



**TATOA**  
Tanzania Truck Owners Association

**TATOA**

**E-MAGAZINE**

**VOLUME 01- JANUARY 2024**

## Tanzania Explores Strategies to Strengthen Economic Ties with the Democratic Republic of Congo



*Dar es salaam, Tanzania.*

In a recent meeting held between the Ministry of Foreign Affairs and East African Cooperation - Department of International Trade and Economic Diplomacy, the Tanzanian Private Sector Foundation (TPSF), and stakeholders from the Tanzania Truck Owners Association (TATO), promising discussions were held to enhance the economic and social bonds between the United Republic of Tanzania (URT) and the Democratic Republic of Congo (DRC). Chaired by Ambassador John Ulanga, the Director of International Trade and Economic Diplomacy, the meeting aimed to explore opportunities in the DRC market and establish a comprehensive country strategy between the two nations.

The stakeholders presented several key points during the meeting:

1. **Strengthening Bilateral Agreements:** The possibility of creating more bilateral agreements with the DRC through Memoranda of Understanding (MoUs) was discussed. The aim is to reinforce the existing agreements and explore new areas of cooperation.

2. **Regular Visits and Alternative Routes:** Plans were made for regular visits to the DRC, at least twice

a year, to foster closer ties and expand opportunities, including those related to the Dar es Salaam (DAR) port. Additionally, stakeholders proposed exploring alternative routes to the DRC that bypass Zambia, such as the Sumbawanga and Kigoma routes.

3. **Enhancing Relations:** Efforts will be made to improve person-to-person relations, particularly with the governors in the DRC provinces and the Ministry of Transport. Building strong relationships will facilitate smoother trade and cooperation.

4. **Improving Air Transport:** In order to increase efficiency, stakeholders emphasized the need for more regular flights to the DRC. Additionally, reducing the airfare, which is currently prohibitively expensive at up to \$750 USD, will make access to the DRC market more affordable, especially for small and medium-sized enterprises (SMEs).

5. **Value Addition in Agriculture:** The agricultural sector was identified as a potential area for growth. Adding value to agricultural products will enable Tanzanian businesses to tap into the DRC's agricultural products market.

6. Making Dar es Salaam the DRC Business Hub: To enhance trade, the stakeholders stressed the importance of improving port efficiency in Dar es Salaam. Additionally, developing infrastructure to support the Tanga Port will further facilitate trade between the two countries.

7. Attracting Investment: Efforts will be made to attract investment into the DRC, particularly focusing on supporting SMEs.

Ambassador John Ulanga emphasized the significance of the DRC as a valuable resource base for Tanzania's business ventures. The comprehensive country strategy aims to strengthen economic ties between the two countries, explore new opportunities, and foster mutually beneficial trade relations.

As Tanzania sets its sights on expanding its engagements with the DRC, positive steps are being taken to unlock the vast potential that lies within this promising partnership.



## Tanzania Truck Owners Association Celebrates Compensation Milestone for Whiskey Fire Outbreak

*Dar es salaam, Tanzania.*

In a groundbreaking announcement, the Tanzania Truck Owners Association (TATOA) has achieved a major milestone by successfully securing compensation for the devastating fire outbreak that occurred in Whiskey eight years ago. This incident resulted in the destruction of 20 trucks and the tragic loss of several drivers' lives. Through unwavering dedication and continuous dialogue with COMESA Yellow Card and the National Insurance Corporation (NIC), TATOA has ensured that the affected transporters receive the rightful compensation they deserve.



The resolution of this longstanding issue stands as a momentous achievement for TATOA, showcasing the power of collective action and perseverance in addressing challenges within the transport industry. The association expresses profound gratitude to COMESA Yellow Card and NIC for their invaluable cooperation and unwavering support throughout the entire process.

TATOA also extends its utmost appreciation to its members for their resilience and patience demonstrated during this arduous journey. Their trust and unwavering support have played a pivotal role in propelling TATOA's efforts forward and securing a fair outcome for all parties affected by the Whiskey fire outbreak.

As TATOA celebrates this significant milestone, the association reaffirms its unwavering commitment to promoting the welfare and rights of its members. TATOA will continue to foster a favorable business environment, advocate for improved safety measures, and address the challenges faced by the transport industry.

