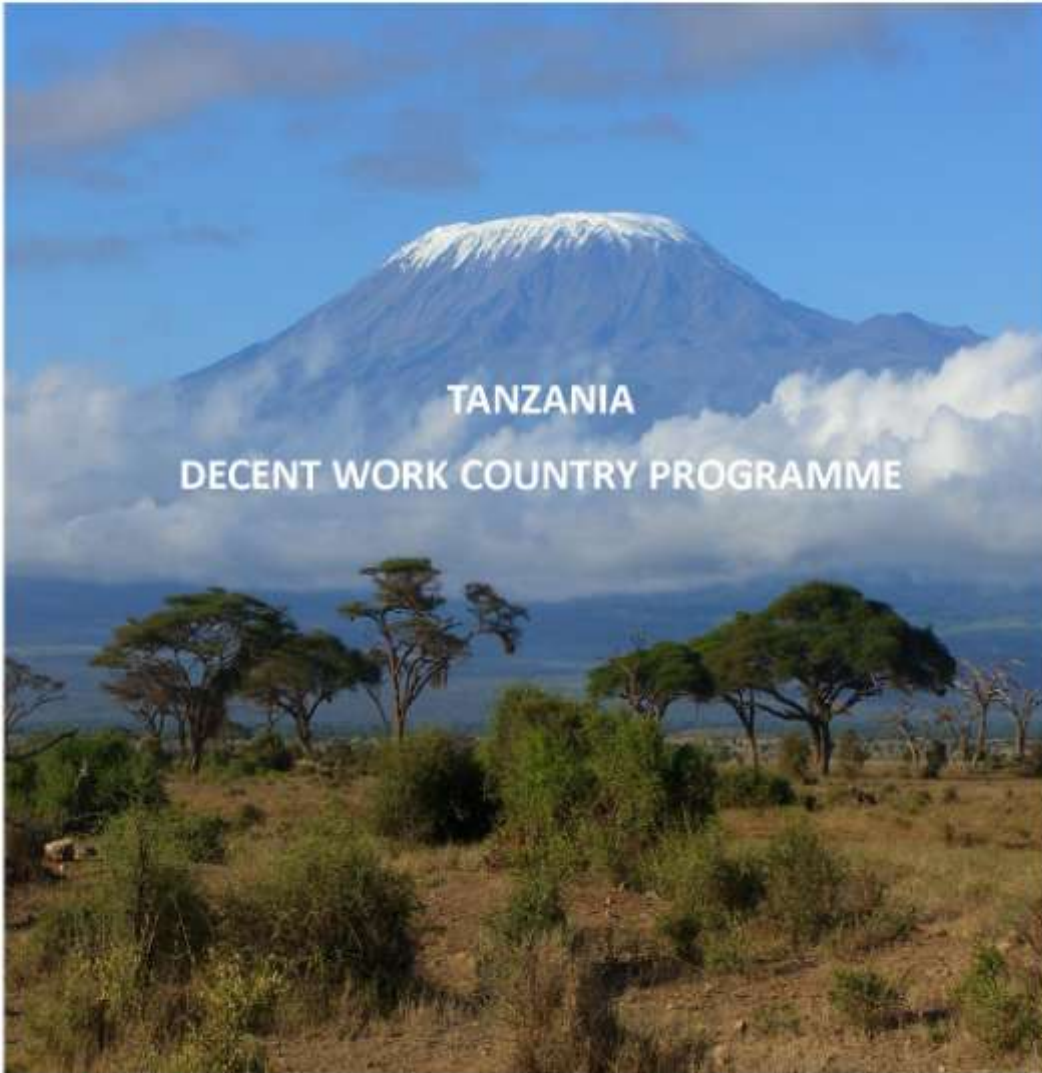




International
Labour
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TANZANIA
DECENT WORK COUNTRY PROGRAMME



2013-2016

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List of Acronyms

ACT/EMP	Employers' Activities
ACTRAV	Workers' Activities
AfDB	African Development Bank
AIDS	Acquired Immune Deficiency Syndrome
ASDP	Agriculture Sector Development Programme
ASDS	Agriculture Sector Development Strategy
ATE	Association of Tanzania Employers
BEST	Business Environment Strengthening for Tanzania
CBA	Collective Bargaining Agreements
CB	Collective Bargaining
CEB	Chief Executive Board
CEO	Chief Executive Officer
CMA	Commission for Mediation and Arbitration
CEACR	Committee of Experts on Application of Conventions and Recommendations
DaO	Delivering as One
DFID	Department for International Development
DHU	Dispute Handling Unit
DWCP	Decent Work Country Programme
DWT	Decent Work Support Team
EAC	East African Community
EC	European Commission
FAO	Food and Agriculture Organization
FOA	Freedom of Association
FSDT	Financial Sector Deepening Trust
GBS	General Budget Support
GDP	Gross Domestic Product
HBS	Household Budget Survey
HIV	Human Immunodeficiency Virus
ILFS	Integrated Labour Force Survey
ILO	International Labour Organisation
IMF	International Monetary Fund
JAST	Joint Assistance Strategy
LAB	Labour Advisory Board
LAB/ADM	Labour Administration
LESCO	Labour Economic and Social Council
LMIS	Labour Market Information System
MDG	Millennium Development Goal
MKUKUTA	National Poverty Reduction Strategy for mainland Tanzania
MOLE	Ministry of Labour and Employment
MZUZA	National Poverty Reduction Strategy for Zanzibar
NAP	National Action Plan
NEP	National Employment Policy
NYEAP	National Youth Employment Action Plan

ODA	Official Development Assistance
OSH	Occupational Safety and Health
RPL	Recognition of Prior Learning
SC	Steering Committee
SD	Social Dialogue
SPER	Social Protection Expenditure and Performance Review
TUCTA	Trade Union Congress of Tanzania
TVET	Technical Vocational Education and Training
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNDAP	United Nations Development Assistance Plan
UNIDO	United Nations Industrial Development Organization
URT	United Republic of Tanzania
US	United States
WFCL	Worst Forms of Child Labour
WISE	Work Improvement in Small Enterprises

1. INTRODUCTION

The International Labour Organization (ILO) is devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. The Organization continues to pursue its founding mission to promote social justice as a basis for universal and lasting peace, as set out in the Constitution and the Declaration of Philadelphia. The ILO has decided to focus its assistance to member States on achieving decent work objectives through the Decent Work Country Programmes (DWCPs).

The Decent Work Country Programme for Tanzania is time-bound and identifies a limited number of priorities that are encapsulated in the four objectives of Decent Work, with gender as a cross-cutting issue – creating jobs; guaranteeing rights at work; extending social protection; and promoting social dialogue. This DWCP is the second generation programme that was preceded by the first generation DWCP, 2006-2010, which will be implemented from 2013 to 2016. The DWCP reflects the ILO and the tripartite constituents' priorities that contribute towards the national goals, as articulated in the MKUKUTA and the MKUZA II 2011-2015 and the United Nations Development Assistance Plan (UNDAP) 2011-2015 and is aligned with the MDGs. Forging strategic partnerships, leveraging of resources and resource mobilization are crucial towards the realization of the outcomes articulated in the programme.

The ILO has been active in Tanzania since 1962 and has implemented several programmes on employment creation, cooperative development, entrepreneurship, social protection, labour law compliance, HIV/AIDS, elimination of the worst forms of child labour, and strengthening social dialogue.

2. COUNTRY CONTEXT

2.1 Country Outlook

The population of the United Republic of Tanzania is estimated to have reached 44.9 million, with approximately 1.3 million living in Zanzibar¹. In 2011, Tanzania ranked 151 out of the 187 countries on the human development index. The country successfully managed to hold elections in both the Mainland and Zanzibar in 2010. There are renewed political commitments to build on this democratic platform a public administration that provides better services to the people, improve accountability and transparency in governance. There has also been growth of a fledgling civil society and media outlets and together with the parliament, this has created more space for social dialogue.

Tanzania effectively managed to weather the impact of the global financial crisis by injecting a fiscal stimulus to protect its key industries and given the fact that the economy is less

¹National Bureau of Statistics (NBS), Tanzania 2012 Population and Housing Census Preliminary Results

integrated with the international financial system. In the third quarter of 2011, the estimated GDP growth was 6.4 percent², which is closer to the pre-crisis level.

