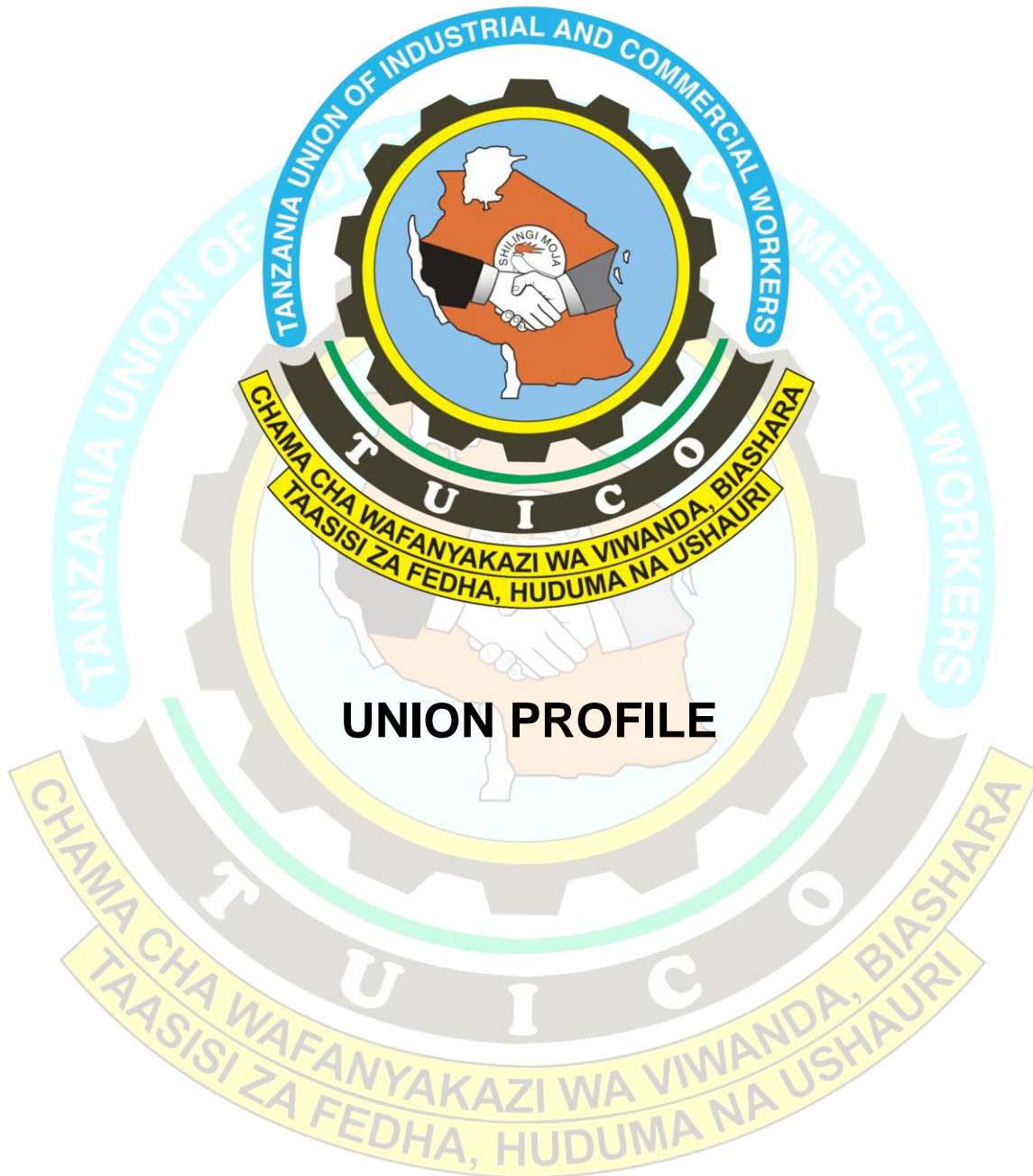


TANZANIA UNION OF INDUSTRIAL AND COMMERCIAL WORKERS (TUICO)



Prepared by:

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DAR ES SALAAM, TANZANIA.

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:** UNITED REPUBLIC OF TANZANIA

1.4 **Number of Union Offices:**

- (a) Head Office
- (b) 8 Zonal Offices
- (c) 22 Regional Offices
- (d) 4 Sub Regional Offices

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

General Secretary`s Office
TUICO Street, Sharif Shamba, Ilala,
P.O. Box 5680,
Tel: +255 22 2866910 | +255 22 2866960
Fax: +255 22 2866911
Email: info@tuico.or.tz, tuico2004@yahoo.com
Dar es Salaam.
TANZANIA.

1.6 **Union main Sectors:**

- (i) Industry
- (ii) Commerce
- (iii) Financial Institutions
- (iv) Service and Consultancy Institutions

1.7 **Vision**

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

1.8 **MISSION**

To provide high quality services that meet the needs of our members through the following objectives:-

- Capacity building for Union leadership.
- Educating and Sensitizing TUICO members on their Rights and Responsibilities.