By achieving this milestone, TATOA has not only secured compensation for the affected transporters but has also set a precedent for the industry as a whole. It demonstrates the association's dedication to ensuring justice and fairness for its members, and it serves as an inspiration for other organizations in the transport sector to pursue similar endeavors.

Looking ahead, TATOA will remain steadfast in its mission to advocate for the rights and interests of its members. The association will continue to engage with stakeholders, government bodies, and industry partners to strengthen the transport sector and create an environment that fosters growth, safety, and prosperity.



This remarkable accomplishment serves as a testament to the collective strength and unity of TATOA's members. It showcases their unwavering spirit and determination in overcoming challenges and achieving positive outcomes for the entire trucking community.

As TATOA celebrates this major milestone, it sets a new benchmark for the association's future endeavors and reinforces its position as a leading voice for truck owners in Tanzania.

## Tanzania Truck Owners Explore Strategies to Enhance Cargo Transportation from Dar port to Uganda

### *Kampala, Uganda*

Tanzania Ports Authority (TPA) stakeholders, like TATOA, recently attended a stakeholders' engagement in Uganda to discuss and explore strategies aimed at enhancing cargo transportation from Dar Port to Uganda. The engagement provided valuable insights into the current state of operations and identified key areas that require attention for improved efficiency.

The first day of the engagement began with a visit to the Railway Museum, where participants immersed themselves in the rich history of the Uganda Railway. The museum showcased the types of cargo transported and highlighted the various routes employed in the past. From there, the stakeholders proceeded to Port Jinja, which, at the time, had limited operations. Port Jinja primarily handled fuel and coal shipments originating from the Mwanza Port.



*Port Jinja*

Continuing their journey, the stakeholders visited the Uganda Revenue Authority (URA) ICD Customs Bonded area. The operations at the ICD were relatively subdued, and it was observed that the area spanned an expansive 11 acres, providing ample space for cargo handling.

Visit to Port Bell, where the stakeholders had the opportunity to inspect the MV Umoja vessel, which is owned by Tanzania (MCL). MV Umoja is the sole operational carrier between the Mwanza Port and Port Bell in Kampala, completing the journey in approximately 18 hours. With its four lines, the vessel can accommodate up to 22 wagons at once. Currently, MV Umoja is the only active vessel, as others are undergoing repairs. Uganda possesses two vessels, both of which are presently undergoing maintenance. It should be noted that the MV Umoja recently underwent extensive renovation and expansion, increasing its capacity from 19 to 22 wagons.

During the engagement, several key findings emerged, highlighting areas that require attention for improved efficiency:



*Port Bell*

1. Insufficient Machinery at Ports: Most ports visited during the engagement lacked the necessary machinery to facilitate efficient operations. The stakeholders emphasized the need for adequate equipment to streamline cargo handling processes.

2. Infrastructure Repairs: The section connecting the cargo vessel docking area to the land was identified as needing repairs. This area posed difficulties for wagons to directly access the vessel, hindering smooth cargo transfer. Urgent attention was called for to ensure seamless movement of cargo.

3. Communication Challenges: Proper communication channels between the MV Umoja vessel, URA, and Tanzania Revenue Authority (TRA) were found to be lacking. Currently, cargo and wagon communication heavily relies on email, which is deemed inefficient. Stakeholders stressed the importance of establishing an integrated communication system to enhance efficiency and coordination.