In July 2010, the East Africa Common Market Protocol came into effect. This was yet another milestone for the member states in East Africa to create a common economic market and political federation that offers greater opportunities for businesses, free movement of people, and it will also shape EAC's future economic relationship with other regions. Notwithstanding the positive impact from integration, many analysts agree that the pace and sequencing of reform and harmonization should be done in a prudent manner to avoid transmission of any negative ripples to the national economies of member states, especially to those members which have a smaller pool of human capital and productive capacities.

2.2 Growth, Employment and Poverty Reduction

Tanzania experienced an extended spell of a high growth rate, averaging almost 7 percent from 2001 to 2010³. Despite this growth, the poverty rate declined marginally from 35.7 percent in 2001 to 33.6 percent in 2007⁴. A population growth rate of 2.9 percent has also meant that in the last decade, the number of poor on the Mainland has increased by 1.3 million. The distribution of income – as measured by the Gini Coefficient – has remained, surprisingly, unchanged (0.35) between 1990 and 2007⁵. In light of this, the country is unlikely to meet the MDG of halving extreme poverty by 2015.

There is now greater recognition that productive employment and decent work play a key role in promoting inclusive growth and it serves as the critical link between growth and poverty reduction⁶. The mismatch between high growth and poverty reduction has been attributed to the nature of the growth, which has occurred in sectors that are less employment-intensive, especially mining. Whereas, in growth intensive sectors, such as agriculture, manufacturing, and selected service industries, growth has been low.

At 80 percent, Tanzania has a high employment-to-population ratio (15-64 years) compared to other countries in the region. According to the 2006 Integrated Labor Force Survey, the unemployment rate in the Tanzania was 11.7 per cent⁷. Overall, the rate of unemployment was higher among young people (14.9 per cent) and women (12.6 per cent) as compared to men (10.7 per cent). Despite the ratification of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) and the presence of a National Gender Policy, the feminization of poverty is a concern. Customs and traditions affect women's participation, which is lower for women than men, both in employment and education, especially at higher levels and particularly in science subjects and also affects their participation in public meetings and politics. Even

²National Bureau of Statistics (NBS), National Accounts Update

³Economic Survey, 2010 (URT)

⁴Household Budget Survey 2007

⁵Poverty and Human Development Report, 2009

⁶Poverty and Human Development Report, 2011

⁷Using the national definition for calculating unemployment rate, the unemployment rate is much lower using the international ILO Standard.

though, affirmative action for female students has facilitated their participation in secondary schools and at tertiary level, female performance remains lower than for male students.

The high employment to population ratio and unemployment rate conceals the decent work deficits in Tanzania, particularly for rural areas. There are significant decent work deficits in terms of the lack of social protection, weak enforcement of labour rights and standards, lack of occupational safety and health, and weak organization of workers. More than ninety percent of the employed population is in the informal economy and almost 89 per cent of the population is engaged in vulnerable employment, with higher rates in rural areas (95 per cent). The agriculture sector employs almost 80 per cent of the labor force and yet contributes less than a quarter of GDP. At 90 per cent, the ratio of females engaged in agriculture work is even higher. In 2010, it was estimated that almost 37 per cent of people employed in Tanzania are still below the poverty line⁸. This can be attributed to under-employment and low productivity, a common characteristic of the labour market in Tanzania, especially in the rural areas and informal sector, and among women and youth.

According to the 2006 ILFS, 27.5 percent of all children in the age group from 5 to 17 years were considered to be in child labour. Child labour in rural areas was much higher at 32.3 per cent as compared to 10.7 per cent in urban areas. Fewer girls (24 per cent) than boys (30.8 per cent) were engaged in child labour. Eighty five percent of boys and 74.8 per cent of girls (5-14 years old) are working in agriculture. Twenty seven per cent of children in rural areas were engaged in hazardous labour compared to 5.6 per cent in urban areas.

There is general concern within Tanzania that the free movement of labour, brought by the EAC Common Market Protocol, will lead to job losses for the nationals. The management of labour migration within the region is now a priority for Tanzania. Currently there is no credible data regarding the free movement of labour across the region.

2.3 Social Protection

Tanzania lacks a comprehensive social protection programme, which would provide social protection services in times of economic or social crises. Though a range of social protection schemes and programmes are in place, the outreach and impact of such initiatives is very limited, with coverage of less than 1 percent of the entire population and about 6.5 percent of the formal working population. Almost the entire informal sector is not covered by any social security scheme.

2.4 HIV and AIDS

Tanzania, like most countries in the Sub-Saharan Africa is at the epicentre of the HIV and AIDS pandemic. Following the recognition of the first AIDS case in 1983, the number of people living with HIV rapidly escalated with a recorded prevalence of 9.4 per cent in 2000. Significant progress was made in reducing HIV prevalence in adults to 5.1 per cent in 2012 and thereby getting it closer to the MDG target. The prevalence rates among women declined

⁸ Analysis of MDG Employment Indicators: Tanzania Mainland

from 7.7 per cent in 2003 to 6.2 per cent in 2012, while that among men dropped from 6.3 per cent to 3.8 per cent⁹.

Women and particularly young women are impacted by HIV and AIDS to a very large extent, as indicated in the United Republic of Tanzania Country Progress Reporting (2012) document, which reports that among the female and male population aged 15-24, the HIV prevalence is estimated at 3.39 per cent and 1.39 per cent respectively in 2012. One of the most striking characteristics of HIV and AIDS is that it predominantly affects adults in the most productive age range within the population. HIV and AIDS affect the world of work in many ways. Stigma and discrimination against women and men living with and affected by HIV/AIDS threatens fundamental rights at work, undermining opportunities for people to obtain decent work and sustainable development.

2.5 Labour Laws

Strengthening the framework for labour law compliance entails building a stronger bridge between international labour conventions and national law and practice. Despite the adoption of the new labour law regimes for Mainland Tanzania in 2004 and for Zanzibar in 2005, the Committee of Experts for the Application of Conventions and Recommendations has expressed concern regarding provisions of the new laws vis the application of ILS. On one hand, after several years of experience in implementing the new laws, there is a growing recognition that some gaps exist in the new laws, as well as inconsistencies or conflicts between the laws applying in the Mainland and Zanzibar, or between the labour laws and other laws.

On the other hand, there are many implementing regulations which are yet to be developed under the new laws, making compliance a difficult task. The two regimes of labour laws provide system of dispute resolution using three methods: mediation, arbitration and adjudication. Normally, all labour disputes have to be mediated first, and if mediation fails arbitration has to be conducted. The major changes with regard to these methods include young institutions in place to resolve disputes, lack of skilled mediators and arbitrators, poor systems of data/case storage and lack of tools that facilitate dispute resolution. Dissatisfied with the systems at this level, complaints have to appeal to higher bodies (courts) for adjudication thus incurring unnecessary costs while their rights are being delayed. Furthermore, shortages of judges skilled in labour laws and ILS is still a challenge. Thus, capacity building in ILS and labour laws is highly needed to ensure compliance.

2.6 Social Dialogue

Tanzania has ratified the main ILO instruments relevant to social dialogue and workers' and employers' representation. These include: the Freedom of Association and Protection of the Right to Organise and Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining and Convention, 1949 (No. 98), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). In Tanzania, the right to join and form an

⁹Tanzania HIV and Malaria Indicator Survey (THMIS) 2007/08

organization is guaranteed by the Employment and Labour Relations Act of 2004 (ELRA), provides for the right of employees to establish and join trade unions and for employers to form employers' associations. The ELRA establishes the tripartite Labour, Economic and Social Council (LESCO), which is the highest platform for social dialogue. Despite the fact that LESCO is in place, this institution is practically not performing, particularly in the promotion of tripartite social dialogue, including in passing policies that promote the same. Capacity building of members of LESCO is needed. This will be a catalyst for change.

Using the trade union density rate as a proxy for trade union representation and strength, the Decent Work Profile for Tanzania (2010) found that Trade Union Congress of Tanzania (TUCTA) – affiliated unions membership has increased from 300,746 members in 2001 to 403,833 members (June 2008), an increase of 103,000 members. This corresponds to an increase of 34 per cent in seven years, or 14,700 members per year. The Association of Tanzania Employers (ATE) is the apex employers' organization. The total membership of ATE in 2008 comprised of 826 enterprises with 165,089 employees in member enterprises. This constitutes 13.7 per cent of the total paid employees, which gives also the weighted density rate. The overall challenge in social dialogue in Tanzania consists of a lack of consistency in providing workers and employers the freedom to dialogue and make decisions on issues of common concern.