- Promoting Democratic Trade Union that defends Workers Rights and Interest.
- Mobilizing, Organize and Recruitment of Union membership.
- Building a strong Trade Union for sustainable development.

2.0 HISTORICAL BACKGROUND

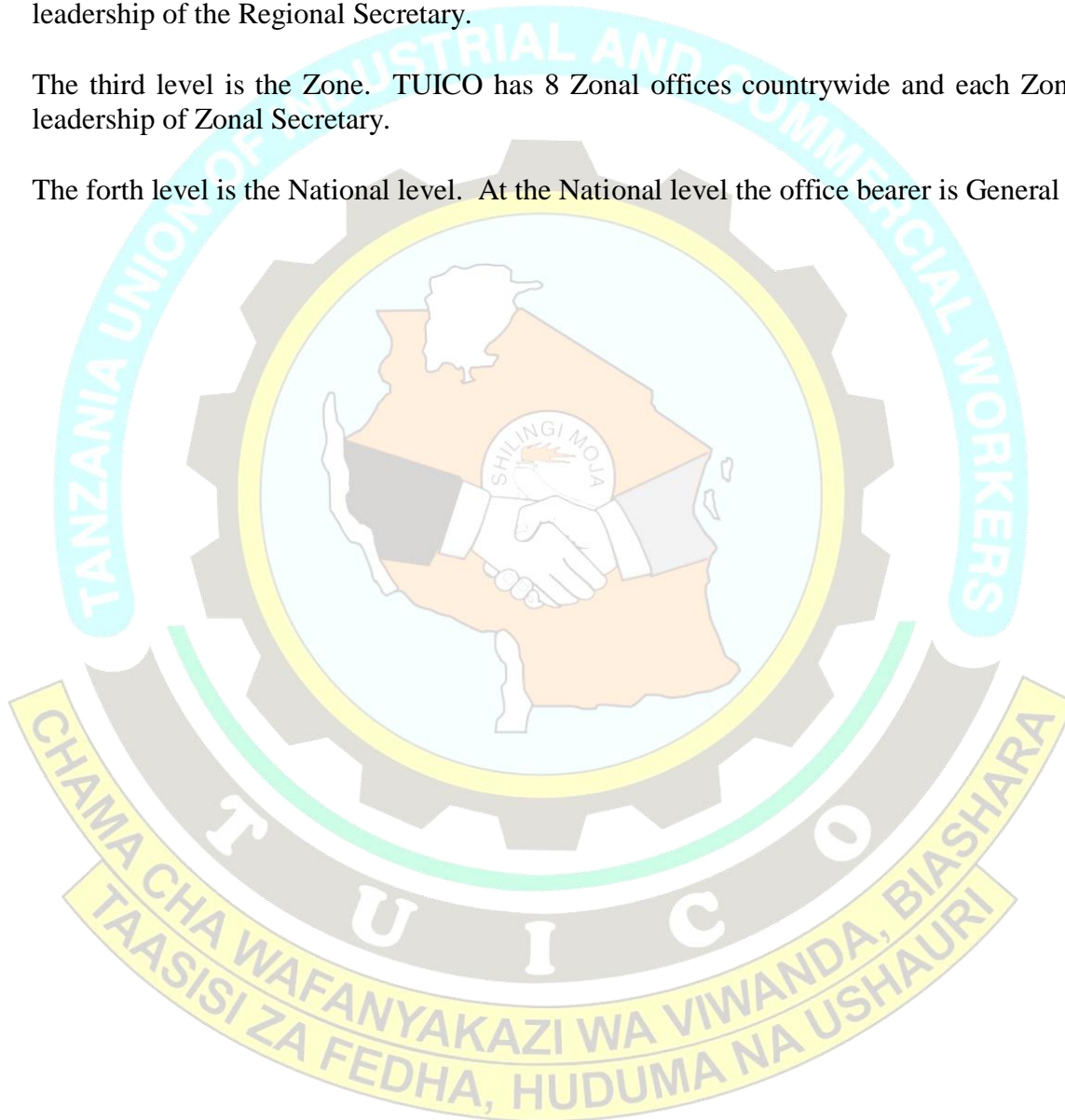
2.1 Trade Union movement in Tanzania has experienced different political and economic environments. On the side of politics, it operated during the colonial time and after independence. There was a time when it operated freely and times when it was party Organ of the ruling Political Party. For example, between 1964 to 1978 NUTA (the former National Centre was an affiliate of Tanganyika African National Union (TANU). Between 1978 to 1991 JUWATA also a former (Trade Union) was part Organ of the ruling party (CCM). These different experiences affected not only the structure of Trade Union but also contributed to formation of entire trade union behavior and attitudes.

2.2 TUICO is a unique Trade Union in Tanzania, It is a General Union which organizes workers from Public and Private Sectors. Such Sectors are Industries, Commercial, Financial Institutions, Services and Consultancy. As Trade Unions have always been forced by circumstantial events to shape themselves to suit the socio-economic developments prevailing at particular time, the social economic and political change that took place in the country in the 1990's affected the Trade Union movement.

