

OCCUPATIONAL SAFETY AND HEALTH

COUNTRY PROFILE TANZANIA

November 2004

Abstract

The United Republic of Tanzania is a country situated in East Africa bordering with Kenya and Uganda (north), Rwanda, Burundi and the Democratic Republic of Congo (west), Zambia, Malawi, and Mozambique (south) and the Indian Ocean (east). The country has a population of about 35 million people out of which 49% are males and 51% females. The total workforce is estimated at 17 Million people; most of these (82%) are employed in agriculture sector. Very few are employed in electricity or gas related activities (0.1%), mining/quarry (0.2%) and finance (0.2%). As a result, major shares of GDP emanate from agriculture (43%), services (40%) and industrial sector (16.5%). Unfortunately, the magnitude of occupational accidents and diseases arising from these economic activities is yet to be ascertained due to lack of a coordinated national reporting system for such incidents. However, starting from August 2003, OHS matters have gained a new impetus due to enactment of a new occupational health and safety Act; providing for safety and health of people at work. The Act covers economic activities in constructions, agriculture, commerce, and offices. Also in the making is the OHS national policy; the formulation of which has adopted the tripartite approach involving the government, employers and employees. Apart from the OHS Act of 2003, there are other principal legislations related to OHS; which are The Atomic Energy Act (2003), The Industrial and Consumer Chemicals Act (1985), The Tropical Pesticides Research Institute Act (1979), and The Pharmaceuticals and Poison Act (1978). Overall, the Ministry of Labor, Youth Development and Sports through its executive agency - OSHA, is responsible for coordinating the policy making and implementation of OHS laws. In case of occupational accidents/illness, it is the responsibility of the labor department in the ministry to ensure the victim get compensated by the insurer of the employer. Moreover, the victim may also claim for work-injury benefit should he/she be a member of a social security scheme.

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1 OSH LEGISLATIVE FRAME

1.1 References to OSH Requirements in the Constitution of the Country

The constitution of the United republic of Tanzania Articles 13 - 29 highlight the basic rights to work. In particular, article 14 of the constitution gives the right to live for everyone. Otherwise there is no direct reference to OSH requirements in the country's constitution.

The earliest legislation, in Tanzania regarding OHS (The Factories Ordinance Cap. 297) was promulgated in 1950 and it became operational from January 1952. This legislation laid emphasis on the protection of workers health and in factories; hence leaving most sectors uncovered.

There have been other inter-sectoral legislations complementing the Factories Ordinance. Due to non-compliance of ILO Conventions and limited scope of the Factories Ordinance, together with its obsolescence a new legislation i.e. Occupational Health and Safety Act 2003 has been enacted.

This new act has widened the scope of application and recognizes roles played by other public and private institutions.

1.2 Legislation Concerning Occupational Health and Safety

1.2.1 Occupational Health and Safety Act No. 5 of 2003

This is a new piece of legislation, which came into effect as from 1st August 2003. This Act repealed the Factories Ordinance Cap. 297 of 1950.

The objectives of this Act is to provide for the safety, health and welfare of persons at work in factories and other places of work; to provide for the protection of persons other than persons at work against hazards to health and safety arising out of or in connection with activities of persons at work.

OHS Act applies to all establishments in the private and public sector, local government services and public authorities.

National OHS legislation includes provisions applicable to the following branches of economic activity:

- Construction
- Commerce and offices
- Agriculture - OHS Act, section 65 provides specific provisions for agricultural workers, in particular that the employer is to ensure that no worker is exposed to hazardous machinery or equipment, harmful animals and insects, infectious agents or allergens, hazardous chemicals or hazardous environments

National OSH legislation includes provisions concerning the following occupational hazards:

- Air pollution
- Noise
- Ionizing radiations - OHS Act, section 70 provides that measures shall be taken so that as far as practicable, workers are not exposed to ionizing radiations.
- Chemicals - OHS Act, Part VII (sections 66- 72) deals with hazardous materials and processes and Part VIII (sections 73- 76) deals with chemicals

Apart from the OHS Act No.5 there have been some other major laws and regulations on OHS which are still operational; these are:-

- **The Factories (Building Operations and Works of Engineering Construction) Rules of 1985** which makes provisions for safety, health and welfare of persons engaged in building operations and works of engineering construction undertaken by way of trade or business or for the purpose of any industrial or commercial undertaking; and to building operations and works of engineering construction undertaken by or on behalf of the Government, a local authority or a public body. This regulation is fairly comprehensive, but one of the implementation shortcomings noted from this study was little awareness of the same among the stakeholders. It was not yet clear why there was very little awareness of this subsidiary legislation. One of the possible reasons could be weak enforcement by the competent authorities.
- **The Woodworking Machinery Rules, 1955** which make provisions for all factory premises or other workplaces in which woodworking machinery such as circular saw, plain band saw, planing machine, vertical spindle moulding machine, chain mortising machine, is used.
- **The Factories (Electricity) Amendment rules, 1985** which extend and apply to the generation, conversion, switching, controlling, regulating, distribution,

construction and maintenance of transmission and service lines, power stations and sub-stations, and safe use of electrical energy in any factory and in any premises, place, process, operation or work.