Another challenge is the conflict of laws that regulate social dialogue in the country. While public servants (both in Mainland and Zanzibar) are governed by the public service laws, workers and employers in the private sector are governed by the 2004 and 2005 labour law regimes for Mainland and Zanzibar respectively. This weakens social dialogue since the social partners meet with conflict of interests necessitated by different laws governing them. Also, this is a hindrance to dispute resolution as workers in the public service are compelled to follow the cumbersome (and more political) procedures provided for under the public service laws, which are contrary to procedures under the 2004 and 2005 labour laws which caters for both private and public sectors. In this respect, the harmonization of labour laws is necessary. Despite the fact that the labour laws provide for collective bargaining, lack of negotiation skills among representatives of workers' associations and employers coupled with lack of trust between the parties have all contributed to a failure to have a good number of CBAs to protect and improve workers' rights. The situation is worse in Zanzibar, where there is not even a single registered CBA. Capacity building on negotiation skills and writing of CBAs would improve the current situation.

Gender disparities, particularly in consultative bodies such as LESCO and others, remain high. The participation of women in social dialogue institutions is low as revealed in a study conducted in 2008¹⁰, that women representation in social dialogue overall in the country was at 14.3 per cent.

¹⁰ "Women's participation in Social Dialogue Institutions at National level" ILO, 2008

3. NATIONAL RESPONSE

Tanzania's long term vision is to become a middle income country by 2025 and 2020 for Mainland and Zanzibar respectively. The Long-Term Development Vision 2025 for Mainland and Vision 2020 for Zanzibar have been translated into National Poverty Reduction Strategies (MKUKUTA for Mainland and MKUZA for Zanzibar). The first generation MKUKUTA and MKUZA (2006-2010) strategies assumed that high growth rate with adequate increases in the social sector will reduce rural poverty from 38.6 per cent to 27 per cent and unemployment from 13 per cent to 6.9 per cent by 2010. The poverty reduction target has clearly not been achieved.

In 2010, the second generation of the MKUKUTA and MKUZA II (2011-2015) were launched. Moreover, a Five Year Development Plan (2011-2015) was prepared to accelerate economic growth and put the country on track to realize the Vision 2025. These policy documents represent a shift towards a more employment centric approach in which the Decent Work Agenda - underpinned by four pillars of labour standards, employment promotion, social protection, and social dialogue- is embedded. The underpinning rationale being that without productive employment, significant progress in poverty reduction, even amidst high growth rates, will remain elusive. In addition, there is acknowledgment that there is need to develop policy coherence across all these initiatives to support structural transformation and productive employment creation in both the agriculture and industrial sectors.

The employment content of these strategies is also articulated in the National Employment Policy and the National Employment Creation Programme (2007) and the National Youth Employment Action Plan (NYEAP), 2007/08 – 2009/10 for Mainland and the National Employment Policy (2008) in Zanzibar. Using the UN Chief Executive Board (CEB) Toolkit on Mainstreaming Employment Creation and Decent Work goals in policies and plans as a reference guiding document, the capacity of Planning Officials in MDAs and LGA has been strengthened.

Addressing employment is a national priority and given the limitations of the formal sector to absorb the increasing number of labour market entrants, great emphasis is placed on enterprise development, including cooperatives. The Government has launched two funds, the Youth Development Fund (YDF) and the Economic Empowerment Fund (EEF) that were launched in 2000 and 2007 respectively to promote employment creation for Tanzanian youths and adults for self employment to enable them to generate incomes to fight poverty and meet their needs. The implementation of both funds has been done using the Savings and Credit Cooperatives (SACCOS) as the credit channel to reach the target group. Given the wide reach of cooperatives, they have the potential to be an effective channel in reaching out to women and youth and contributing to their self-empowerment. The ILO work on cooperatives has created a positive direct, indirect and demonstrative impact at micro-level, especially through its Challenge Fund projects. The ILO will continue to support work on cooperative value chains and maintain the Challenge Fund mechanism. The ILO has also supported constituents and young people through the provision of enterprise skills training, strengthened business development services and access to finance.

Recognizing the fact that women face several gender-based barriers in the business environment, the ILO has supported the government in its efforts to economically empower women. This has been through the creation and solidification of a sound base of national and regional networks for women's economic empowerment and enterprise development, which will be built upon through future programme interventions. A range of tools and resources have been revised and improved that can be further used by programme partners and integrated into the programmes and services of these institutions. Skills development and investments in human capital have been underlined as essential for productive employment creation and the fight against income poverty. In terms of wage employment, the lack of skills has often been cited as a key constraint to businesses in Tanzania.¹¹ The ILO has supported the government to promote skills development, especially among young people to enhance their employability and mobility. Through funding from Financial Sector Deepening Trust (FSDT) and FinMark Trust, the ILO has provided technical support for diagnostic study that identified microinsurance development opportunities and challenges and reviewed the demand for microinsurance, suppliers, distribution and regulation. The report has been accepted by the Tanzania Insurance Regulatory Authority (TIRA) and resulted in the launch of the Tanzania microinsurance programme.

The ILO is supporting the government to develop a labour market information system (LMIS) in order to track key labour market indicators, which is critical for monitoring and evaluating the progress made in the realization of decent work.

In addressing the scope and coverage of social security, the Government has taken a number of policy and legal measures, including the formulation of the National Social Security Policy 2003, and the enactment of the Social Security Fund Act, the Public Service Pensions Act, the Parastatals Pensions Fund Act, and the Zanzibar Social Security Fund Act. However, these Acts do not take into account the major provisions of the Social Security (Minimum Standards) Convention, 1952 (No. 102), which Tanzania has not ratified. A Social Security Regulatory Authority has been put in place to oversee and harmonize the services provided by various social security funds in the country.

In Tanzania, a number of measures aimed at improving working conditions at workplaces have been undertaken, including the ratification of both the Labour Inspection Convention, 1947 (No. 81), and the Protocol No. 81 of 1995 to the Labour Inspection Convention. The ILO has supported the constituents to work towards the realization of a strengthened framework for labour law compliance. In addition, Tanzania has been promoting the working conditions and maternity protection of working women both in the formal and informal economy. However, the Government's capacity to enforce safe work principles, laws and regulations remains a major challenge.

In the Mainland, where the Occupational Safety and Health Policy has been in existence since 2003, several initiatives have been undertaken at the national level to address OSH issues, including awareness campaigns; promotion of OSH services across various economic sectors; regular inspections and enforcement systems in the workplaces; and producing and

¹¹The 'Cost of Doing Business' report by the World Bank (2007) found that the inadequately educated workforce is among the top 10 constraints to business in Tanzania

disseminating statistics of occupational diseases and accidents. The ILO will continue to support the government, employers and workers organizations to improve occupational safety, health and hygiene conditions. In Zanzibar, the ILO is supporting the government in the development of the National OSH Policy and Programme which are expected to complement the existing Zanzibar Occupational Safety and Health Act of 2005 to promote work conditions that guarantee the highest degree of quality in work life.

The ILO working with the government, employers and workers has strengthened the capacity of the constituents on social dialogue to engage on key policy matters and adherence to international standards. Regulations for the implementation of the labour laws of both Mainland Tanzania and Zanzibar have been translated into Kiswahili to make it easier for workers, employers and other stakeholders to understand and apply.

In collaboration with the ILO, the Government and social partners have undertaken a number of measures towards the withdrawal and prevention of children in the Worst Forms of Child Labour (WFCL). These include awareness and sensitization campaigns at the district and local government level; capacity building of Government, employers' and workers' organizations and civil society organizations; and the economic empowerment of vulnerable families of working children and children at risk.

The ILO has provided support to the Government, workers and employers organizations in key areas, including building the capacities of national cooperative organizations; supported primary cooperatives societies to respond to HIV and AIDS, as part of the services offered to members on a regular basis; developed and implemented programmes on HIV/AIDS to cooperatives in rural and urban areas; and facilitated the creation of small businesses to mitigate the impact of HIV and AIDS. Support will continue to be provided to scale up a more focused response to the HIV pandemic.

4. DEVELOPMENT COOPERATION

The Official Development Assistance (ODA) and technical assistance provided by the development partners to Tanzania has been significant over the years. Following the signing of the Joint Assistance Strategy (JAST), dialogue has improved between development partners and the government to discuss ways of better aligning ODA to national priorities, harmonization, and strengthening national ownership.