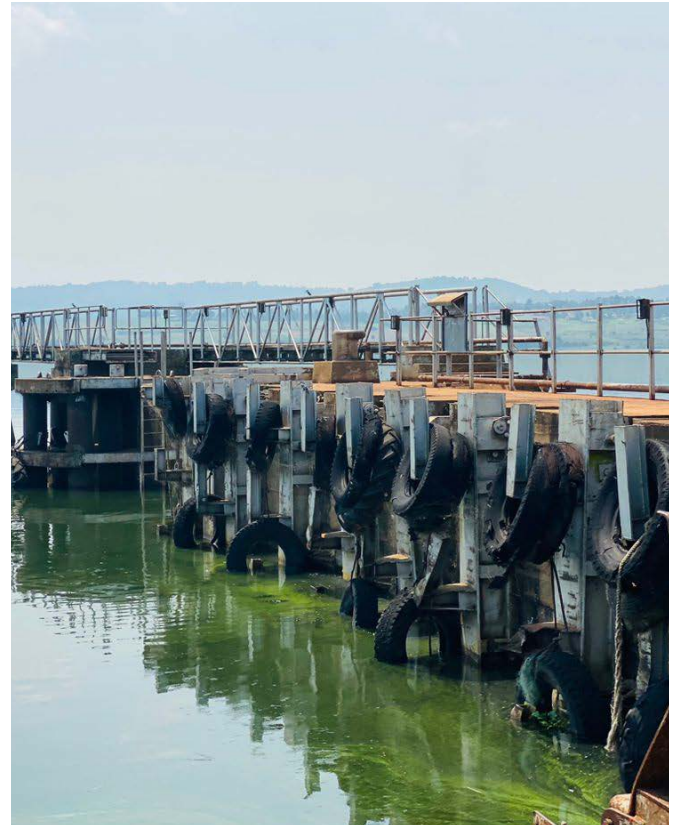


*Port Jinja*

4. Road Conditions and Congestion: The road between Malaba and Jinja, a crucial route for cargo transportation, was observed to be a single-lane thoroughfare. This led to significant truck congestion, further exacerbated by the poor condition of the road. Stakeholders emphasized the urgent need for road repairs and expansion to alleviate congestion and ensure smoother transportation of cargo.

The engagement concluded with a commitment from the Tanzania truck owners to address the identified challenges collaboratively. They pledged to work with relevant authorities, including TPA, URA, and TRA, to improve infrastructure, enhance communication channels, and advocate for necessary road repairs and expansions.

The efforts undertaken by the Tanzania truck owners association reflect their commitment to facilitating efficient and seamless cargo transportation between Dar port and Uganda. By addressing the identified areas of concern, they aim to bolster trade and strengthen the economic ties between Tanzania and Uganda.



*Port Jinja*

As discussions continue, stakeholders remain optimistic that the collaboration and efforts invested will yield positive outcomes, resulting in a more streamlined and efficient cargo transportation system for the benefit of both countries.



*Port Jinja*

## Tanzania Truck Owners Association (TATOA) Contributes to Enhancing Efficiency in Central Corridor Logistics System

The Tanzania Truck Owners Association (TATOA) played a pivotal role in the recent TPA Sectoral Workshop, where representatives from various sectors gathered to discuss and devise strategies for facilitating an efficient logistics system along the Central Corridor. The workshop, held under the theme "Facilitating an Efficient Logistics System through the Central Corridor," proved to be a significant platform for industry stakeholders to collaborate and shape the future of transportation in the region.

The panel discussion, a highlight of the workshop, featured esteemed representatives from diverse organizations, each bringing their expertise to the table. Among the distinguished panelists were Mr. Urrio from the Tanzania Freight Forwarders Association (TAFFA), Mr. David Musoke Bulega, Director-General of the Uganda Railway Authority (URC), representatives from Marine Service Company LTD (MSCL), Mr. Lameck Malongo from TASAA, Mr. Focassi Sahani from the Tanzania Railway Corporation (TRC), and Ms. Medrine Joseph from the Tanzania Truck Owners Association (TATOA).

This esteemed panel engaged in insightful conversations, sharing their knowledge and experiences to identify opportunities and challenges within the logistics system along the Central Corridor. The discussions revolved around enhancing efficiency, streamlining processes, and optimizing the transportation of goods within the region.



*Panel representatives TAFFA, ULC, MSCL, TATOA, TASAA & TRC*

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Ms. Medrine Joseph, representing TATOA, contributed significantly to the discussions, leveraging her deep understanding of the challenges faced by truck owners in the region. She emphasized the need for collaboration between various stakeholders to improve the overall logistics system, reduce transit times, and enhance the competitiveness of the Central Corridor.

