

TANZANIA UNION OF INDUSTRIAL AND COMMERCIAL WORKERS TUICO



UNION PROFILE

Prepared by:

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1.0 UNION MAIN DETAILS

1.1 **Full name of the Union is:** TANZANIA UNION OF INDUSTRIAL AND COMMERCIAL WORKERS

1.2 **Abbreviation:** TUICO

1.3 **Country:** TANZANIA

1.4 **Number of Union Offices:**

- (a) Head Office
- (b) 22 Regional Offices
- (c) 8 Zonal Offices
- (d) 819 Field Branches
- (e) TUICO has 162 fulltime employees

1.5 **Contact and location of Head Office:**

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1.6 **Union main Sectors:**

- (i) Industrial
- (ii) Commercial
- (iii) Financial Institutions
- (iv) Service and Consultancy

1.7 **Vision**

To have a strong and Democratic Trade Union that provides high quality of services to its members.

1.8 MISSION

To provide high quality services that satisfies the identified needs of TUICO's membership through:-

- Building capacity of TUICO leaders on performing Union activities at all levels.
- Educating members on Labour Laws, utilize effectively established Legal Institutions and to ensure the Laws are adhered to.
- Educating and sensitizing TUICO members on their rights and responsibilities.
- Promoting proactive Democratic Trade Union that defends workers rights and interest, fight for social and economic justice in the country.
- Prepare TUICO members to cope with challenges caused by retirement, retrenchment and termination.
- Building a strong Trade Union that is sustainable and financially sound.

2.0 POLITICAL SITUATION

- 2.1 Tanzania became a multi-party state since 1992 after nearly thirty years of one party State under Socialist ideology. There are about thirteen political parties that are operating in the country. The first multiparty election was held in 1995. the second one was held in 2000, the third one was held in 2005. The fourth election was held in 2010 and the last was held in 2015. In all actions the ruling party (CCM) emerged victorious and commands the majority in the Union Parliament.
- 2.2 The six East African countries (Kenya, Uganda, Tanzania, Rwanda, Burundi and South Sudan) formed the East African Community in the year 2000. The EAC focused on Economy cooperation among

the East African State. Furthermore it is also focusing on forming a federation by the year 2013.

2.3 THE ECONOMY

Tanzania has shifted from State controlled economy to market economy since the late 1980'S. Under the liberalized economy the country has witnessed economic growth in various sectors. The heading ones include tourism and mining, with a population of over 44 million people, the countries economic growth stood at 6.8%.

Although there is an upward trend in economic growth, the majority of people – including workers – have been facing hardships as prices continue to shoot up as a result of increasing price of fuel. This has brought hardships to low-income earners.

The country has also witnessed `substantial improvement in the areas of infrastructure, communication and Education. New trunk roads are under construction, new classrooms/secondary school are being constructed in all Districts/Wards.