The ODA is aligned to the priorities in the MKUKUTA and MKUZA with the bulk of resources allocated for the social sector.¹² Basket funding for key priority areas in the economic growth and poverty reduction cluster include the Agriculture Sector Development Programme (ASDP), Business Environment Strengthening for Tanzania (BEST) and FSDT. In addition to this, projects also focus on the trade sector, public finance management, macroeconomic stability, and several initiatives to support skills and enterprise development.

¹² The annual public expenditure reviews show that approximately 70 percent of the funds are being allocated for MKUKUTA and MKUZA goals.

5. UN COUNTRY SUPPORT TO TANZANIA: MOVING FROM UNDAF TO UNDAF

Tanzania is one of the eight countries where the UN is piloting the “Delivering as One” (DaO) initiative, which is an important part of the ongoing reforms in the UN. Tanzania was the first country to embark on an ambitious initiative by implementing a one UN programme: the United Nations Development Assistance Plan (UNDAF). It is a business plan for all the UN agencies, articulating the contribution of the UN System to the national priorities. Previously, agencies developed individual plans using UNDAF as the framework. However, synergies among agencies were enhanced through the joint programming modality, which entailed participating agencies to collaborate on joint work plans and budgets, adhere to an agreed division of labour and a common results and accountability framework.

Under the UNDAF, through Programme Working Groups, each agency is responsible for the delivery of a set of key actions that jointly contribute to the shared outcomes. The UNDAF incorporates the four pillars of decent work across the MKUZA and MKUKUTA clusters viz. economic development, social welfare, and governance. Hence, ILO participates in four Programme Working Groups - Economic Growth and Economic Governance; Governance; HIV and AIDS; and Social Protection. The ILO’s contribution outcomes in the Economic Growth and Economic Governance PWG include the integration of national, sectoral or local policies and programmes in development frameworks and key components for job creation, namely skills development, youth entrepreneurship and sustainable enterprises and labour law compliance. For social protection, ILO’s contribution includes the extension of social security and using social dialogue to develop and monitor national strategies for the extension of social security. ILO’s contribution to the governance outcomes is notably on the promotion of social dialogue and on building the capacities of government and other social partners to ratify and apply international labour standards. On HIV/AIDS outcomes, the ILO contributes to the operationalization of workplace programmes in public, private and informal sector institutions and enhancing capacity of AIDS Committees to mainstream HIV/AIDS in budgets.

The ILO has played a key role in assisting all the UN Agencies to define gaps, priorities, and possible actions to address the core problems of low productive employment and poverty in the country. In the formulation of the national poverty reduction strategies and five year development plan, the ILO provided technical advice, strategic leadership, and coordinated within the UN System to enable stakeholders to design a strategy underpinned by an inclusive growth model, which sees people as active participants in shaping the economy of the country. The tripartite constituents participated in a number of UNDAF negotiations consultations and are implementing partners on a number of activities.

6. LESSONS FROM ILO'S PAST COOPERATION IN TANZANIA

In 2006, the first Decent Work Country Programme (DWCP) for Tanzania was formally launched. The DWCP covered the period from 2006 to 2010 and was aimed to provide a coherent and overarching country programme strategy, which would build on the results and experiences from past technical cooperation projects. The ILO past projects included strengthening the legal framework for the ratification of the Core Labour Conventions and the revision of the national labour law; support to mainstream child labour in strategies and processes; support to apply the labour law, including the gender perspective aspects; drafting and inclusion of anti-discrimination clauses in disability bills; an assessment for expanding social protection and social security coverage; and support to job creation through enterprise development, particularly targeting youth and women and also working through cooperatives.

To synthesize lessons from its past support to Tanzania, including the implementation of the first DWCP, the ILO commissioned an independent evaluation to review the programme activities in the period from 2004 to 2009. The evaluation provided an independent assessment of the country programme identifying strengths and the challenges faced in achieving the desired outcomes with a view to strengthening future country programmes. The evolution of DaO and the future UN common country programme and its linkages with the DWCP were also taken up for review.

One of the key findings of the evaluation was that the first generation of the DWCP had not fully led to the development of a coherent strategy, which reflected ILO's comparative advantage, selectivity of priorities, and lack of a robust monitoring and evaluation framework to capture progress and results. The DWCP was driven primarily by a set of technical assistance projects that individually worked on critical areas, but in aggregate terms were not strongly linked to the achievement of DWCP outcomes. The nature of technical assistance projects with varying project cycles made it quite complex to place them in a country programme strategy. The DWCP needs to have a more robust programme logical framework in which the overall outcomes and outputs are strongly linked through a causal chain and reasoning, which subsequently will make it possible to monitor delivery of outputs and achievement of results.

Considering the multidimensional nature of decent work, the evaluation also recommended that ILO should seek to forge partnerships with other key national actors who may be mandated to cover specific areas of the decent work agenda. In addition, it was recommended that an institutional assessment to help define the nature of partnerships be undertaken.

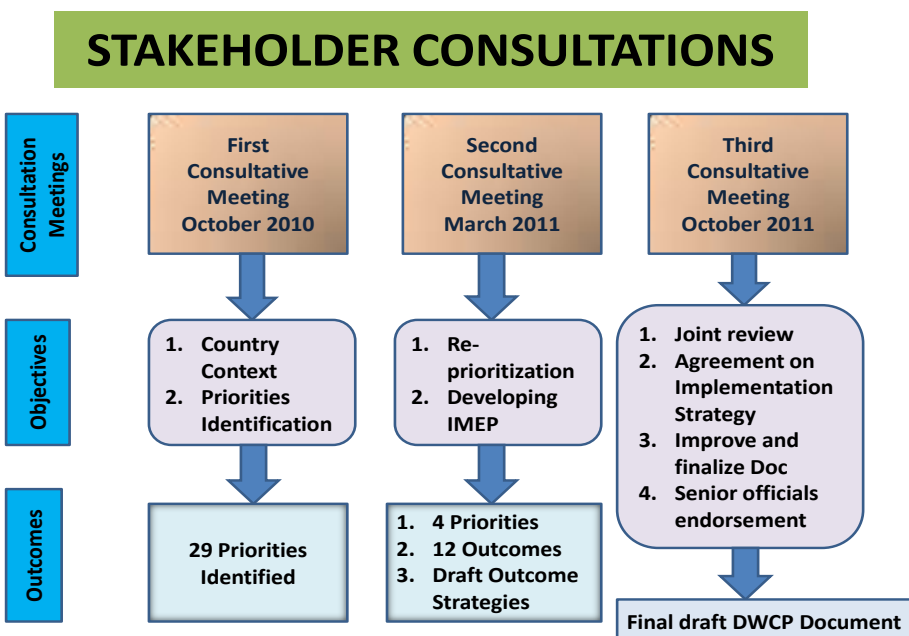
In the past, the ILO has provided financial and technical assistance for capacity building to the constituents however a limited review has been conducted to show the impact of the support. The evaluation therefore suggested that constituents draw up their own institutional development plans and ensure that technical inputs for the plans and monitoring framework for the plans are also included in the DWCP.

7. PROCESS, PRIORITIES, OUTCOMES, INDICATORS AND STRATEGIES FOR COUNTRY PROGRAMME

7.1 Process and identification of priorities

The Decent Work Country Programme priorities are a result of intensive tripartite consultations, as well as with other key national stakeholders in the world of work. The priorities are hinged on MUKUTA, MKUZA, the National Development Plan and the UNDAF. The process of prioritisation benefitted from the Independent Evaluation of the ILO programme in Tanzania 2009/10.

The process for the development of the priorities emanated from stakeholder consultations, as indicated in the diagram below.



Following the third consultative meeting, in December 2011, a tripartite technical team with the support of the ILO finalized the DWCP document, based on comments received. This document was then presented and discussed during the High Level Meeting on *Strengthening Social Dialogue and Tripartite Consultation* for ILO tripartite constituents in May 2012.

The four Decent Work Country Programme priorities that the constituents identified were similar to those that had been identified in the DWCP 2006-2010. The selected priorities afford the opportunity to build on ongoing efforts to better deliver sustained results. The priorities are as follows – (1) Extend social protection coverage for all; (2) Promote the creation of productive employment; (3) Improved compliance with labour standards and right at work; and (4) Strengthening social dialogue mechanisms at national and sectoral level.