TATOA's involvement in the workshop was aimed at fostering stronger partnerships, promoting dialogue, and advocating for the interests of truck



## Tanzania Truck Owners Association Honored with WCO Certificate of Merit on International Customs Day

*Dar es salaam, Tanzania*

The Tanzania Truck Owners Association (TATOA) was recently awarded a Certificate of Merit by the World Customs Organization (WCO) on International Customs Day, celebrated on January 26th. This esteemed recognition highlights TATOA's exemplary contributions to customs practices and cross-border trade facilitation in Tanzania.

TATOA, representing truck owners in Tanzania, was commended by the WCO for its commitment to professionalism and compliance with customs regulations. The association's dedication to ensuring smooth trade flows and minimizing delays has earned them this prestigious honor.

Mr Ally Dewji together with Ms Giftiana Laiza, TATOA representatives, expressed gratitude for the recognition and emphasized the association's ongoing efforts to collaborate with customs authorities and promote a favorable business environment for truck owners.

TATOA's contributions encompass capacity building initiatives, training programs, and advocacy for industry interests. By equipping members with knowledge and skills, the association supports efficient trade and regional economic growth. TATOA also actively engages in policy discussions to streamline customs procedures and address industry challenges.





The WCO's Certificate of Merit reinforces TATO's position as a leading voice in the trucking industry and serves as an inspiration to continue promoting excellence and compliance. The association remains committed to working with customs authorities, government agencies, and industry partners to enhance customs processes and facilitate seamless trade.

As TATO celebrates this remarkable recognition on International Customs Day, they extend gratitude to their members for their unwavering support. The association looks forward to further contributions towards the growth and development of Tanzania's transportation sector.

#### About TATO:

The Tanzania Truck Owners Association (TATO) represents truck owners in Tanzania, advocating for a conducive business environment, trade facilitation, and compliance with customs regulations. TATO engages with customs authorities, government agencies, and industry stakeholders to promote best practices and support the growth of the transportation sector in Tanzania.

## Tanzania Private Sector Foundation Appoints New CEO



*Dar es salaam, Tanzania* - The Tanzania Private Sector Foundation (TPSF) has announced the appointment of Mr. Raphael Maganga as its new Chief Executive Officer (CEO). With a wealth of experience in the business sector, Mr. Maganga brings valuable expertise to drive the growth and development of Tanzania's private sector.

As the CEO, Mr. Maganga will lead TPSF in promoting private sector growth, advocating for pro-entrepreneurship policies, and facilitating dialogue between the government and businesses. His strategic vision will contribute to economic development and create opportunities for enterprises across various sectors in Tanzania.

With the private sector playing a vital role in the country's economic recovery, Mr. Maganga's appointment strengthens TPSF's position as a leading advocate for businesses in Tanzania. Members of the private sector, including the Tanzania Truck Owners Association (TATOA), welcome the appointment and anticipate collaboration and innovation under Mr. Maganga's leadership.

Mr. Maganga aims to enhance partnerships between TPSF and industry associations, such as TATOA, to address stakeholder concerns and create an enabling environment for growth and investment in the transportation sector.

TPSF is confident that Mr. Maganga's leadership will shape policies, advocate for reforms, and drive economic growth through private sector development. The organization looks forward to unlocking the full potential of Tanzania's private sector under his guidance.

### About TPSF:

The Tanzania Private Sector Foundation (TPSF) represents the voice of the private sector in Tanzania. It fosters a conducive business environment, promotes public-private dialogue, and drives private sector development. Through stakeholder collaboration and advocacy, TPSF aims to enhance economic growth and competitiveness for Tanzanian businesses.

## Tanzania Truck Owners Association Holds Productive Meeting with LATRA and TASAC Directors

*Dar es salaam, Tanzania*

TATO recently held a fruitful meeting with the Director General of LATRA and the Director General of TASAC. The meeting focused on key issues affecting truck owners in the transport sector and resulted in constructive discussions and action plans.

The meeting, attended by LATRA management, TATO Mr. Chairman Elias Lukumay, and representatives from both LATRA Mr. Habibu J. Saluo and TASAC Mr. Mohamed Malik Salum, revolved around four main agendas.