- **The Factories (Occupational Health Services) Rules, 1985** which make provisions for surveillance of the factors in the working environment which may affect the workers, information and training related to safety and health, organizing curative health services, guidance of the handicapped workers, welfare related activities, keeping and reviewing records of health and safety, first aid services. Compliance with occupational health services rules in the construction sites is still inadequate for most services, except for first aid which at the moment is the most common occupational health service availed to workers in the sites. There is also another bottleneck to the implementation of this subsidiary legislation, that is, the shortage of occupational medicine practitioners. At the moment there are only few doctors who are qualified as occupational medicine practitioners (less than five in the country).
- **Workmen's Compensation Ordinance, 1949** which makes provisions for compensation or benefits due to injuries or diseases or death arising in the course of employment. This instrument is also one of the outdated labour laws, which are currently under reform. The updating of this piece of legislation has a vital role to play in the workplace accidents mitigation. The updated legislation is expected to make provision for a compensation system that encourages prevention of accidents as opposed to the current situation where compensation is cheaper than prevention, and as a result most employers do not bother to prevent accidents. The social security system in Tanzania is also fragmented in that there are several institutions that provide social security in the country. As a result of that, compensation system is also not functioning well. The repeal of Workmen's Compensation Ordinance is intended to address a number of shortfalls in the current legislation.
- **The Factories (Occupational Health and Safety Services Fees) rules, 2001** which stipulate the fees for various occupational health and safety services rendered by the Occupational Safety and Health Authority.

All the above mentioned statutes are administered by Occupational Safety and Health Authority (OSHA) under the Ministry of Labour, Youth Development and Sports.

- Other statutes applicable in construction industry are **by-laws made under the Contractors Registration Board Act. No. 17 of 1997**, which are administered by the Contractors Registration Board (CRB) under the Ministry of Works.

Engineering Department of the Local Authorities are also involved in the inspection of construction sites under Township Ordinance. However, they are concerned mainly with soundness of structures being erected, with no interest in health and safety of people in the construction sites.

1.3 Law and Regulations Related to OSH Issued Under Other Ministries

There are several other existing principal legislations touching on OHS in the country, some of these are:

1.3.1 The Tropical Pesticides Research Institute (TPRI) Act.

The Tropical Pesticides Research Institute (TPRI) Act of 1979 is being administered under Ministry of Agriculture. The Act empowers TPRI to: -

- Regulate/control all pesticides related activities such as registration, importation, formulation, distribution / transportation, labeling, packaging, safe handling, use storage and disposal.
- Conduct pesticides residues analysis in foods, animal feed and in the environment
- Certify pest controllers, pesticide retailers, fumigators and formulators

1.3.2 The Atomic Energy Act, 2003

The Atomic Energy Act of 2003 is administered under Ministry of Science, Technology and High Education. The Act Stipulates the control of the radioactive materials, radiation devices and for other matters related with the protection of persons from harm resulting from ionizing radiation. It empowers the radiation commission to: -

- Advise or provide information to the government on the proper use of ionizing radiation in the light of current available knowledge, its possible hazardous effects and methods necessary for enhancing the protection of the public from it etc.
- Control the importation, movement and use of radiation plants, installations and materials
- Consider applications for and grant licenses to persons intending to import or use of atomic or other radioactive plants, installations or materials

- Maintain a register or registers of importers, users, and operators of nuclear or other radioactive plants, installations, apparatus or other radioactive materials.

1.3.3 OSH Regulations under the Mining Act

OSH Regulations made under the Mining Act of 1998 are administered by Ministry of Energy and Mineral Resources to control and regulate all OSH activities in the mining sector.

1.3.4 The Fire and Rescue Services Act

The Fire and Rescue Services Act of 1985 is administered by Ministry of Home Affairs. The Act provides for the management of fire accidents and control, rescue services, disaster prevention.

1.3.5 Pharmaceuticals and Poisons Act

Pharmaceuticals and Poisons Act of 1978 is under the ministry of Health. This Act regulates and controls sell, manufacturing and importation of pharmaceutical products. It empowers the Board to: -

- Control registration, manufacturing; importation, exportation, distribution, transport, labeling, packaging, storage, sale and use of all pharmaceuticals and pharmaceutical products
- Prohibit whenever required the misuse of products containing poisons listed in Section 33 of the Act.
- Register pharmacists

1.3.6 The Industrial and Consumer Chemicals Act

The Industrial and Consumer Chemicals (Management and Control) Act of 2003 provides for the management and control of the production, importation, transportation exportation, storage, dealing and disposal of chemicals and for matters connected therewith. It is administered by the Government Chemist Laboratory Agency.

2 POLICY STRUCTURE AND RESPONSIBILITIES

2.1 National Policy Review Mechanism

There was no National OHS Policy in Tanzania, but now efforts are being made to put the policy in place by July 2005. The procedures for formulation go through tripartite-plus meetings and the final draft will be submitted to the Ministerial Advisory Board (MAB). MAB is a tripartite body chaired by Permanent Secretary, and is responsible for advising the Minister for Labour Youth Development and Sports on all OHS related matters.

3 COORDINATION AND COLLABORATION INCLUDING COLLECTIVE BARGAINING AGREEMENTS

Employers and Workers representatives are normally conducting collective bargaining on OHS issues within the enterprise. The results of the collective bargaining strengthen commitment of both parties in promotion of safety and health at the workplace.

3.1 National level

At National level there is only one tripartite body (MAB) legally recognized which is responsible for OSH related matters. MAB as an advisory body consists of eleven members; two members from employers' organizations, one member from trade union, one member from private sector (dealing with OSH services provision), four members from Government Institutions, two ex-officials who are the Chief Executive of OSHA and the Labour Commissioner and the PS who is the Chairperson. The board holds its scheduled meetings quarterly.