SUMMARY OF PRIORITIES AND OUTCOMES				
Priorities	Extend social protection coverage for all	Promote the creation of productive employment	Improved compliance with labour standards and rights at work	Strengthening social dialogue mechanisms at national and sectoral level
Outcomes	1. Improved access to better managed social security benefits 2. Selected workplaces in key economic sectors mainstream HIV/AIDS agenda 3. Improved working conditions in selected workplaces in the formal and informal sectors	1. Enabling policy environment strengthened to enhance creation of productive employment 2. Increased availability and usage of Labour Market Information 3. Increased employability of young men and women through skills development 4. Increased access to financial and non-financial services by young men and women	1. Improved compliance of labour laws by formal and informal sectors 2. Increased demand from labour rights holders upon duty bearers for better services 3. Improved enabling environment for the elimination of child labour and its worst forms	1. Statutory social dialogue institutions strengthened and operationalized 2. Increased participation of women in social dialogue institutions

7.2 PRIORITIES, OUTCOMES, INDICATORS AND STRATEGIES

PRIORITY 1: EXTEND SOCIAL PROTECTION COVERAGE FOR ALL

Outcome 1.1: Improved access to better managed social security benefits

Indicators:

- **Existence of a policy and regulatory reform framework for implementation of social protection schemes**
- **Number of social protection programmes developed by government**
- **Number of workers in the informal sector covered by social security**

Outputs:

Output 1.1.1: National regulatory frameworks for implementation of social protection schemes developed and strengthened

Output 1.1.2: Strategies for extending social security coverage developed

Output 1.1.3: National capacity for strengthening social security governance enhanced

Strategy:

The ILO will continue to support the development and strengthening of regulatory frameworks for the implementation of social protection schemes in Zanzibar and Mainland Tanzania. The review of current policies, legislative and regulatory frameworks has been undertaken. The

implications of the existing framework and the proposed changes will be carried out under the National Social Security/Protection Reform led by the Social Security Regulatory Authority (SSRA). Technical support will be provided by the ILO to the governments, both in Mainland and Zanzibar to design, implement and monitor social security systems that are responsive to the needs of the vulnerable groups, including the disabled, as well as the changing demographic trends.

As part of its global campaign on social security coverage for all, ILO, through the UNDP will support the constituents in enhancing awareness and understanding of ILO social security standards and their implementation, providing technical assistance towards the ratification process of Convention No. 102 (Minimum Standards of Social Security), as well as, developing a plan for the national social protection floor. Among others, support will include advisory services, sensitization training on social protection and activities to enhance the capacity of relevant institutions, as per the recommendations of the Social Security Regulatory Authority.

Outcome 1.2: Selected workplaces in key economic sectors mainstream HIV/AIDS agenda

Indicators:

- **Number of HIV/AIDS affected persons in informal sectors receiving economic support services**
- **Number of rules and regulations revoked that impose institutionalized mandatory HIV testing at workplaces**
- **Number of institutions implementing HIV/AIDS workplace programmes**

Outputs:

Output 1.2.1: National HIV and AIDS workplace guidelines and tools are developed and disseminated

Output 1.2.2: Economic empowerment programmes implemented in selected areas to reduce HIV vulnerability among workers in the informal economy

Output 1.2.3: Assessment of existing rules and regulations that perpetuate HIV/AIDS related discrimination at work place undertaken and findings used to devise specific measures

Output 1.2.4: Worker and employer organizations, including informal associations trained on the development and implementation of workplace programmes

Output 1.2.5: Capacities of Ministries of Labour to monitor work place HIV and AIDS policies and programmes strengthened

Strategy:

The DWCP aims to support the development and implementation of the HIV and AIDS Policy to ensure that it is in line with the ILO Code of Practice on HIV and AIDS and Recommendation concerning HIV and AIDS and the World of Work, 2010 (No. 200). As part of this initiative, the ILO in collaboration with the Trade Union Congress of Tanzania (TUCTA) and Association of Tanzania Employers (ATE) will conduct an assessment of existing rules and regulations that perpetuate HIV/AIDS related discrimination at the

workplace. The findings will inform the specific measures needed to address discrimination at workplaces.

The revision of the policy, as well as identification of work place measures will be determined through a dialogue process involving the Ministries of Labour, workers and employers organizations both in Mainland and Zanzibar. This will be followed by wider dissemination and advocacy campaigns using media and information sharing platforms. Furthermore, to monitor the implementation of the HIV and AIDS policy and actions, the Ministries of Labour will be provided with technical assistance to develop a monitoring system to assess the implementation of HIV related provisions during work place inspections. Labour inspectors will also be trained to conduct inspections on HIV and AIDS compliance.

In order to expedite the development and implementation of workplace programmes, the workers and employers organizations, as well as informal sector associations will be offered customized training and advice. It is expected that this will enable them to better support their members to carry out relevant workplace programmes. Capacity building activities will also be extended to informal economy organizations, and other public and private organizations, including those assisting the disabled. Economic empowerment programmes will be implemented in selected areas to reduce HIV vulnerability among men and women working in the informal sector. To achieve a critical mass, partnerships with different HIV and AIDS organizations, NGOs and health workers will be encouraged to pool together resources and increase outreach.

Outcome 1.3: Improved working conditions in selected work places in the formal and informal economy

Indicators:

- **Number of actions undertaken by the government to implement the standards set in Convention 189**
- **Number of measures taken by the Occupational Safety and Health Authority to improve occupational safety, health and hygiene, especially for informal and rural workers**

Outputs:

Output 1.3.1: A national awareness-raising strategy for advancing decent work for domestic workers designed and implemented

Output 1.3.2: Occupational Safety and Health (OSH) Policy developed

Strategy:

The ILO will support the relevant ministry and social partners to develop and implement a tripartite plan of action for improvement of working conditions of domestic workers and facilitate the consultations with a wider range of stakeholders, which will lead to the ratification of the Convention.

In Zanzibar, the development of the National OSH Policy and Programme is well underway. A situation analysis was conducted and led to the development and completion of National OSH Profile. Following stakeholder's review and validation of the profile, the Zero Draft OSH Policy and Program for Zanzibar has been developed and will be submitted to the Cabinet for adoption.

In the mainland, an OSH Bill was finalized and submitted for adoption of the National Parliament. The Bill facilitates the ratification of three of the ILO OSH Conventions - C., 1995 (No.176) Safety and Health in Mining; C., 2001 (No.184) Safety and Health in Agriculture; and C., 1988 (No.167) Safety and Health in Construction, respectively. The ILO will continue to support the preparations for three Rules, namely on the Gas Safety (installations and use); Recording and Reporting of Occupational Diseases, Injuries and Dangerous occurrences; and OSH (Vessels under Pressure) for the Mainland's OSH Act.

PRIORITY 2: PROMOTE THE CREATION OF PRODUCTIVE EMPLOYMENT

Outcome 2.1: Enabling policy environment strengthened to enhance creation of productive employment

Indicators:

- **Number of sector strategies and policies incorporating employment intensive actions and indicators**
- **Number of pro-employment policy actions and programmes taken by government (e.g. investments in employment intensive industries, to targeting needy groups, such as young men and women)**

Outputs:

Output 2.1.1: A coordination mechanism for policies, laws, strategies, programmes and plans on employment creation is established

Output 2.1.2: Capacities of line Ministries in increasing employment content in their strategic plans and programmes strengthened

Output 2.1.3: Social finance policy developed

Strategy:

The ILO support in the past has led to prioritization of productive employment and decent work in MKUKUTA, MKUZA and the five year development plan. Given the existing policies, plans, strategies and programmes that government has already put in place, it is important to ensure that these are implemented and resourced in a coherent, harmonized, and cost effective manner. The ILO will provide technical guidance to strengthen the coordinating mechanism so that these initiatives reach the target population. In this regard, the ILO will continue to support the institutional capacity of the MOLE and its social partners. Particular attention will be given to building analytical capacities, use of data, and policy analysis. Support will also be given to institutions engaged in research work on employment and labour. The ILO will also work with the tripartite partners in establishing a Centre for Employment Studies. This will encourage more collaboration amongst key employment promotion

stakeholders, coordinate research and facilitate the understanding of the labour market in Tanzania.

Building on the ongoing work to assess the extent to which selected national policies mainstream strategies for enhancing employment policies, the ILO will continue to support this activity. The Chief Executive Boards (CEB) Toolkit for Mainstreaming Employment and Decent Work has been an instrument to assess policies that mainstream employment. The ILO will support the building of capacities of policy makers in the line ministries and the workers and employers organization to mainstream employment into plans and budgets. The development of tools and piloting them will continue to include all the key policies.