### 1. Opening of the meeting:

LATRA's Director General commenced the meeting by expressing gratitude to all attendees, with special recognition given to TATO for their significant contributions to the growth of the transport sector. TATO Chairman Elias Lukumay also expressed appreciation to LATRA for accepting the meeting, emphasizing the importance of this opportunity for TATO.

### 2. Presentation from TATO:

TATO Chairman presented four key issues that formed the basis of the subsequent discussions:

A) Drivers Database: TATO proposed integrating its driver database system with LATRA's system to enhance communication and centralize driver control. TATO and LATRA will hold a meeting to discuss the specifics of this integration before March 31, 2024.

B) Freight Rates: TATO inquired about fuel rates and the issue with the Energy and Water Utilities Regulatory Authority (EWURA). LATRA assured TATO that progress is being made on this matter and that updates will be communicated in due course.

C) Insurance: TATO sought clarification from the Tanzania Insurance Regulatory Authority (TIRA) regarding insurance-related concerns. The Director of Road Transport Regulations reassured TATO that the matter has been resolved.

D) Demurrage Issues: TATO raised concerns about demurrage charges incurred by transporters due to long queues for offloading copper at the ICB's and CF's. TASAC took the responsibility of convening a meeting with relevant stakeholders, including shipping agents, CIDAT, TAFFA, TPA, police, transporters associations, and copper communities. This meeting, scheduled for the following day, will address the issue and explore possible solutions.

### 3. Discussion:

During the discussion, participants delved deeper into the aforementioned topics, emphasizing the need for collaboration and effective communication between TATO, LATRA, and other stakeholders. The meeting generated actionable plans to tackle the raised concerns and streamline operations within the transport sector.

### 4. Closing:

The Director General of LATRA requested TATO to submit a proposal regarding the law that mandates confiscation of trucks when drivers transport illegal cargo. LATRA will include this proposal in their submission to the Justice Commission in the coming week.

The meeting concluded with a commitment to continued collaboration between TATOA, LATRA, TASAC, and other relevant organizations to address the challenges faced by truck owners in the transport sector. TATOA expressed gratitude for the opportunity to engage with LATRA and TASAC, and they remain dedicated to advocating for the interests of their members.



News Headlines

**THE CITIZEN**  
Tuesday, February 6, 2024  
DAR ES SALAAM TISSN 0856-9754 No. 6638 Price TSH 1,000 KSH 60 www.thecitizen.co.tz

**THE CITIZEN Rising Woman** Nakaaya: Musician who discovered new passion for tourism<sup>1A</sup> INTERNATIONAL TRANSITION New reality for Namibia as Mbumba takes charge<sup>1B</sup>

## Where investors are putting their money

Profit potential, availability of workforce, policy framework, growing demand, and perceived sector stability cement manufacturing, transportation, and construction (of commercial buildings) as strategic choices for investors in Tanzania

Investors look at sectors that can generate lucrative returns, those with the potential to bring profit, and those with a high probability of growth over time University of Dar es Salaam Prof. Josphat Akali

**Sh14.4tr** TRANSPORT, MANUFACTURING, AND CONSTRUCTION: The three sectors, according to the statistics of registered projects by Tanzania Investment Centre (TIC), were investors' top choices in the country in 2023, as the centre reports over \$5.67 billion (estimated Sh4.38 trillion) in total capital injected

**Tanroads in Sh6.37 trillion crisis**  
The government will have to fork out Sh6.37 trillion to compensate residents affected by planned road construction projects overseen by the Tanzania national roads agency, which also includes Sh778 billion in arrears to contractors

**Tanzania eyes Sh2.4 trillion in growing carbon trading**  
The government is looking to tap into lucrative carbon trading deals after registering 35 projects, which, if fully implemented, will generate \$1 billion (about Sh2.4 trillion)

**Absa investment a boost for mortgage refinance coffers**

STORY ON PAGE 2  
FULL STORY ON PAGE 3  
Story on Page 3

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**THE CITIZEN**  
Monday, February 5, 2024  
DAR ES SALAAM TISSN 0856-9754 No. 6586 Price TSH 1,000 KSH 60 www.thecitizen.co.tz

