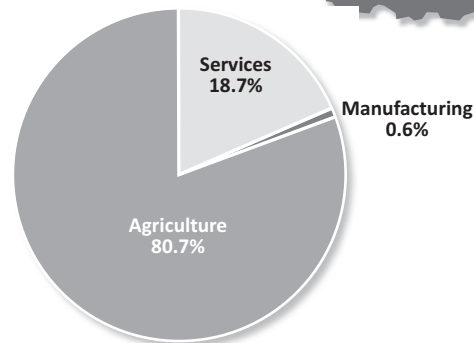


# Tanzania

The Government of the United Republic of Tanzania prepared its Plan of Action to Combat Commercial Sexual Exploitation of Children, enacted the Anti-Trafficking Law, and implemented a number of policies and programs to support children and families impacted by the worst forms of child labor. However, funding for these efforts is limited and enforcement remains weak. Exploitative child labor continues in agriculture and fishing.

## Statistics on Working Children and School Attendance

Children	Age	Percent
Working	5-14 yrs.	27.9
Attending School	5-14 yrs.	75.4
Combining Work and School	7-14 yrs	24.2



## Prevalence and Sectoral Distribution of the Worst Forms of Child Labor<sup>5505</sup>

The United Republic of Tanzania (Tanzania) includes Mainland Tanzania and the semi-autonomous archipelago of Zanzibar.<sup>5506</sup> Children in Tanzania are engaged in the worst forms of child labor, including in agriculture and fishing. In Mainland Tanzania, children work in the cultivation of coffee, sisal, tea, timber, and tobacco and in Zanzibar, they work in the production of cloves. These children work with dangerous tools, are exposed to pesticides and chemical fertilizers, and carry heavy loads.<sup>5507</sup> Reportedly, children are also involved in the production of cashews, rice, seaweed and sugarcane.<sup>5508</sup> Children in Tanzania are engaged in fishing, including for Nile perch, in which they are exposed to risks of injury by being entangled in nets and using sharp tools to clean fish. Children in fishing camps are also susceptible to sexual exploitation.<sup>5509</sup>

Children in Tanzania work in artisanal mines and stone quarries, including in the production of tanzanite, in which they crush stones with dangerous tools and carry heavy loads. Some engage in sex work in mining camps.<sup>5510</sup> Children in Zanzibar are reportedly involved in making gravel.<sup>5511</sup>






Girls are commonly employed as domestic servants, sometimes by force.<sup>5512</sup> Domestic servants are known to work long hours and may be sexually abused. Girls who flee abusive households may be exploited as prostitutes.<sup>5513</sup>

In urban areas, children are exposed to injuries scavenging for scrap metal and other items to sell.<sup>5514</sup> In Zanzibar, children work in the tourism industry, as guides and street vendors, sometimes for long hours. Girls, including those employed as cleaners in tourist hotels, have been exploited through prostitution.<sup>5515</sup>

Trafficking for forced labor and commercial sexual exploitation is a problem in Tanzania. Poor rural children in particular are trafficked internally for forced labor and commercial sexual exploitation.<sup>5516</sup> Some Tanzanian girls are coerced into prostitution in tourist areas and forced into domestic work.<sup>5517</sup>

## Laws and Regulations on the Worst Forms of Child Labor

The Constitution stipulates which laws in Tanzania apply to the entire United Republic; however, labor laws are not among them. Therefore, Mainland Tanzania and Zanzibar have separate legal regimes governing child labor.<sup>5518</sup> Mainland Tanzania is subject to the Employment and Labor Relations Act No. 6 2004, which prohibits the employment

	C138, Minimum Age	✓
	C182, Worst Forms of Child Labor	✓
	CRC	✓
	CRC Optional Protocol on Armed Conflict	✓
	CRC Optional Protocol on the Sale of Children, Child Prostitution, and Child Pornography	✓
	Palermo Protocol on Trafficking in Persons	✓
	Minimum Age for Work	14
	Minimum Age for Hazardous Work	18
	Compulsory Education Age	15
	Free Public Education	Yes

of children younger than age 14, except in the case of light work, and prohibits children younger than age 18 from working in dangerous environments. The law also establishes criminal penalties for anyone using illegal child labor or forced labor.<sup>5519</sup> The Government maintains a list of the worst forms of child labor, which was updated during

the reporting period but has yet to be finalized and officially published.<sup>5520</sup> While Mainland Tanzania has a strong legal framework, the Employment and Labor Relations Act does not apply to individual members of the Tanzanian Peoples Defense Forces, the Police Force, the Prisons Service, and the National Service.<sup>5521</sup>