3.0 HISTORICAL BACKGROUND

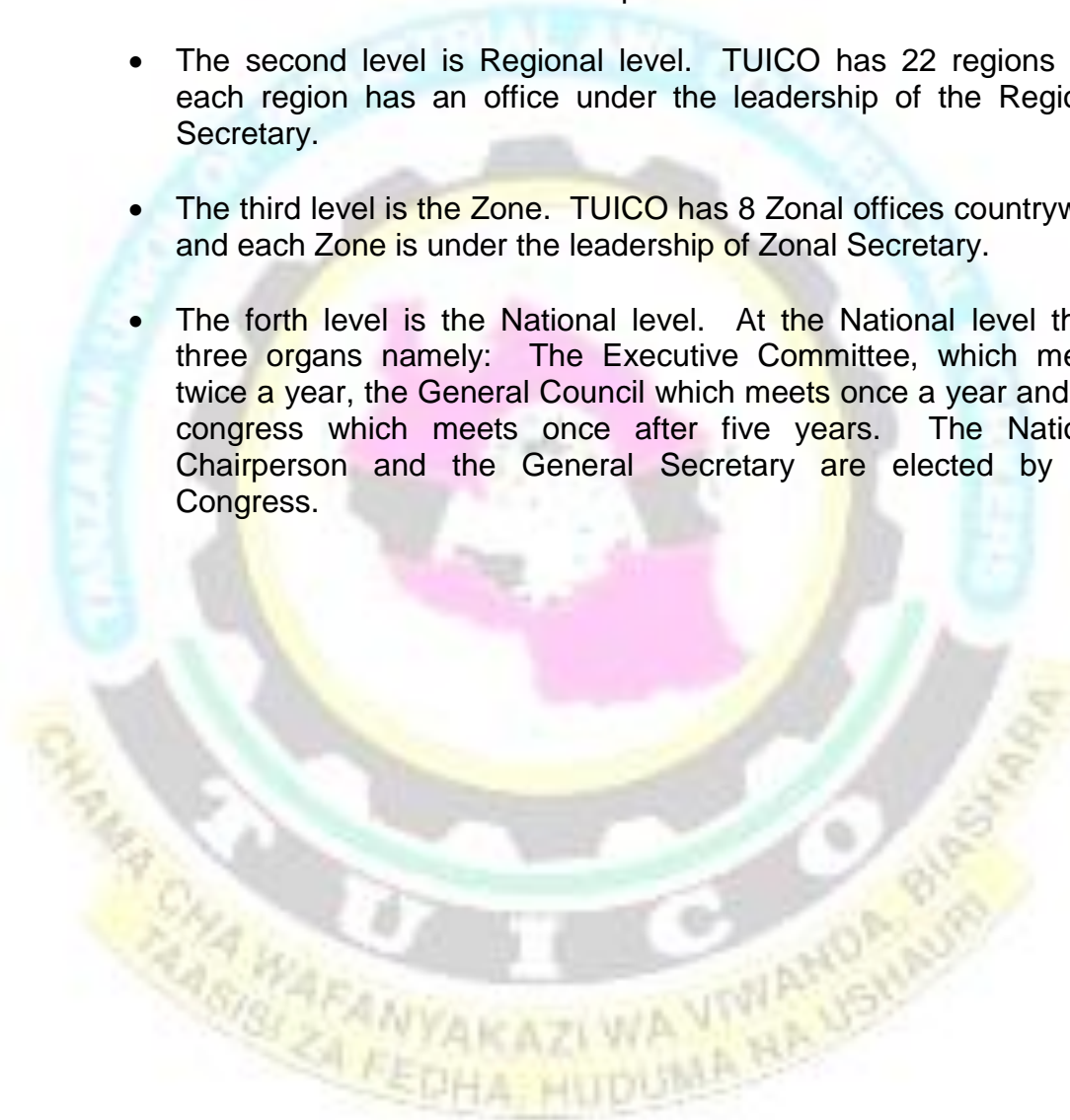
3.1 Trade Union movement in Tanzania has experienced different political and economic environments. Union operated during the colonial time and after independence. There was a time when it operated freely and times when the ruling party engulfed it to the extent that it lost its freedom. For example, between 1964 and 1978 NUTA was an affiliate of the ruling part (TANU). Between 1979 and 1991 JUWATA was one of the mass organization of the ruling party (CCM).

3.2 In August 1991 the organization of Tanzania Trade Union (OTTU) was established. OTTU became a care taker organization to facilitate in the formation of free and independent Trade Union in Tanzania. The transition period started in 1992 and was completed in 1995. In the year 1995 eleven (11) free trade unions were formed and they are all affiliated to the National center – that is Trade Union Congress of Tanzania (TUCTA). At present there are 14 affiliates.