3.2 Enterprise level

The setting-up of Occupational Safety and Health, Committees is required by legislation for all enterprises/workplaces. The members of the committee are all Safety and health representatives nominated/elected by workers and employers plus other members designated by the employer. Female members in the committee, where applicable should be

at least one third of the total number. The committee is empowered to investigate on accidents and diseases and to suggest preventive and control measures. The employer is obliged to execute the recommendations of the committee.

4 OSH TECHNICAL STANDARDS, GUIDES AND MANAGEMENT SYSTEMS

Besides the requirement by the new act, to establish Safety and health committees at workplaces there is no establishment of any other OSH management systems. However we intend to formulate National OSH Management System based on ILO Guidelines, whereby certification schemes will also be established.

4.1 Technical Standards

In the current legislation, there is a provision that empowers the Minister to incorporate specific OSH technical standards.

5 OSH IMPLEMENTATION SYSTEM - MEANS AND TOOLS

5.1 OSH Supervisory Authorities

Ministry of Labour Youth Development and Sports of Tanzania is the overall policy making body on labour issues including the issue of Occupational Health and Safety related laws. The Ministry through its departments/agents is responsible for implementation of Labour Laws, including Occupational Health and Safety related laws. However in implementing this, different constraints are a major bottleneck especially shortage of human resources, technical equipment, lack of awareness on OSH on the part of both employers/workers to mention but a few

5.1.1 Inspection and Enforcement System

Occupational Safety and Health Authority (OSHA) is responsible for safety and health at all workplaces in the whole country. OSHA is an executive agency established under the Executive Agency Act 1997. It is headed by a Chief Executive Officer who is also

the Chief Inspector. The CEO is assisted by 3 division managers i.e. manager of occupational health, manager for occupational safety, and manager for business support. The office of the CEO has four units headed by senior management officers namely legal Affairs, Training information and research, public relations, and Internal Audit. In total there are 31 staff stationed at headquarters and six zonal offices. However, there are few inspections that are also conducted by other authorities; For instance OHS in mining is currently administered by inspectors from Ministry of Energy and Mines. Government Chemist Laboratory Agency is registering and administering all chemicals related legislations.

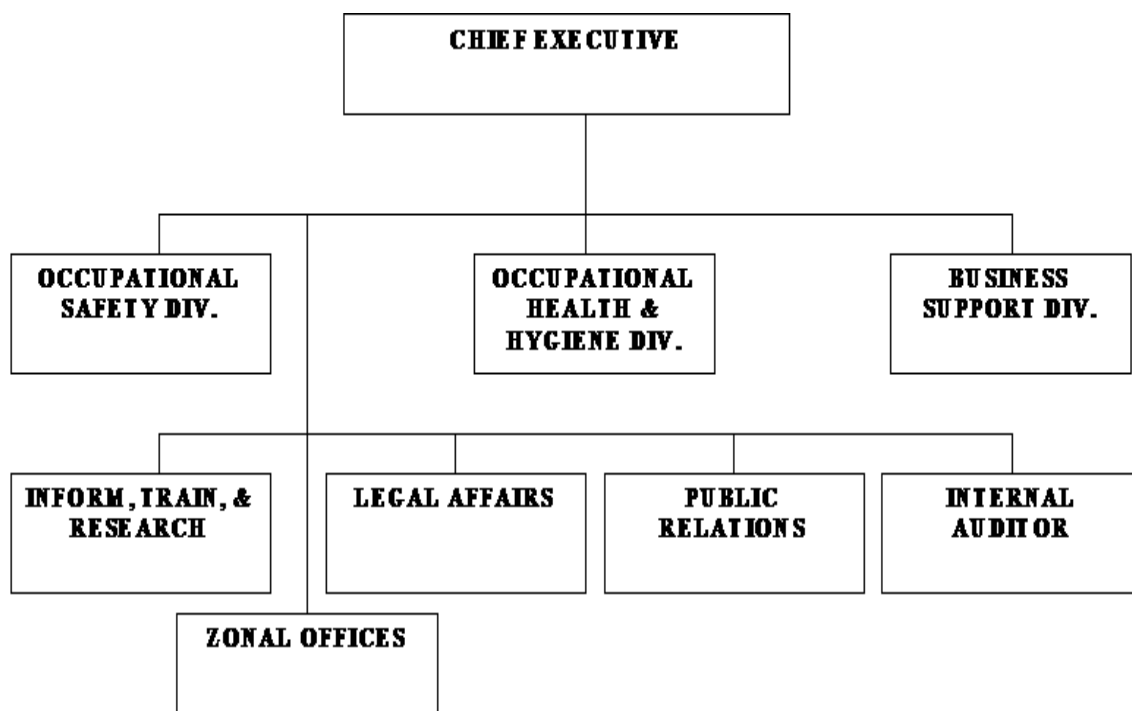


Figure 1: Organization Chart- Occupational Safety and Health Authority

5.1.2 OSH Research Institutes and OSH Laboratories

Currently there are no public OHS Research institutes in place but there are some private OHS institutions, which may conduct OSH research under request. There is also a well-equipped Government Chemist Laboratory that can be used to analyze air samples, biological sample, chemical poisoning etc.

5.1.3 OSH Information Centre

OSHA is the designated institution in the country to be the National OHS Information Centre. However, it is currently disseminating little OSH information due to resource limitations.

5.1.4 Occupational Health Services

Mechanism for Occupational Health Services delivery is not yet well coordinated. Medical examination for the workers is conducted partly by OSHA's Occupational Medical Doctors, Private OH Services providers and some of Health Officers from local authorities.

