kindly take note that the verification process will involve the following:

- Meetings with personnel who filled in the questionnaires.
- Presentation by Management on various policies and programmes to the Consultant in relation to each criteria/category
- Review of evidence such as practices, policies, manuals to confirm responses in the questionnaires.
- Exploratory questions may be raised by the Consultant seeking for more understanding of the HR & Business issues in the organization.
- General discussions evolving around the survey for instance, relevance of EYA survey to the organization.
- Any concerns or areas of improvement that ATE needs to work on in the future.

Verification is another important part of this exercise and would insist that all participating Employers and Companies/Institutions communicate with the Consultant for verification dates. The verification exercise will be conducted from **23rd August – 15th November 2023**. The Consultants, TanzConsult Limited, will contact all participants via phone calls and email to book appointments.

For more/any information kindly contact **Prof. A.T. Kessy**, EYA Consultants through +255 652 574466; +255 767 574466 or **Prof. B.A.T Kundi**, +255 754 385453 or E-mail info@tanzconsult.co.tz or ATE Head of Projects & Communications, **Ms. Joyce Nangai** on +255 784 702670 or email info@ate.or.tz, nangai@ate.or.tz, or our EYA Event Consultant, **Ms. Sarah Reweta** on +255 754 811666.

We kindly request your availability and maximum cooperation to make this exercise run smoothly.

ATE is looking forward to your active participation.

Thank you for your usual cooperation and support.

Yours Sincerely,
ASSOCIATION OF TANZANIA EMPLOYERS

Ms. Suzanne Ndomba-Doran
CHIEF EXECUTIVE OFFICER

UPCOMING EVENTS & TRAININGS



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Employers' Choice

EYA
Employer of the Year Award

EYA 2023 Verification

Dates: 23rd August - 15th November 2023

- ✓ Participating Companies to be verified
- ✓ Verification Virtually/Physically

Every Good Employer is a Member of the Association of Tanzania Employers



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Employers' Choice

OSHA

Waajiri Health Bonanza 2023

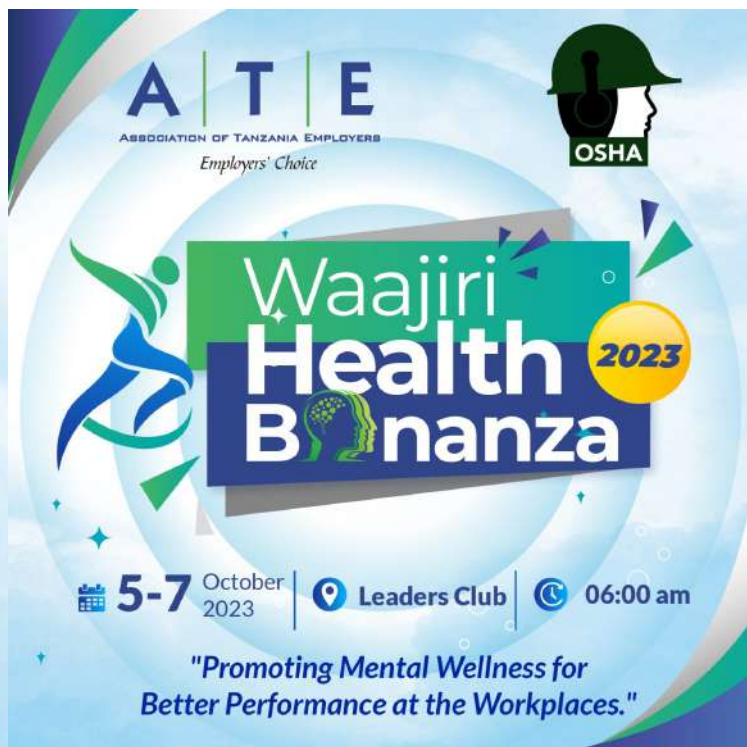
Chief Guest:
Hon. Kassim Majaliwa Majaliwa (MP)
Prime Minister of The United Republic of Tanzania

7th Saturday
October 2023

Leaders Club

06:00 am

"Promoting Mental Wellness for Better Performance at the Workplaces."



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Employers' Choice

OSHA

Waajiri Health Bonanza 2023

5-7 October 2023 | **Leaders Club** | **06:00 am**

"Promoting Mental Wellness for Better Performance at the Workplaces."



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Employers' Choice

MANAGING TRAINING FUNCTION AND FACILITATION SKILLS DEVELOPMENT

6th - 8th September 2023 at Bagamoyo

PROGRAMME OVERVIEW
This programme intends to equip HRs, L&D Practitioners and Talent Specialists with adequate knowledge and skills to manage training functions and facilitate training programmes, preparation of training policies, planning, instructional design, implementation and evaluation of training programmes. Participants will be able to link their training plan to business goals so that they can measure Return on Investment.

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Emails: training@ate.or.tz

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