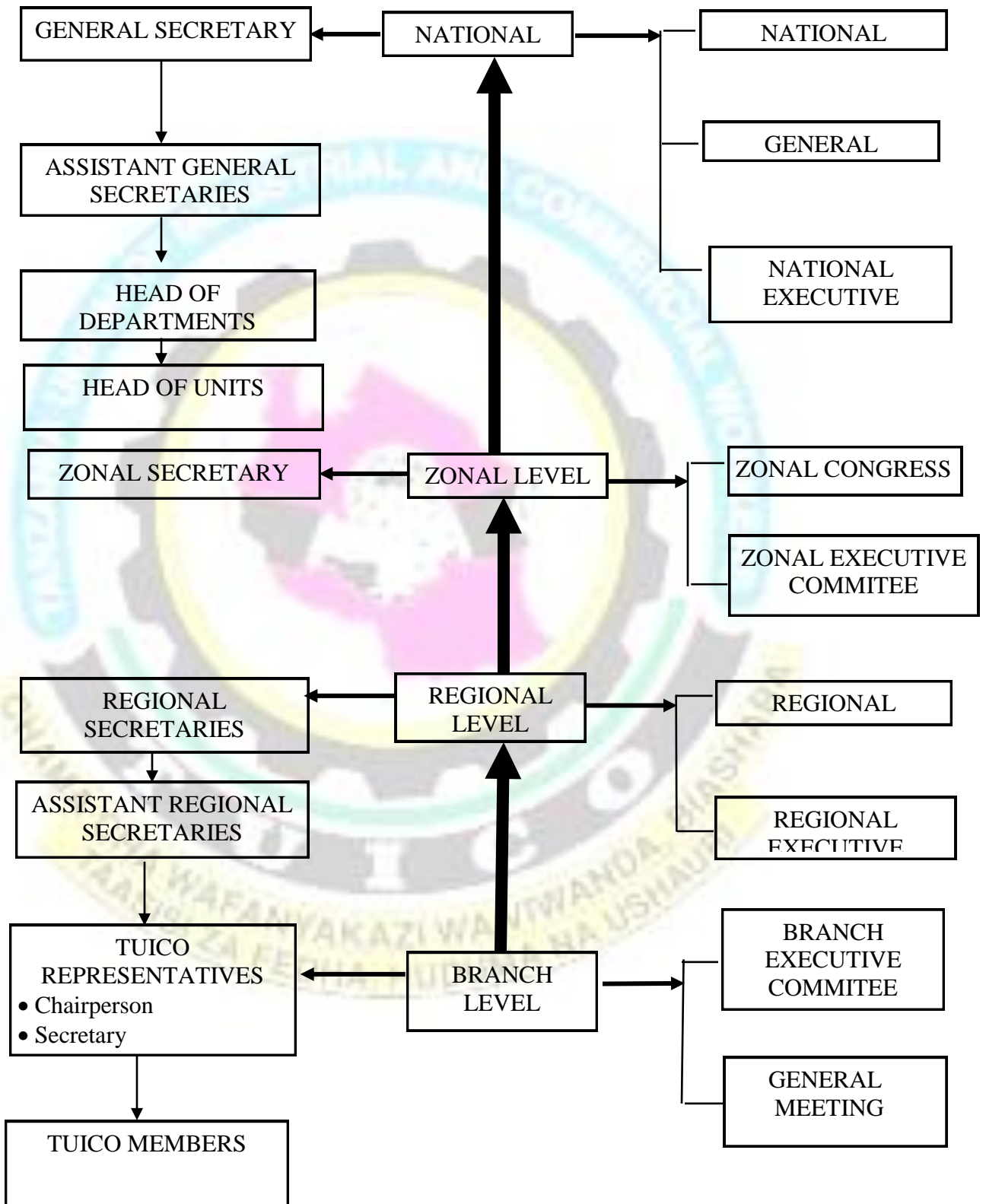
Tanzania Union of Industrial and Commercial Workers (TUICO) is one of the TUCTA affiliates. TUICO as a new democratic workers union is currently operating in a new environment dominated by the free market economy. The union ogranises members in four sectors – namely Industries, Commerce, Finance, Service and Consultancy.