5.1.5 Workmen's Compensation Services/Insurance Schemes

Labour Department is responsible for administration of Workmen's Compensation. Workers Compensation Insurance is mandatory obligation of employers. Workers are insured in one of the Insurance Companies and when accidents or Occupational illness happen, different forms obtained in Labour Department are filled and sent to Insurance Company and thereafter the employer collects the money and pays the victim under the witness of a Labour Officer. Parallel with Workmen's Compensation Scheme, those workers who are members of one of the existing social security schemes may be paid employment injury benefit as one of the benefits provided by social security funds. Currently none of these schemes contributes to accident prevention programs.

5.1.6 Poison Control Centers

The Poison Control Center is housed in the Food and Drug Agency under the Ministry of Health. It is staffed with 5 persons. The center collects, store and disseminates information on poisoning episode

5.2 Education, Training and Awareness Raising Structures

5.2.1 University and College Courses Related to OSH

The major institution providing OSH educational programmes are:

- Muhimbili University College of Health Science - Masters in Public Health (MPH), B.Sc Environmental Health Science and Diploma in Environmental Health Science.
- Tumaini University College - Masters in Public Health (MPH)

5.2.2 Employer and workers organizations conduct some OSH courses, but they are yet to establish a well structured mechanism for running these courses

5.2.3 There is no any institution conducting training for OSH specialists because under the Factories Ordinance there were no such requirements. But under the new legislation, public and private institutions may be accredited to provide this service if they have the capacity.

5.2.4 OSHA provides tailor made trainings to organizations. The emphasis on these trainings is put on awareness and basic training to safety committees

5.3 Institutions With Linkages to Various Aspects of OHS

Specialized technical, medical and scientific institutions with linkages to various aspects of OHS includes

5.3.1 Tanzania Bureau of Standards (TBS)

This is the recognized agency in the country to set standards including OSH standards. Tanzania Bureau of Standards (TBS) was established under the Ministry of Industries and Trade by an Act of Parliament, The Standards Act No.3 of 1975 as the National Standards Institute. Tanzania Bureau of Standards was established as part of the efforts by the government to strengthen the supporting institutional infrastructure for the industry and commercial sectors of the economy. Specifically, TBS was mandated to undertake measures for quality control of products of all descriptions and promote standardization in industry and commerce. These functions continue to be the *raison de'tre* for TBS existence.

In broad terms and in the context of the aforementioned functions , the main operations of TBS in order of priority are as follows:

1. Formulation and promulgation of Tanzania standards in all sectors of the country's economy. Priorities have been established for national standards in the fields of, textiles, leather, agriculture and food, chemicals and engineering.
2. To implement the promulgated standards through a third party Standards Mark Certification Scheme.
3. To improve the quality of industrial products both for export and local consumption through various certification schemes like pre-export / pre-import inspection and testing, the tested product certification scheme and quality system registration.
4. To promote standardization and quality assurance services in industry and commerce through training of personnel in company standardization, quality assurance, quality improvement and laboratory techniques.
5. To undertake the testing of product samples drawn by TBS inspectors in the course of implementing standards (certification samples) or as requested by manufacturers (type-testing samples).
6. To undertake calibration of industrial and commercial measuring equipment and instruments in the areas of mass, length, volume, energy, temperature etc.

5.3.2 Government Chemist Laboratory

The Government Chemist Laboratory is responsible for the registration and monitoring of chemicals and toxic materials. In particular, the functions of the Government Chemist Laboratory are:-

- To evaluate and identify quality and safety of products for consumption of people such as food, drugs, cosmetics, soaps, tooth paste, honey, tea, coffee, infant milk and baby-based weaning foods.
- To evaluate/identify the type of contamination or composition of products such as mercury, gold and other chemicals.
- To evaluate whether the products conform to standards in the external market such as food, beverages, fertilizer, fish, cream, toothpaste, soaps, honey, condiments, tea and coffee.
- To analyze the samples to ascertain presence of contaminants and poisons.

- Test to ascertain acceptable levels of quality in various products.
- To screen use of drugs of abuse to youth for proper treatment and counseling.
- To evaluate and analyze environmental polluted samples.
- To advise police, judicial systems, individuals or companies on issues such as alcoholism, killings, rape and fraud cases.
- To advise clients on issues related to chemical poisoning/exposure e.g. workers in chemical industries, battery industries and paint industries.

5.3.3 Tanzania Pesticide Research Institute

As mentioned in section 1.3, there is also Tanzania Pesticide Research Institute (TPRI), which is responsible for research and services in pest management, pesticides quality and safety, environmental protection and biological diversity, so as to contribute to improvement of quality of life.

The general objectives of TPRI are:-

- To develop novel, safe and environmentally friendly techniques and products for the management of pests of agricultural and public health importance.
- To ensure safe handling, effective use and quality assurance of pesticides in the biological systems and environment.
- To conserve, preserve and promote biological diversity and their sustainable utilization.
- To undertake research in biotechnology for the facilitation of efficient identification, conservation and sustainable utilization of biological resources.
- To offer phytosanitary and quarantine services so as to ensure that pests are not introduced in pest free areas.
- To solve customers' problems through offering consultancy services and training particularly in areas of pest management, environmental protection and biological diversity.

5.3.4 Disaster Management Unit (DMU)

Emergency preparedness, warning and response services is now being emphasized in Tanzania as a result the Disaster Management Unit (DMU) has been established under

the Prime Minister's Office to coordinate and manage disasters, to instill the culture of preparedness, giving early warnings and responding to disasters e.g. hunger, terrorists attacks. In case of any emergency, the unit is responsible to mobilize and coordinate resources from different parties like OSHA, Government Chemist Laboratory, Tanzania People's Defense Force (TPDF), Fire Bridges etc.