**Kilaini: No one wanted to listen to me on Tegeta Escrow scandal** **Geddy on breaking barriers and empowering women**

## Kwala dry port to ease Dar cargo congestion

Responding to rising cargo volume and congestion at Dar es Salaam Port, the government has fully operationalised the Kwala Dry Port. This initiative, handling 60 percent of cargo flow, demonstrably expedites processing times and facilitates smoother operations

**3,800**  
Total number of transit containers that the dry port can hold after it is fully completed

**CARGO HANDLING:** Mr. Mshale claims that since October 2023, the port has continuously managed a monthly throughput of at least 2.5 million tonnes, a significant increase from the prior average of 1.8 million tonnes for the same period the previous year

**Kinana defends govt actions over reconciliation despite criticism from Chadema**  
STORY ON PAGE 2

**EAC to roll out local antibiotic production, combat imports**  
The East African Community (EAC) is gearing up for self-sufficiency in antibiotics, a crucial step towards tackling antimicrobial resistance. STORY ON PAGE 3

**90%**  
The percentage of antibiotics imported by EAC member states and consumed by the region's population

**Govt initiates health measures at border points to contain cholera**  
Story on Page 3

News Headlines

**THE CITIZEN**  
Tuesday, January 9, 2024  
DAR ES SALAAM TISSN 0856-9754 No. 6650 Pwani 1000 KSH 00  
www.thecitizen.co.tz

**Chasing spark of personal growth amid challenges** P4

**SPORT FOOTBALL**  
There's still room for improvement, says Stars skipper Samatta P20

**Lorry owners upbeat despite impending SGR competition**

Tanzania Truck Owners Association chairman Elias Lukumay has said the body's members should not regard the standard gauge railway as a threat, but rather an opportunity to expand their operations

Truck operators should remain optimistic because the SGR cannot penetrate everywhere and handle all cargo, whose volumes are expected to increase significantly in the next few years  
M Chake Shikani, Tanzania Medium and Small Truck Owners Association chairman

**\$10.4bn**  
Tanzania is currently expanding its rail network through the \$10.4 billion standard gauge railway which will eventually traverse the country

**STORY ON PAGE 3**

Task RRC film

KENYA SH100 / TANZANIA SH2000 / UGANDA SH30000 / RWANDA RWF1000 / BURUNDI BIF2000 THEEASTAFRICAN.CO.KE / FEBRUARY 3 - FEBRUARY 9, 2024 / No. 1527

**The EastAfrican**

**MAGAZINE**  
While attempted sale of Nasir's things matters to South Africans

**MONEY**  
Red alert! Higher food prices causing Red Sea crisis causes supply disruption, increasing costs P 23

**MARKETS**  
Tanzania ringfences microfinance sector But wants non-Tanzanians to keep off MTN's P 34

**OUTLOOK**  
Inevitable of its hungry as food goes to waste FAO seeks innovative ways of preventing waste P 48

**OPINION**  
Inside special forces train in Tanzania Jenerals argue it is a recipe for great indignation P 15

**Italy-Africa ties: Small cash with big strings**  
The \$6b offered to the continent is meant to fund programmes that will be more beneficial to Rome P 10

**Museveni bets on Samia to save oil plan**  
After the Kenyan talks got stuck, the Ugandan leader has sent technocrats to Dar to thrash out a new deal P 5

**Tragedy in the city**  
Forensic experts from Kenya's Directorate of Criminal Investigations arrive at the scene of an explosion at a makeshift gas cylinder refilling depot in Nairobi's industrial district in Nairobi, on Friday. Three people died and several hundred others were hurt in the tragedy. Pictures Reuters

**Honeymoon is over: Ruto faces hostile 'stronghold'**  
President is finding it hard to inspire fervour among 'Hustler Nation' on high living cost P 12

**Kikwete ataka weledi, uadilifu sekta ya afya**  
Zawadi: Rais mstaifu, Jakaya Kikwete amesema kwamba wataalamu bora wa afya wanawajibika kuharacha huduma bora. UK 6

**Wachimbaji 22 walivyofia mgodini**

**MID WEEK JACKPOT**  
TZS **841,962,800**  
KWA TZS 1000 Tu  
SCAN HAPA KUPAKUA APP YETU! SportPesa.CO.TZ \*\*\*150\*87#