4.0 UNION STRUCTURE

- The Structure of the Union (TUICO) starts at the branch. The Branch consists of all members at the workplace. The Branch leadership include the Chairperson, Secretary and Committee members. The size of the Branch leadership depends on the number of members at the workplace.
- The second level is Regional level. TUICO has 22 regions and each region has an office under the leadership of the Regional Secretary.
- The third level is the Zone. TUICO has 8 Zonal offices countrywide and each Zone is under the leadership of Zonal Secretary.
- The fourth level is the National level. At the National level there three organs namely: The Executive Committee, which meets twice a year, the General Council which meets once a year and the congress which meets once after five years. The National Chairperson and the General Secretary are elected by the Congress.



TUICO ADMINISTRATIVE STRUCTURE



5.0 MEMBERSHIP

a) Union Membership

The Total number of members up to 31 Desemba 2016 is as follows:

SECTOR	WORKERS			MEMBERS		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
INDUSTRIAL	44,595	27,086	71,681	32,028	21,991	54,019
COMMERCE	12,471	3,816	16,287	9,786	2,879	12,665
FINANCE	6,405	4,655	11,060	4,589	3,392	7,981
SERVICE & CONSULTANCY	10,083	4,255	14,338	7,097	2,127	10,224
TOTAL	73,554	39,812	113,366	53,500	31,389	84,889

b) Union Committees

SECTOR	FIELD BRANCHES	WOMEN COMMITTEES	OHS COMMITTEES
INDUSTRIAL	336	147	182
COMMERCE	207	86	229
FINANCE	176	90	88
SERVICE & CONSULTANCY	146	69	71
TOTAL	865	392	570

6.0 UNION CORE ACTIVITIES

Union activities carried out include:

- (a) Organising and recruitment
- (b) Collective Bargaining Agreements
- (c) Organising training activities
- (d) Handling Worker`s Grievances/disputes
- (e) Form and educate Union Committees
(eg Women, Negotiation, OHS, Youth etc)
- (f) Conduct worker`s meetings and work place visits.
- (g) Production of Newsletter

7.0 UNION ACHIEVEMENTS

Throughout its existence TUICO have a number of achievements in many areas including:-

- Has managed to open its offices in all 22 regions and to employ staff. The Union has managed to equip union staff at Regional and National level with skills and knowledge in handling Labour disputes and Negotiation that helped them to perform their jobs successfully.
- All Union offices have been provided with communication facilities, working equipments and transport facilities.
- Has prepared and implemented a strategic plan.
- Has been able to mobilize and recruit new members. Union started with 52,000 members in 1996 and by Desemba 2018 membership is 84,889.
- Has handled successful labour disputes and succeeded to get various members and workers claims through the Courts and other legal organs.
- Has provided workers education to members, workers and union office bearers in order to enable them to understand their rights, obligation and serve the union efficiently.
- Has bargained, concluded and supervised the implementation of Voluntary Agreements in order to improve workers welfare and working environment as well as improving the relationship between union workers and management
- Has managed to operate and be self-sufficient in its plans and income, to own several buildings in Dar es Salaam and various regions.
- At present the Union membership is approximated to be more than 84,000 in all sectors of the Union, this increase is attributed to core activities conducted by the union especially training (seminars, meeting, handling workers grievances).
- Formation of OHS Committees at workplace
- Inclusion of HIV/AIDS and OHS issues in many Voluntary Agreements concluded between union and various employers.

8.0 CHALLENGES

- Large demand of more training on labour Laws eg. Disciplinary hearing, grievance handling etc.
- Organizing youth
- Labour disputes and job Security in the open labour market.
- Education on Information Technology.
- Challenges in the advent of new Employment, Labour and Economic Environment facing East African Countries.
- Threat from splinter unions which tends to weaken unity among the workers.
- New forms of employment such as outsourcing, labour blocking, casualization makes organizing difficult.
- HIV/AIDS pandemic.