5.3.5 Private OHS Institutions

There are two private institutions dealing with Occupational Health; one is Tanzania Occupational Health Service (TOHS) and Moshi - Arusha Occupational Health.

TOHS started as an ILO project together with National Provident Fund (NPF) of Tanzania in 1967. The institution was later handed over to six member companies which were organised themselves into an association to provide health care to their employees on humanitarian grounds. Although the institution started voluntarily with member companies from Dar es salaam¹ only, TOHS now has swollen to tens of companies with upcountry branches serving the health needs of industrial workers, their dependants and the general public.

The main objectives of TOHS are:-

- Teaching in occupational health and allied subjects
- Undertaking research in occupational health and allied subjects
- Promoting occupational health, hygiene and safety
- Providing curative and rehabilitation services to workers and public

The Moshi - Arusha Occupational Health also has similar objectives to these of TOHS

¹Dar es salaam is one of the 26 regions of the Republic of Tanzania

5.4 Overall National Level of Human Resource

Table 1: Overall National Level of Human Resource

	Professional	Number	Qualification and legal requirement
5.4.1	Occupational health physicians	2(public sector) 5(private sector)	Postgraduate diploma in Occupational Health
5.4.2	Occupational health Nurses	2	Postgraduate diploma in Occupational Nursing
5.4.3	Occupational Hygiene Specialist, Safety Engineers and Technician	20	Postgraduate diploma in Occupational health or safety
5.4.4	Inspectors	25	Postgraduate in Engineering, Occupational health or safety or health
5.4.5	Environmental protection specialist	15	Postgraduate diploma in Occupational Health

6 Statistics of Occupational Accidents and Diseases

Currently statistics on occupational accidents and diseases can be captured in the workers' compensation unit where they are reported for compensation purposes. However, efforts are being made to design a comprehensive data reporting system for OSHA; it is expected by the end of 2006 a system will be in place, and a physical database implemented.

7 Eliminating Child labour

Despite encouraging progress in recent years and a clear political will and national commitment to fight child labour, a difficult task lies ahead on the Elimination of Child Labour. Increased rural poverty during the last decade, a deterioration of the educational system and a worsening of the HIV/AIDS crisis have contributed to an increase in the number of child labourers. Child labour can be found in many types of economic activities in Tanzania, but is a particular problem in commercial agriculture, mining, domestic work, prostitution and the informal sector.

7.1 International Programme on the Elimination of Child labour (IPEC) in Tanzania

Since the signing of a Memorandum of Understanding between the Government of Tanzania and the ILO in 1994 and the launching of its IPEC country programme in 1995, Tanzania has registered significant achievements in addressing the problem of child labour. To date, some 40 IPEC-sponsored projects have:

- Withdrawn thousands of children from work and provided them with education;
- Supported families of child labourers with alternative income opportunities;
- Prevented at-risk children from becoming child labourers;
- Raised awareness and mobilized civil society;
- Carried out assessments;
- Trained labour inspectors on child labour; and
- Promoted protective legislation.

The success of the country programme over its relatively short existence attests to the strong commitment of IPEC's local social partner organizations - government agencies, employers' and workers' organizations and non-governmental organizations - that implement the individual projects. Collaboration with other UN agencies and international organizations reinforces the positive impact of the programme. IPEC in Tanzania works closely with UNICEF, with which it has co-sponsored child labour assessments, developed a rapid assessment field manual and formulated specific intervention measures. This, for example, has made it possible to reach more target groups and stimulate greater community level action against child labour in several regions of Tanzania having a high incidence of child labour.

7.2 Government Policy Towards Child Labour

The Government of Tanzania ratified ILO Convention No.138 on the minimum age for work in 1998 and the process leading to the ratification of Convention No.182 on the worst forms of child labour is at an advanced stage. A draft national policy on child labour has also been prepared. In 2000, the government put in place a new poverty reduction strategy in broad consultation with local stakeholders and its international development partners, which promises, among a number of policy initiatives, measures

to improve income distribution and increase primary and secondary school enrolment and retention rates. The government's accumulated experience in dealing with child labour, in conjunction with both this new policy environment and an improved economic outlook, provide a strong foundation for the implementation of the Time-Bound Programme for the elimination of the worst forms of child labour.

7.3 Tanzania's Time-Bound Programme-TBP

What is essentially new about the TBP concept for the IPEC country programme in Tanzania is that it is a more comprehensive, integrated and country-owned approach to combating the worst forms of child labour than in the past. It aims to strategically link actions against child labour to the national development effort and seeks the support of a broad social mobilization. It sets specific goals with clear targets and timeframes for achieving them.

Successful implementation of the programme, however, requires a very solid social foundation in terms of awareness levels and community mobilization. It also requires high and sustained commitment from, and partnership with, international organizations, the donor community, as well as from the government and civil society.

Since the government's announcement that Tanzania would become a pilot country for the TBP initiative in May 2000, substantial preparatory work has been undertaken, including:

- a review of the national institutional capacity and policy framework;
- six Rapid Assessment Surveys on the worst forms of child labour in selected sectors in order to fill in the existing data and knowledge gaps; and
- a new National Child Labour Survey to provide a comprehensive and up-to-date picture of the extent and nature of child labour in Tanzania.

A national roundtable on the Time-Bound Programme was held in late April 2001, comprising a wide range of social partners and including high-level government participation. This roundtable resulted in a decision to eradicate the worst forms of child labour associated with the five sectors described above: commercial sexual exploitation, mining, domestic service, commercial agriculture and the urban informal sector. Timeframes for achieving this for each sector were also established.

