

## **COE REPORT FOR THE PERIOD OF 2013- 2016**

### **1.0 About ATE**

The Association of Tanzania Employers (ATE) is the most representative Employers Organization in Tanzania. It was formed in 1960 to represent and protect the interest of Employers on Labour and Employment issues. The Association represents employers in all sectors of the national economy excluding the civil services. ATE has more than 1300 direct registered members which are drawn from private business firms, companies and some parastatal organizations

### **1.1 Vision**

To be the most preferred organization addressing the evolving business needs of employers in Tanzania

### **1.2 Mission**

To represent and advocate for business interests of employers

### **1.3 Core values**

ATE has also developed the core values to be observed as part of encouraging productivity and efficiency in aligning with conforming to labour laws. Below are the values to be observed at the Association;

- Professionalism
- Integrity
- Positive attitude
- Respect for others

### **1.4 Divisions**

The Association represents employers in all sectors of the National economy excluding the civil service. ATE members are drawn from private business firms, companies as well as some parastatal organizations. Our members are classified into eight divisions namely Agriculture, Utility and Services, Commerce, Industry, mining, Banking and Finance, private security as well as Oil and Gas

## **1.5 Service offered**

Since ATE was formed, it has been providing number of services and the services have been improved and increased due to the demand of the members as well as the changes in business environment. Below are the services which are so far provided;

- Industrial Relations
- Representation at CMA and Labour court
- Seminars and Training
- Policy, advocacy and research
- Information/Publications
- Consultancy
- Recruitment
- Work Permit
- Female Future Programme
- Employer of the Year Award( EYA)

## **2.0 ATE Commitment en route for UN Global Compact Principles**

Looking clearly into these principles in which ATE has been doing well in matters concerning Employment and Labour, the Association is looking forward in developing strategies on Corporate Sustainable in these acceptable UN Global Compact principles.

### **2.1 Human Rights**

ATE is looking forward to provide more seminars, workshops and training concerning the importance of employers observing human rights at the work places and how it will even promote productivity and efficiency.

### **2.2 Labour**

This is the area that the Association is closely dealing with and thus we are committed in ensuring that our members and even non-members have clear understanding on labour laws and employment matters. Furthermore making sure that the employers with the understanding the labor laws they eliminate all forms of forced labour and child labour.

To address members specific needs; we managed to offer seminars and training on different topics such as Human Resources for Line Mangers, Talent Management, Career & Succession Planning, Comprehensive Standard Labour Practices, Planning for Retirement and Entrepreneurship, and the like for high productivity and competitiveness.

### **2.3 Environment**

Business environment will be even more convenient when the environment is as well conducive. ATE will continue ensure to encourage the members especially those dealing with mining and industry to observe the environmental friendly technologies to avoid environmental challenges.

### **2.4 Anti-Corruption**

Working in tripartite bodies i.e. Government and Trade union, the association is looking forward to commit in blowing the trumpet about doing the business without bribery or extortion. ATE will emphasize with their members and non-members to do clean business against corruption

### 3.0 ATE activities in relation to UN Global Compact Principles

For the past two years ATE has been doing great job through several activities done with the Association to ensure that they bring insight to the members and non-members into clear understanding of the 10 UN Global Compact principles.

#### 3.1 Training and Seminars

For the past two years ATE has been involved in providing training that covers the principles whereas the Association emphasize on employers to abide with labour laws that ensures and protect the human rights at the work places. Not only that but also Association has as well emphasized and share updates on the labour law reforms and even insists on collective bargaining, disciplinary and grievance handling procedures, termination and Employment contracts as well as negotiations at the workplaces to ensure that the employers are being fair.

#### 3.2 Lobbying and Advocacy

We successfully convinced the government to reduce charges on residence permits from **2000USD** to **500USD** and **3000USD** to **1500USD** for EAC citizens and investors respectively starting August 2016 to reduce the cost of doing business; including the formation of one wage board for the private sector instead of having several boards and sell of leave once per two years for improved businesses.

We continued to lobby and advocate for your businesses to the government whereby through our concerted efforts, the Government was convinced and slightly reduced **Skills and Development Levy (SDL)** from **5% to 4.5% from July 2016/2017** financial year.

The improvement on Business environment indicates the freedom of and effective recognition of the right of collective bargaining which also brings respect of employment and occupation.

#### 3.3 Employer of the Year Award (EYA)

Through Employer of the Year Award which focused on awarding employers with outstanding human resource practices, ATE has been influencing employers to abide with the second principle of the Global compact that focuses on Labour and creating conducive environment of working through best human resource practices that ensures human rights as well as abide with labour laws

We increasingly held **Employer of the Year Award (EYA) 2016** which was graced by Hon. Kassim Majaliwa (MP), Prime Minister of United Republic of Tanzania accompanied by

Hon. Jenista Mhagama (MP), Minister of State in the Prime Minister's Office responsible for Policy, Labour, Youth, Employment and PWDs and Hon. Dr. Abdallah Possi, Deputy Minister in the Prime Minister's Office responsible for People with Disabilities.

#### **4.0 Attracting new participants to the UN Global Compact**

ATE has used every opportunity aroused to make sure that they inform their members about the 10 UN Global compact principles and that they don't just know them but they practice or closely practice them so as to abide with the global standard of doing business. The platform that used included the seminars and workshops done in zonal offices as well as public and in house training provided to both members and non-members.

#### **SUMMARY:**

Despite the changing business environment as well as service demand, ATE still through the services provided continues to build capacity on labour matters and Human Resource practices which in return reflects to the principles of the UN Global Compact and thus create awareness to the members about the 10 UN Global Compact principles in all the Meetings and conferences.

ATE continues to issue guidelines and circulars on relevant labor matter issues as well as designing and prepare various toolkits such as FAQ toolkit and Collective Bargaining Agreement just to mention a few. ATE is mandated to ensure that employers run their business according to ethical and international (global) best management standards and practices.