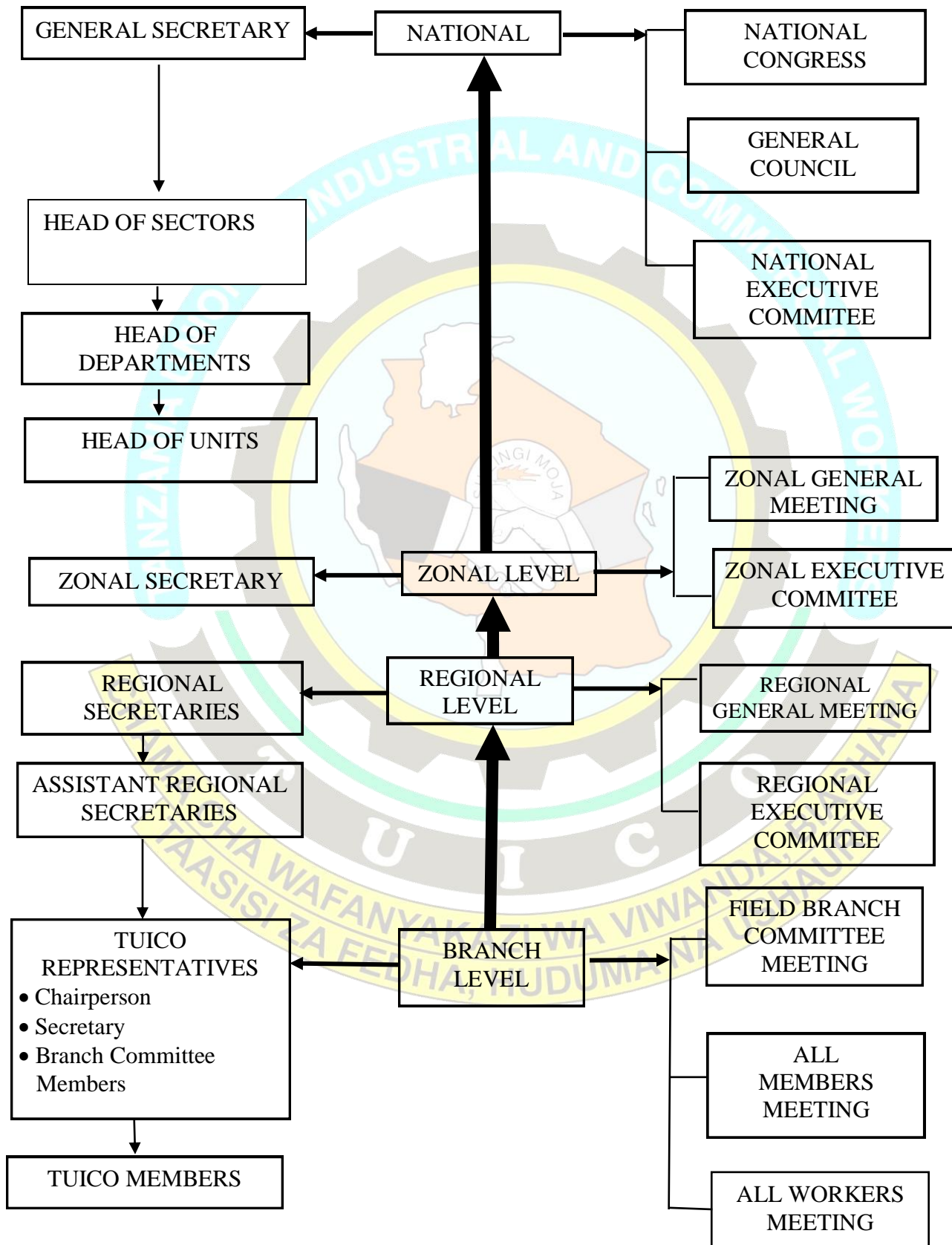
2.3 In the year 1995, TUICO and other Ten (10) Unions were formed, and they were affiliated to the National Center Tanzania Federation of Free Trade Union (TFTU) and later Trade Union Congress of Tanzania (TUCTA).

3.0 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 Union membership 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 forth level is the National level. At the National level the office bearer is General Secretary.



TUICO ADMINISTRATIVE AND CONSTITUTIONAL STRUCTURE



4.0 UNION MEMBERSHIP AND FIELD BRANCHES

The Total number of members currently is about 150000 and more than 1235 Field Branches.

5.0 UNION CORE ACTIVITIES

Union Core activities are as follows:

- (a) Organizing and Recruitment Workers to become Member.
- (b) Negotiation, Consultation and Collective Bargaining.
- (c) Education and Training.
- (d) Grievances /disputes handling.
- (e) Establishment of Union Branches and Committees.
- (f) Work place visits and Meetings.
- (g) Collection of Union dues.