8 Polices and Programmes of Employers' and Worker's Organization

8.1 Employers Organization

Currently, employer's organizations do have OSH programmes However under the new law the obligation has been put to employers to formulate OHS policy at enterprise level.

8.2 Workers' Organization

Trade Union Congress of Tanzania (TUCTA) is the apex of Trade Unions in Tanzania. TUCTA has formulated OSH policy to promote voluntary activities for prevention of injuries and occupational illnesses.

8.2.1 OSH Policy Statement

The policy expresses the role of TUCTA in ensuring that:

- Effective OSH task - oriented structures in TUCTA and Affiliates are created
- Training and research programmes on OSH are established
- Facilities in all workplaces are upgraded
- The affiliates, social and other partners correctly record and timely communicate information on OSH in their workplaces
- Joint meetings with employers and government are held with a view to establish and/or improve medical services
- Workplace policy is adopted to all workplaces
- Child labour policy and its clauses against child labour are adopted and implemented by all employers
- Various National Labour Standards in different sectors which comply with international standards are established and complied with
- Relevant ILO Conventions are ratified and implemented
- The effects of occupational; problems to women and other disadvantaged group are minimized.

8.2.2 Structure and Policy Implementation

TUCTA and affiliates through their functional structures, departments and programmes at national, regional, district and local workplaces adopt policies, principles, targets and strategies contained in the OHS policy. They also maintain up-to-date information and analyze trends about occupational hazards in their areas of jurisdiction.

8.2.3 Programmes: Training and Information to Members

TUCTA is conducting OSH training programmes to their members. But there is no proper mechanism for information, dissemination in place. However the plan is to establish computer net-work, OSH biannually newsletter, TV and Radio programmes and revival of workers' newspaper.

8.2.4 OSH Elements in the Collective Bargaining

Some meetings on collective bargaining do take place focusing on OHS issues like establishment of medical surveillance and occupational health services and improvement of working conditions in general.

8.2.5 Participation in the National Tripartite Dialogue

TUCTA has representatives at the Ministerial Advisory Board, It is also represented at tripartite meetings held at all levels.

9 Regular and On Going Activities Related to OSH

9.1 Regular Activities at the National Level to Improve the Level of Prevention and Protection

9.1.1 National Initiative for Awareness Campaign

In 2004 Tanzania joined the whole World in commemorating the World day for Safety and Health at Work for the first time. The plan is to continue with it every year and

now a lot of programmes like safety awards, safety exhibition, marching etc are expected to be introduced in next year to make day be more effective.

9.1.2 Industry Initiatives

A lot of enterprises in Tanzania still regard promotion of OSH as overheads and they give priority to other issues and OSH is left behind; that is why very few enterprises are ISO 9000 and 14000 certified due to client demands.

9.1.3 Trade Unions OSH Activities and Initiatives

Trade Unions were very active in this year's world day for safety and health at work and it is envisaged that they will continue to participate actively in coming years. Also they do conduct awareness raising campaign.

9.2 International Capacity Building

Currently, OSHA is assisted by DANIDA to build capacity to be able to deliver its services effectively and efficiently. Capacity building is under Business Sector Program Support - Labour Market Improvement. Under this program a number of activities are going on; these include: -

- **Increasing the capability of OSHA to conduct relevant technical services in all major occupational environment.**

In order to enable OSHA to conduct its services effectively and efficiently an assessment of the requirements for various types of technical equipment is being prepared. Moreover, at present OSHA does not have a systematic record of its activities and the occupational safety and health landscape throughout the country. An assessment of the information needs is currently conducted as a result a management information system will be suggested.

A set of activities planned to realize the above strategic objective; these are:-

- Designing of Management information system
- Implementing MIS, including training of staff
- Identifying needs for technical equipment
- Procuring technical equipment in phased manner

- Identifying needs for technical training
 - Preparing a training program and materials
 - Conducting training of inspectors and technical personnel
- **Establishing zonal offices.**
 Due to limited human and financial resources, the outreach of OSHA outside of Dar es Salaam is very limited. This may have implications on the occupational safety and health standards outside of Dar es Salaam and hence a need for establishing zonal offices. In order to establish these offices the following activities are planned
 - Establishing the need for provision of services outside of Dar Es Salaam and prioritize zones
 - Carrying out study to establish feasibility and sustainability of the establishment and operation of zonal offices
 - Preparing phased plan for establishment of zonal offices
 - Establishing first three zonal offices (by 2006)
- **Strengthening Occupational Safety and Health practices**
 Activities involved are: -
 - Reviewing inspection procedures
 - Reviewing main legislation
 - Increasing number of quality inspectors
 - Introducing improved workplace registration system
- **Promoting Occupational Safety and Health knowledge and awareness**
 In promoting OHS the following activities are planned
 - Preparing OHS educational materials
 - Conducting training courses
 - Assessing OHS training needs
 - Collaborating with other learning institution to develop OHS curricula
 - Establish website
 - Disseminating OHS information through mass media
 - Disseminating OHS information through workshops, seminars etc
 - Dissemination OHS information through publications

9.3 Africa Stockpile Programme

Another on going technical cooperation is Africa Stockpile Programme sponsored by FAO and World Bank. The programme is managed by National Environmental Management Counsel (NEMC) and aims at assisting on pesticides disposal.