**MWANANCHI**  
TANZANIA  
Jumatatu, Januari 15, 2024  
MWANANCHI.CO.TZ (ISSN 0856-7573) NA. 8555 BEI: TSH 1,000, KSH 60

**CCM yajibu mashambulizi ya Chadema, Mbowe akita mguu**  
"Mbowe ni mstaifu mkuu wa maridhiano ambayo yamemfanya akawa yupo huru na lesi zote za kisiasa zilizokawa chifuu wafuasi wa chama chake zilifuta bila masharti." Paul Makinda  
"Usafi wowote hauzui watu wasendelee na shughuli zao. Kwa hiyo tulichokitangaza (maandamano) yupo pale pale hivyo tunawaomba wapenda demokrasia wajitokeze siku hiyo." Freeman Mbowe

**Mahindi ya Tanzania ni salama-utafiti**  
UK 5

**Kilio bandarini**  
Wafanyabiashara walalamikia meli kukaa kwa siku nyingi pasi kushusha mzigo. TPA yasema hiyo ni neema ya maboresho waliyoyafanya. Kuongeza gati tano zaidi kukidhi kiu ya wateja wao, DP World bado yaakamilisha taratibu kabla ya kuanza kazi

**Madaktari watia neno watoto wanaokula kilo tano za wali**  
UK 3

**Mil 22**  
Tareza mitigo ambazo Serikali iliwaka kimozi zimezindudiwa na Bando ya Dar es Salaam mnamo 2023/2024. Hata hivyo Bando wamezindudiwa kimozi la kuhudumia kazi milioni 24.

**2024 MWAKA WA UWEKEZAJI NA TIC**  
Kupitia TIC, MWEKEZAJI anawezeshwa na kusaidiwa katika taratibu zote za upatikanaji na umiliki wa ARDHI kwa ajili ya uwekezaji  
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## Tips for conducting Mediation at Commission for Mediation and Arbitration (CMA)

The Commission for Mediation and Arbitration (CMA) this is an independent quasi-judicial department of the government which is established under section 12 of the Labour Institutions Act [CAP 300 R.E 2019]. It is vested with exclusive powers and jurisdiction to determine labour disputes in mainland Tanzania. In as far as determination of disputes are concerned, the Commission performs two core functions which are provided under section 14 (1) (a) and (b) of the Labour Institutions Act [CAP 300 R.E 2019] namely; to mediate any dispute referred to it in terms of any labour law and to arbitrate.

What is Mediation?

Mediation as defined under Rule 3(1) of the Labour Institutions (Mediation and Arbitration Guidelines) Rules, 2007. "...is a process in which a person independent of the process parties is appointed as mediator and attempts to assist them to resolve a dispute and may meet with the parties either jointly or separately, and through discussion and facilitation, attempt to help the parties settle their dispute".

Is Mediation Compulsory?

YES, the mediation process is mandated by law as a compulsory step in the resolution of disputes, encompassing complaints or conflicts of interests. The compulsory nature of mediation not only reflects a commitment to efficiency in dispute resolution but also signifies a belief in the potential for parties to reach consensual and sustainable agreements through this structured and guided process.

Once the Referral Form (CMA Form No 1) is properly before the CMA, the CMA appoints a mediator, time and venue at which the mediation hearing will take place. Parties are informed of these particulars through a summons. This position of law is also discussed in the case of Salim Kitojo Vs Vodacom Tanzania Ltd High Court of Tanzania, Labour Division at Dar Es Salaam Labour Revision No. 5 of 2010 (Unreported), the High Court had something to say about the mediation that, "mediation process is a compulsory process under the law in every dispute whether it is for dispute of complaints or conflict of interests....."

What are advantages of Mediation?

It is the spirit of labour laws that disputes must be completed within a short period of time. This habit of the law has the following advantages;

- Saves time of the parties
- Reduce cost implications
- User friendly as no legal technicalities
- Informality

Mediation is an informal process, designed to suit the needs of the parties, allowing the parties to present their arguments in an informal manner, not bound by the procedures of the legal system.