Collaboration with other UN Agencies will be strengthened to jointly provide policy support to other ministries, such as the Ministry of Agriculture, Ministry of Livestock and Fisheries, and Ministry of Industry, Trade and Marketing which all play a key role in the promotion of decent employment. The launch of *Kilimo Kwanza* (Agriculture First) has signaled the renewed commitment of the government to increase productivity in agriculture. In the context of global food prices the economic returns in agriculture are potentially even higher than before, besides its obvious impact on national food security. Support will be provided for the use microfinance and social finance policies to reduce vulnerabilities, especially for the poor in the agriculture sector.

A challenge, however, is to ensure that the increase in agricultural productivity is environmentally sustainable and benefits, in particular small-scale producers, particularly young men and women, thus promoting social equity. Outward labor movements resulting from higher agriculture productivity will have to be better managed and directed to a more dynamic rural-non farm sector. In this regard, the ILO will work closely with FAO and UNIDO to support the implementation of industrial, trade and agriculture policies to ensure greater productive employment.

The ILO will continue to support the implementation of the microinsurance programme and the development of the Micro-Insurance Policy. The establishment of a Microinsurance Working Group will contribute towards the implementation of the programme.

Outcome 2.2: Increased availability and usage of Labour Market Information

Indicators:

- **Number of joint reports from Ministries of labour and NBS/NSO that make use of LMIS**
- **Number of LMIS reports used by policy makers to plan programmes**

Outputs:

Output 2.2.1: LMIS institutional and legal frameworks strengthened at national and regional levels

Output 2.2.2: LMIS Guidelines/manuals with NBS/CSOs for data collection, analysis, management and interpretation developed and finalized

Output 2.2.3: Integrated labour force survey (ILFS 2012-13) and school-to-work-transition survey carried out and reports published

Strategy:

The ILO will support the strengthening of the institutional frameworks for LMIS at national and regional level in Mainland and Zanzibar. This will include the designing of the database, including modules for collection and analysis of gender-disaggregated data. The ILO will provide financial and technical assistance to recruit consultants, who will work closely with the MOLE in developing the LMIS Guidelines, resources plans, and reporting on labour market trends. Efforts will be put in place to ensure closer collaboration between the Ministries of Labour and the Central Statistical Offices.

It is expected that in addition to this, the ILO will support the implementation of the Integrated Labour Force Survey (ILFS 2013) and other surveys related to skills and enterprises. Technical support will be provided to ensure, to the extent possible, that adequate coverage of informal work and rural employment trends are captured and fully analyzed. The analyses from the LMIS will enable ILO constituents and policy makers to review labour productivity trends and accordingly to implement programmes to further enhance productive employment. The ILO will also support the publication of second Tanzania Decent Work Country Profile.

The ILO will also assist Tanzania to undertake the School-To-Work Transition Survey that will provide responses to questions related to the long and difficult time periods that young people encounter as they graduate from school to the world of work. This information will help policy makers to understand the individual characteristics of young people that determine the labour market disadvantage and to address the factors that negatively affect the transition to decent work.

Outcome 2.3: Increased employability of young men and women through skills development

Indicators:

- **Number of regulatory reforms undertaken in the Technical and Vocational Education Training (TVET) system**
- **Number of apprenticeship programmes implemented by tripartite constituents for young men and women**
- **Number of young men and women employed in the informal sector whose skills are assessed, recognized and upgraded**

Outputs:

Output 2.3.1: Formal recognition of the RPL (recognition of prior learning) in TVET system supported

Output 2.3.2: Apprenticeship training programmes in the hospitality industry, both in rural and urban areas developed

Output 2.3.3: TVET Policy developed and implemented

Output 2.3.4: Entrepreneurship culture promotion mechanism in formal and informal education developed

Strategy:

Besides learning skills through a formal certification process, there is a need to acknowledge the skills that many people learn informally and through apprenticeships. In particular, the role of informal apprenticeship systems in training the majority of young people in the crafts and trade sector needs to be recognized as young apprentices largely outnumber youth trained in the formal TVET system. To this effect, young men and women will have their skills assessed, recognized and upgraded.

The ILO, in collaboration with UNESCO has already initiated work on the National Skills Development/Technical and Vocational Education Training (TVET) Policy and on the formal recognition of the Recognition of Prior Learning (RPL). The ILO will continue to provide technical support to the Ministries of Education and Vocational Training in the Mainland and Zanzibar to develop and test RPL assessment tools. The ILO in collaboration with FAO and other national stakeholders will also provide support for apprenticeship training programmes in various sectors and industries such as tourism, agriculture and rural non-farm industries, and other employment intensive industries. The ILO will provide technical support for the design of the curriculum, facilitate the design and raise awareness of apprenticeship programmes. The ILO will continue to support the Ministry of Education and Vocational Training to roll out the entrepreneurship training curriculum that was developed to more primary and secondary schools.

Outcome 2.4: Increased access to financial and non-financial services by young men and women.

Indicators:

- **Number of young men and women entrepreneurs, particularly in rural areas accessing non-financial business development services**
- **Number of young men and women entrepreneurs, particularly in rural areas assessing financial services**

Outputs:

Output 2.4.1: Skills and entrepreneurship (agriculture and other businesses) training programmes implemented for young men and women entrepreneurs, particularly in rural areas

Output 2.4.2: A national assessment of the business operating environment, particularly for young women entrepreneurs undertaken

Output 2.4.3: Capacity building activities for business development services including training, study visits, provision of tools and equipment, and financial assistance implemented

Output 2.4.4: Programmes that provide technical and financial support to organize small scale farmers into associations and cooperatives implemented

Strategy:

Through the Youth Entrepreneurship Facility, the ILO has been supporting entrepreneurship by providing business development services, and support to youth organisations. Through WEDEE, ILO will facilitate a national assessment of the business operating environment, particularly for young women entrepreneurs. These activities will continue to ensure that enterprises have access to services. Based on the experience that the ILO has gained through the Cooperative Facility for Africa Programme, future activities to support social economy organizations will also continue.

The ILO will design and implement capacity building activities, such as training, study visits, tools, equipment and financial assistance for business development service providers, so that they can offer tailor-made services to farmers and producer organizations.

Together with the FAO, the ILO will also provide technical and financial support to organize small-scale farmers into associations and cooperatives to achieve economies of scale and increase the bargaining power of rural young men and women for accessing agricultural inputs, including seeds, fertilizers, and finance. Also, future activities will be focused on assisting farmers and producer organizations to access markets for their products and add value along the supply chain.

PRIORITY 3: IMPROVED COMPLIANCE WITH LABOUR STANDARDS AND RIGHTS AT WORK**Outcome 3.1: Improved compliance of labour laws by formal and informal sectors****Indicators:**

- **Percentage of formal and informal institutions having completed labour laws compliance inspection**
- **Number of tenets of fundamental principles and rights at work prevailing at formal and informal workplaces/ premises**
- **Number of compliance orders issued by the labour inspectorate**

Outputs:

Output 3.1.1: Selected labour laws reviewed and amendments drafted to reconcile conflicts and/or gaps with national and international instruments

Output 3.1.2: Regulations and rules for the implementation of employment and Labour Relations Act and Labour Institutions Act in Tanzania Mainland and Employment Act and Labour Relations Act in Zanzibar developed and implemented

Output 3.1.3: Wide dissemination of the new legal instruments to the social partners and to society at large

Output 3.1.4: Labour officers trained to conduct inspection and enforce the law

Output 3.1.5: Tools, guidelines and management information systems for Ministries of Labour developed

Strategy:

The ILO support will assist partners, not only to focus on the labour laws prioritized for review within the life of this DWCP, but also to develop prioritized regulations that integrate the comments of the Committee of Experts. The ILO collaboration with the government and social partners will focus on developing rules and regulations necessary for the smooth implementation of enacted labour law provisions given that the absence of these rules and regulations has hindered implementation. Bearing in mind that employment law makes reference to “premises” rather than “workplaces”, the ILO will work with the labour inspectorate to increase expansion of inspections to “premises upon which women and men work” which would include informal sector premises. Such an approach may be extended to Zanzibar.