10 General Data

10.1 Demographic Data

Table 2: Total Population - Tanzania

Male:	16,829,861
Female:	17,613,742
Total:	34,443,603

Source: 2002 Population and Housing Census

10.2 Economically Active Population

Table 3: Currently Economically Active Population

Sex	Age group	Geographical Area						Percent			
		urban			Rural			Total	Urban	Rural	Total
		Empl.	Unempl.	Total	Empl.	Unempl.	Total				
Male	10 to 17	146,571	58,050	204,621	1,546,497	183,790	1,730,288	1,934,909	12.4	24.4	22.1
	18 to 34	485,189	241,726	726,915	2,357,495	231,440	2,588,935	3,315,850	44.0	36.5	37.9
	35 to 64	561,359	95,265	656,624	2,166,605	163,959	2,330,564	2,987,188	39.7	32.9	34.2
	65 +	50,221	14,771	64,991	412,393	24,378	436,771	501,763	3.9	6.2	5.7
	Total	1,243,339	409,812	1,653,152	6,482,990	603,567	7,086,558	8,739,709	100.0	100.0	100.0
Female	10 to 17	152,936	68,543	221,479	1,372,034	185,860	1,557,894	1,779,373	12.5	21.3	19.6
	18 to 34	487,304	444,511	931,814	2,854,045	262,442	3,116,488	4,048,302	52.6	42.6	44.5
	35 to 64	427,659	167,261	594,920	2,226,726	145,395	2,372,121	2,967,041	33.6	32.4	32.6
	65 +	20,456	3,314	23,769	253,740	15,643	269,383	293,152	1.3	3.7	3.2
	Total	1,088,355	683,629	1,771,984	6,706,545	609,340	7,315,885	9,087,869	100.0	100.0	100.0
Total	10 to 17	299,507	126,593	426,100	2,918,531	369,650	3,288,182	3,714,282	12.4	22.8	20.8
	18 to 34	972,493	686,237	1,658,729	5,211,540	493,882	5,705,423	7,364,152	48.4	39.6	41.3
	35 to 64	989,018	262,526	1,251,544	4,393,330	309,354	4,702,684	5,954,229	36.5	32.7	33.4
	65 +	70,676	18,085	88,761	666,133	40,021	706,154	794,915	2.6	4.9	4.5
	Total	2,331,694	1,093,441	3,425,135	13,189,535	1,212,908	14,402,443	17,827,578	100.0	100.0	100.0

Source: Integrated Labour Force Survey, 2000/01

Table 4: Percentage of Economically Active Population in the Informal Economy: Main and Secondary Activities

Industry	Main Activities			Secondary Activities		
	Male	Female	Total	Male	Female	Total
Cattle, Beef & Dairy & Small Animals	1.3	0.3	0.8	0.7	0.9	0.8
Crop Growing	1.6	0.3	1.0	93.3	93.9	93.6
Agricultural & Forest Services	0.4	0.3	0.3	0.2	0.0	0.1
Fishing	1.1	0.2	0.7	0.5	0.0	0.3
Mining & Quarrying	1.1	2.0	1.5	0.0	0.0	0.0
Grain mill Products & Food Canning	1.6	2.2	1.9	0.1	0.1	0.1
Manufacture of Wearing Apparel, Spinning, Weaving & Finishing	2.9	5.9	4.3	0.1	0.4	0.3
Furniture making & Manufacturing of Non-Metallic Mineral Products	6.7	0.4	3.7	0.2	0.0	0.1
Electricity & Water	0.0	0.0	0.0	0.1	0.0	0.0
Construction	11.9	0.1	6.3	0.9	0.1	0.5
Retail Trade-Agric Products, Meat & Chicken	22.4	22.5	22.5	0.7	0.6	0.6
Retail Trade-Processed food (Bans, Scones etc)	4.3	23.9	13.5	0.1	0.8	0.5
Retail Trade-Clothing, Textiles & Footwear	5.1	5.6	5.3	0.2	0.2	0.2
Stationery, Photograph & General Retail	20.6	13.8	17.4	0.5	0.6	0.5
Restaurants & Hotel	3.9	19.3	11.2	0.3	0.4	0.3
Transport & Communication	2.9	0.1	1.6	0.2	0.0	0.1
Finance, Insurance & Business Services	0.2	0.0	0.1	0.2	0.0	0.1
Public Administration	0.1	0.0	0.0	0.4	0.1	0.2
Non-Profit making Public Institutions	0.0	0.0	0.0	0.0	0.0	0.0
Social & Community Services	3.0	0.5	1.8	0.2	0.5	0.3
Education Services	0.6	0.8	0.7	0.9	0.3	0.6
Repair of MV, Footwear & Other Repair Services	5.8	0.2	3.2	0.1	0.0	0.1
Domestic Services	0.0	0.0	0.0	0.1	0.7	0.4
Other Personal Services	2.5	1.6	2.1	0.1	0.3	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
***Total in Numbers	761,882	677,966	1,439,847	723,637	639,373	1,363,010

Source: Integrated Labour Force Survey, 2000/01

Note:Main activity is that, which a person considers to constitute the main employment in terms of time spent doing it, while the secondary activity is considered as supplementary employment to the main activity.

10.3 Literacy Levels

Table 5: Literacy Levels by Sex

Total:	78.2%
Male:	85.9%
Female:	70.7%

Note:The definition of literacy adopted is: *Individual aged 15 and over who can read and write Swahili, English, or Arabic*

10.4 Labour Force

Table 6: Literacy Rate of the Labour Force during 1990/91 and 2000/01 (Percentage)

Sex and Literacy		1990/91			2000/01		
		Total	Total Urban	Total Rural	Total	Total urban	Total Rural
Males	Literate	38.5	47.7	35.9	36.6	43.3	35.0
	Illiterate	11.3	4.4	12.6	12.4	5.0	14.2
	Total	49.8	52.1	48.5	49.0	48.3	49.2
Female	Literate	28.9	27.4	28.0	32.5	43.2	30.0
	Illiterate	21.3	10.1	23.4	18.5	8.5	20.8
	Total	50.2	37.5	51.4	51.0	51.7	50.8
Total	Literate	67.4	84.5	63.9	69.2	86.6	65.0
	Illiterate	32.6	15.5	36.1	30.8	13.4	35.0
	Total	100.0	100.0	100.0	100.0	100.0	100

Note that for comparison purposes with the 1990/91 results, literacy rate has been measured by considering those who can read and write Swahili only.

Table 7: Employed Person by Industry and Status of Employment(Stand.Def) 2000/01

Industry	Current Status of Employment				Total
	Paid employee	Self employed		On own farm	
		with employee	without employee		
Cattle Beef & Dairy Small Animal	43,962	0	498	733,960	779,018
Crop Growing	74,304	0	4,860	12,888,131	12,967,758
Agricultural & Forest Services	19,659	0	3,852	0	24,610
Fishing	38,707	0	5,568	72,863	118,121
Mining & Quarrying	6,034	64	22,247	0	29,223
Grain mill products & Food Canning	46,932	1,602	20,368	0	73,564
Manufacture of wearing Apparel spinning Weaving & Fishing	14,807	4,020	57,725	0	78,366
Furniture making & Manuf. Of Non-metallic Mineral Products	33,048	9,496	47,551	0	93,518
Electricity & Water	14,491	0	207	0	14,698
Construction	55,413	24,792	66,943	0	151,690
Retail Trade-Agric Products Meat Charcoal & Chicken	26,495	23,788	302,279	0	371,576
Retail Trade-Processed Food Buns Scones etc)	6,039	7,146	187,235	0	224,447
Retail Trade-Clothing Textiles & Footwear	8,541	5,259	75,422	0	95,879
Stationary, Photograph & General Retail	53,021	31,469	226,966	0	340,210
Restaurant & Hotel	58,100	29,939	122,969	0	230,856
Transport & Communication	91,988	5,655	13,053	547	112,118
Finance Insurance & Business Services	23,730	1,095	704	0	26,500
Public Administration	88,496	0	0	0	88,496
Non-Profit making Public Institutions	5,461	0	0	0	6,215
Social & Community Services	113,726	3,253	20,416	0	139,378
Education Services	185,507	2,048	6,617	0	195,155
Repair of MV Footwear & Other Repair Service	29,138	8,370	39,380	0	78,578
Domestic Services	77,322	0	766	0	6,867
Other Personal Services	44,397	2,316	26,485	0	73,662
Total	1,159,496	160,313	1,252,111	13,695,500	16,914,805

Source: Integrated Labour Force Survey, 2000/01

Table 8: Distribution of the Currently Employed Population by Sex and Industry 2000/01

Main Industry /Sex	Male		Female		Total	
	Number	%age	Number	%age	Number	%age
Agriculture/Forest/Fishing	6,698,817	80.2	7,191,237	84.0	13,890,054	82.1
Mining & Quarry	15,452	0.2	13,771	0.2	29,223	0.2
Manufacture	161,699	1.9	83,750	1.0	245,449	1.4
Electricity & Gas	13,464	0.2	1,233	0.0	14,698	0.1
Construction	147,494	1.8	4,196	0.0	151,690	0.8
Trade	565,495	6.8	697,473	8.1	1,262,968	7.4
Transport	103,929	1.2	7,643	0.1	111,571	0.7
Finance	22,162	0.5	4,339	0.1	26,500	0.2
Personal Services	622,779	7.4	559,872	6.5	1,182,652	7.0
Total	8,351,291	100.0	8,563,513	100.0	16,914,805	100.0

Source: Integrated Labour Force Survey, 2000/01

10.5 Selected Economic and Financial Indicators

Table 9: Selected Economic and Financial Indicators

Item	Unit	2000	2001	2002
1. Gross Domestic Product				
1.1 Gross Domestic Product f.c (Nominal)	Mill.TZS	6,706,381.0	7,624,616.0	8,618,071
	Mill.USD	8,377.2	8,711.4	8,927.1
1.2 At Constant 1992 Prices (Real)	Mill.TZS	1,654,319.0	1,749,358.0	1,857,160
	Mill.USD	2,066.9	1,996.1	1,921.3
2. Income per Capita				
2.1 Nominal (Current Prices)	TZS	210,231.4	232,457.8	256,490.2
	USD	262.6	265.2	265.4
2.2 Real (1992 Prices)	TZS	51,860	53,198.0	55,298.0
	USD	64.8	60.7	57.2
3.Price Index(1994=100)				
3.1 Consumer Price Index (CPI)	Gen.Index	209.7	220.4	230.5
3.2 Percentage Change	%	5.9	5.1	4.6
3.3 Retail Price Index- Wage earners(DSM)	Gen.Index	150.6	163.4	175.6
3.4 Percentage Change	%	0.5	8.5	7.5
3.5 GDP Implicit deflator	Index	406.0	436.4	464.6
3.6 GDP Implicit deflator	%	7.1	7.5	6.5

Source: Bank of Tanzania

Table 10: GDP - Composition by Sector (2003 estimations)

Agriculture:	43.6%
Industry:	16.5%
Services:	40%

11 Other Relevant Information

See copy of OHS Act No 5 of 2003 attached.