The ILO has been supporting URT towards the realization of institutions that are equipped with knowledge, skills and resource capacity and with management and information systems. To this end, the ILO will continue to do so through the training of labour inspectors, as well as officials of other existing labour institutions. The ILO will also support the labour inspection function through the revision and development of needed tools, such as labour inspection checklists, and systems for managing and reporting inspections.

Specific emphasis in the provision of training and tools development will be given to rural employment, informal employment, gender-equitable employment, youth employment and child labour prevention in agriculture, given their importance in the national labour market and lack of technical knowhow to adequately address them. Opportunities for exchanges and joint training activities between labour inspectors and extension agents will also be promoted in order to identify concrete opportunities for improving labour enforcement in rural areas. In addition, the ILO will support the development of information systems which serve the needs of different institutions – for example, to assist the Labour Court to file all its decisions in an electronic database.

Due to the existence of two separate and independent, although similar, labour law regimes in Tanzania, there remain Conventions that apply to only one side of the Union and not the other. As such, although Tanzania is one country, the application of standards differs. To enhance harmony between the two labour law regimes, the ILO will build upon advice given by the CEACR in collaboration with the governments on the Mainland and in Zanzibar to bridge the differences that will enable equal application of ratified conventions in the United Republic. A general awareness campaign will be launched and a large number of the legal texts as amended will be printed and widely distributed to all social partners and other concerned key stakeholders, such as the Parliament, the Judiciary and the Human Rights Commission.

Outcome 3.2: Increased demand from labour rights holders upon duty bearers for better services**Indicators:**

- **Number of labour law violations reported and action taken**
- **Number of labour disputes settled without further appeal**
- **Number of prosecutions initiated by the duty bearers**

Outputs:

Output 3.2.1: Labour law training programmes for practitioners with a special focus on dispute handling developed

Output 3.2.2: DHU operationalized in Zanzibar

Output 3.2.3: Capacity of CMA in Mainland to resolve labour disputes, raise awareness and disseminate jurisprudence strengthened

Output 3.2.4: Labour laws and regulations translated into Kiswahili and awareness raising tools published and disseminated

Output 3.2.5: A public awareness campaign launched and implemented both in rural and urban areas

Output 3.3.6: Information systems, including case management/database and workplace registry in labour institutions in place

Strategy:

The ILO will continue providing support to strengthening labour inspection and administration services, which are key to ensuring compliance with the labour laws and key to compiling data from inspections, including data on violations. Through ongoing technical cooperation support, the ILO will support strengthening advisory services in labour inspection, leading towards increased understanding of dispute settlement via mediation and arbitration. This endeavour will be complemented by specific support to employers' and workers' organizations through ILO employers' and workers' activities' departments, namely ACT/EMP and ACT/RAV respectively. The ILO will assist efforts to address labour disputes quickly and effectively, by providing assistance in operationalizing the Dispute Handling Unit in Zanzibar and in continued capacity building for the Mainland Commission for Mediation and Arbitration.

The ILO will support and facilitate public awareness campaigns, such as those implemented under previous strengthening labour relations initiatives, and develop training programmes for practitioners. This will be done both in the urban and rural areas to ensure that the framework for compliance of labour laws is supported from policy to practice at the work place. To support these initiatives, the ILO will assist in developing and publishing awareness-raising tools and versions of the labour laws that have been translated into Kiswahili.

Outcome 3.3: Improved enabling environment for the elimination of child labour and its worst forms

Indicators:

- **Number of actions identified under the National Action Plan that are implemented**
- **Number of working children disaggregated by sex engaged in worst forms of child labour reduced**

- **Number of programmes by selected government institutions, employers and workers organisations mainstreaming child labour**

Outputs:

Output 3.3.1: National Child Labour Committees strengthened

Output 3.3.2: Child labour issues, particularly those related to agriculture, mainstreamed into district plans and budgets and trade unions plans

Output 3.3.3: Support for strengthening Child Labour Units and focal points in relevant ministries provided

Output 3.3.4: Public awareness and social mobilization campaigns against child labour and its worst forms conducted

Strategy:

Tanzania has achieved a number of milestones towards the elimination of worst form of child labour, including the development of the national action plans for both Mainland and Zanzibar and formation of child labour committees at district levels. However, these milestones are threatened with the lack of sustained support towards their effective implementation. The ILO support under this outcome focuses on building upon ongoing initiatives, in collaboration with ILO constituents, towards elimination of worst form of child labour. The ILO will continue to provide support to strengthen the National Child Labour Committees, so that they can develop and implement their own plans and priorities for child labour. Tripartite constituents and focal points in relevant ministries and Child Labour Units will receive support from the ILO to mainstream child labour into their plans and programmes. Furthermore, given the preponderance of child labour in agriculture, significant efforts will be made to support more active engagement of agricultural stakeholders by supporting public awareness and social mobilization campaigns.

PRIORITY 4: STRENGTHENING SOCIAL DIALOGUE MECHANISMS AT NATIONAL AND SECTORAL LEVEL

Outcome 4.1: Statutory social dialogue institutions strengthened and operationalized

Indicators:

- **Number of Collective bargaining agreements**
- **Number of meetings of statutory consultative bodies**

Outputs:

Output 4.1.1: Tripartite constituents' skills in social dialogue and collective bargaining enhanced

Output 4.1.2: Thematic reports generated by social dialogue bodies

Strategy:

Certain fundamental conditions must be met for social dialogue to be effective. In the first place, the government, the employers and workers must be independent of each other and there may be no overlap of their respective functions. This entails the full recognition of the

principle of freedom of association. The ILO will engage the Office of the Registrar of Trade Unions and Employers' Organizations, which is charged with regulating trade unions, employers' organizations and federations, in enhancing its capacity to apply internationally recognized labour standards in national law and practice and enforce the same.

The ILO will build upon support already provided through its ongoing technical cooperation programme of labour law compliance to statutory tripartite consultative bodies, namely LESCO on the mainland and LAB in Zanzibar. Capacity enhancement of the secretariats and members of these bodies will feature prominently using ILO-ITC tools. Use of and reference to the current structure in terms of convening meetings will be highlighted to the convener and a reminder of the position of the social partners that they are willing to convene despite whatever financial hindrances that may exist.

Outcome 4.2: Increased participation of women in social dialogue institutions

Indicators:

- **Percentage increase of women participating in social dialogue institutions**
- **Number of recommendations from social dialogue fora that promote women's representation in tripartite bodies**

Outputs:

Output 4.2.1: Capacities of women to engage in social dialogue increased

Output 4.2.2: Awareness training on gender promotion in social dialogue and gender balance to appointing authorities conducted

Output 4.2.3: Tools to capture and report on gender representation in social dialogues fora developed

Strategy:

To promote gender equality means, first, addressing issues of representation and participation in tripartite bodies, as well as within government units, trade unions and employers' organisations; and second, ensuring that equality issues are on the social dialogue agenda, including within collective bargaining. The ILO will therefore collaborate with ITC, ACTRAV, ACT/EMP and LAB/ADM to raise awareness and sensitize relevant appointing authorities on the essence of gender promotion in social dialogue and gender balance. Focus will be, in the immediate term, on statutory tripartite social dialogue institutions, namely LESCO and LAB, sectoral wage boards and such other social dialogue institutions created under the relevant labour law.

Tools will be developed/ strengthened to capture and report on gender representation in social dialogue fora, so as to capture the quantitative aspect of the outcome on enhanced training and capacity of constituents, especially women. More women will be encouraged to get involved in social dialogue and collective bargaining.

Gender and matters related thereto shall be an integral component of all capacity enhancement initiatives. Use shall be made of the gender expertise at the disposal of the ILO, both locally as

well as through the DWT Specialists. The ILO shall encourage and welcome innovative ideas/initiatives that will boost women's representation in tripartite consultative bodies.

This implies that at country level efforts have to be taken to strengthen women's participation, not only in mechanisms for social dialogue, but also in networks among constituents that in turn will enhance women expertise and experience, such as that of TUCTA, which has adopted a quota system in their internal dialogue structures.

8. IMPLEMENTATION AND MANAGEMENT FRAMEWORK

At the highest level, the Steering Committee (SC) will have the mandate to oversee the implementation of the DWCP. The SC is comprised of the CEO's, Principal Secretary/Permanent Secretary, Directors and Labour Commissioners of the Government, workers and employers organizations and other institutions, including the Labour Court, CMA and the Industrial Court from the Mainland and Zanzibar. The ILO is an observer in the Committee. The SC will meet two times a year to review and monitor progress towards the attainment of targets, as indicated in the DWCP document.

The day to day planning and implementation will be done under four Task Force Teams that reflect the four priorities of the DWCP - (1) Extend social protection coverage for all; (2) Promote the creation of productive employment; (3) Improved compliance with labour standards and right at work; and (4) Strengthening social dialogue mechanisms at national and sectoral level. The UNDAP Outcome focal persons will be members of the Task Force Teams. The Task team will meet four times a year, and as the need arises. A Secretariat comprised of two officers from the Ministry of Labour and Employment and the ILO will be established to support the activities of the SC and the Task Force Team.

8.1 The Role of the ILO

The Director of the ILO Country Office (Dar es Salaam) will assume overall responsibility for managing the implementation of the Decent Work Country Programme, in close consultation with the Task Teams for the DWCP. The Director will be supported by the Programme Officer and the UNDAP Outcome focal persons in the Country Office to ensure close collaboration and coordination between the Task Force Team and the ILO. The Director will also work closely with the Ministry of Labour and Employment to oversee the implementation of the DWCP.

8.2 ILO Specialists, Regional Office for Africa and Technical Departments in Geneva

Each priority of the DWCP is already supported by a range of technical cooperation projects, particularly the UNDAP, who have National Project Coordinators, with a support structure. The activities are supervised by the respective DWT Specialist from a technical area within which the project falls. The Specialist works hand in hand with the relevant technical department in Geneva. The Gender, Youth Employment, Workers and Employers Specialists

based in the Regional Office will support the activities that promote workers and employers organizations. These structures will complement each other to ensure that the outcomes in the DWCP are achieved.

8.3 Role of Government and the Social Partners

Government and the Social Partners will provide overall strategic guidance to the implementation and monitoring and evaluation of the DWCP through the Task Force Team. The Government and the Social Partners will be consulted and will provide technical inputs in the formulation of projects that will contribute towards the implementation of the DWCP outcomes. Project Advisory Committee meetings will provide technical and strategic guidance and facilitate partnerships for the implementation of DWCP.

8.4 Resource Mobilization

The timely implementation of projects and activities emerging from the DWCP will be undertaken where resources are available. Hence, it is the shared responsibility of the ILO, Government and the Social Partners to mobilize resources. Multi-lateral donors, internal ILO funding, UNDP and local cost sharing mechanisms with Government and the Social Partners, who have already committed their funds to pursue some of the priorities in the DWCP are potential providers of resources. The possibility of establishing a Resource Mobilization Committee, made up of members of the Task Force Team that will be responsible for developing Terms of Reference and for assuming the lead in the mobilization of resources will be explored.

8.5 Monitoring and Evaluation

The Task Force Team will be charged with reviewing and evaluating the implementation of the DWCP. The Committee will meet (as it will be agreed by its members) to review updates and reports on outcomes, outputs and activities undertaken within the framework of the DWCP. An updated Projects Matrix will also be presented to the Steering Committee. In the Monitoring Plan, a number of baselines (Indicators 2.3.1, 2.3.2, 3.3.1, 3.3.3 and 4.2.1) need to be established. The Task team will assign one of the respective tripartite constituent. The evaluation of the DWCP will be conducted every two years to coincide with the end of ILO Biennium Programme and Budget cycles. Five percent of the cost of activities will be allocated to monitoring and evaluation.

The DWCP programme presents a roadmap for the implementation of the Decent Work Agenda in Tanzania over a four year period. During this time, the DWCP will be reviewed regularly to ensure relevance to emerging development priorities during the life cycle of the programme.

Annex 1: List of Ongoing ILO Technical Cooperation projects

DESCRIPTION	KEY PARTNERS INVOLVED	DONORS
1. Africa Commission: Youth Entrepreneurship Facility	Ministry of Labour and Employment, Ministry of Labour and Public Service, Microfinance Institutions, ATE, TUCTA, ZANEMA, ZATUC	DANIDA
2. Women Entrepreneurship Development for East Africa	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC, Microfinance Institutions, Ministry of Community Development, Gender and Children	IRELAND
3. UNDAP- Economic Growth and Poverty Reduction	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC	ONE UN FUND
4. UNDAP- Social Protection	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC	ONE UN FUND
5. UNDAP – HIV/AIDS	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC, TACAIDS	ONE UN FUND
6. DAO Support PWG (Economic Advisor - Economic Growth)	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC	ONE UN FUND
7. UNDAP - Governance	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC	ONE UN FUND
7. Making Decent Work a reality for Domestic Workers	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC	SIDA
8. Supporting the implementation of the National Action Plan for the Elimination of worst forms of child labour in Tanzania	Ministry of Labour and Employment, Ministry of Labour and Public Service, ATE, TUCTA, ZANEMA, ZATUC	BRAZIL

Annex 2: List of Ratified International Labour Conventions

List of Ratifications of International Labour Conventions

United Republic of Tanzania

Member since 1962

35 Conventions ratified (34 in force)

- C. 11** Right of Association (Agriculture) Convention, 19.11.1962
1921 (No. 11)
- C. 12** Workmen's Compensation (Agriculture) 19.11.1962
Convention, 1921 (No. 12)
- C. 16** Medical Examination of Young Persons (Sea) 30.01.1962
Convention, 1921 (No. 16)
- C. 17** Workmen's Compensation (Accidents) 30.01.1962
Convention, 1925 (No. 17)
- C. 19** Equality of Treatment (Accident Compensation) 30.01.1962
Convention, 1925 (No. 19)
- C. 26** Minimum Wage-Fixing Machinery Convention, 19.11.1962
1928 (No. 26)
- C. 29** Forced Labour Convention, 1930 (No. 29) 30.01.1962
- C. 50** Recruiting of Indigenous Workers Convention, 30.01.1962
1936 (No. 50)
- C. 59** Minimum Age (Industry) Convention (Revised), 30.01.1962
1937 (No. 59)
- C. 63** Convention concerning Statistics of Wages and 19.11.1962
Hours of Work, 1938 (No. 63)
- C. 64** Contracts of Employment (Indigenous Workers) 30.01.1962
Convention, 1939 (No. 64)
- C. 65** Penal Sanctions (Indigenous Workers) 30.01.1962
Convention, 1939 (No. 65)
- C. 86** Contracts of Employment (Indigenous Workers) 30.01.1962
Convention, 1947 (No. 86)
-
- C. 87** Freedom of Association and Protection of the 18.04.2000
Right to Organise Convention, 1948 (No. 87)
-
- C. 94** Labour Clauses (Public Contracts) Convention, 30.01.1962
1949 (No. 94)
- C. 95** Protection of Wages Convention, 1949 (No. 95) 30.01.1962
- C. 98** Right to Organise and Collective Bargaining 30.01.1962
Convention, 1949 (No. 98)
-
- C. 100** Equal Remuneration Convention, 1951 (No. 100) 26.02.2002
-
- C. 105** Abolition of Forced Labour Convention, 1957 30.01.1962
(No. 105)
-
- C. 111** Discrimination (Employment and Occupation) 26.02.2002
Convention, 1958 (No. 111)
-
- C. 131** Minimum Wage Fixing Convention, 1970 30.05.1983
(No. 131)
- C. 134** Prevention of Accidents (Seafarers) Convention, 30.05.1983
1970 (No. 134)
- C. 135** Workers' Representatives Convention, 1971 19.08.1983

(No. 135)

C. 137 Dock Work Convention, 1973 (No. 137) 30.05.1983

C. 138 Minimum Age Convention, 1973 (No. 138) 16.12.1998
Minimum age specified: 14 years

C. 140 Paid Educational Leave Convention, 1974 (No. 140) 30.05.1983

C. 142 Human Resources Development Convention, 1975 (No. 142) 30.05.1983

C. 144 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) 30.05.1983

C. 148 Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148) 30.05.1983
Has accepted the obligations of the Convention in respect of air pollution only

C. 149 Nursing Personnel Convention, 1977 (No. 149) 30.05.1983

C. 152 Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152) 30.05.1983

C. 154 Collective Bargaining Convention, 1981 (No. 154) 14.08.1998

C. 170 Chemicals Convention, 1990 (No. 170) 15.03.1999

C. 182 Worst Forms of Child Labour Convention, 1999 (No. 182) 12.09.2001

Denunciation (as a result of the ratification of Convention No. 138)

C. 15 Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)
Denounced on 16.12.1998