The Sexual Offences and Provisions Act 1998 includes penalties for procuring a child younger than age 18 for sexual abuse, for indecent exhibition, or for sexual intercourse.<sup>5522</sup> The Penal Code also punishes those knowingly living off the earnings of prostitution.<sup>5523</sup>

The Child Act 2009 harmonizes all mainland laws pertaining to children.<sup>5524</sup> The law prohibits the employment of children in exploitative labor in the formal and informal sectors and prohibits forced child labor, children working in hazardous work, and the sexual exploitation of children.<sup>5525</sup> The act includes a list of hazardous activities from which children in Mainland Tanzania are prohibited.

There is no law similar to the Child Act to protect children in Zanzibar.<sup>5526</sup> The Zanzibar Employment Act No 11 prohibits child labor, including the worst forms of child labor. However, the Employment Act does not include a list of hazardous work prohibited to children.<sup>5527</sup> The Penal Code of Zanzibar reportedly includes provisions relating to the worst forms of child labor, and the Zanzibar Guidelines Against Child Labor defines both child labor and hazardous work.<sup>5528</sup> However, research did not determine the content of these guidelines or the comprehensiveness of such definitions.

In addition to the Mainland Tanzania and Zanzibar legal frameworks on child labor, some districts have incorporated restrictions against child labor into their individual by-laws.<sup>5529</sup>

The Anti-Trafficking in Persons Act 2008 is applicable to both Mainland Tanzania and

Zanzibar.<sup>5530</sup> The law covers all aspects of trafficking in persons and considers trafficking of children to be “severe trafficking,” a criminal offense with heavier penalties.<sup>5531</sup> Military recruitment of children younger than age 18 years is prohibited by law, though children ages 16 and 17 may volunteer with parental consent.<sup>5532</sup>

### **Institutional Mechanisms for Monitoring and Enforcement**

The Prime Minister’s Office Regional Administration and Local Government (PMORALG) is the chair of the National Intersectoral Committee on Child Labor. With representation from various government ministries and NGOs the committee coordinates action to bring attention to child labor issues and is committed to strengthening local structures to eliminate child labor.<sup>5533</sup> District-level entities also report on the prevalence of working children and current village and district-level child labor interventions to the PMORALG; however regional governments are not involved. The committee did not implement any activities to strengthen local structures during the reporting period.<sup>5534</sup>

In Mainland Tanzania, the Ministry of Labor, Employment, and Youth Development is responsible for the enforcement of child labor laws.<sup>5535</sup> As the lead agency on child labor issues, the Ministry of Labor works closely with the Ministry of Community Development, Women, and Children, the Ministry of Home Affairs, the Ministry of Education, the Ministry of Agriculture, and the Ministry of Health and Social Welfare, as well as the PMORALG.<sup>5536</sup> The Ministry of Labor maintains a separate Child Labor Unit. During the reporting period the unit had three staff members and a budget of \$32,000.<sup>5537</sup>

The Ministry of Labor has a total of 90 labor officers in Tanzania.<sup>5538</sup> Their training includes a child labor component. Each region also has one or more labor officers responsible for enforcing labor laws, including those related to child labor.

There are no labor officers at the district level.<sup>5539</sup> The Ministry of Community Development, Gender and Children and the Ministry of Health and Social Welfare are responsible for the district government-employed community development officers and social welfare officers who monitor child labor at the district and village levels and report findings to the PMORALG.<sup>5540</sup>

Zanzibar’s Ministry of Labor, Youth and Women, which was responsible for enforcing the archipelago’s child labor laws, was restructured and renamed during the reporting period.<sup>5541</sup> It is not clear whether the newly formed Ministry of Labor, Economic Empowerment and Cooperatives will remain the lead ministry for the enforcement of child labor.<sup>5542</sup> The Labor Commission, under the Ministry of Labor, is responsible for matters related to labor inspections.<sup>5543</sup> The Ministry of Social Welfare and Youth Development in Zanzibar is responsible for all child protection issues and created a separate Child Protection Unit.<sup>5544</sup>

Throughout Tanzania, at the district and community level, child labor committees identify and monitor children engaged in exploitative child labor.<sup>5545</sup> Child labor cases are usually resolved by district courts, and children engaged in exploitative labor are referred to social welfare officers for services and support. While district courts have jurisdiction over child labor cases, the Commission for Mediation and Arbitration responsible for other types of labor violations, can also mediate and arbitrate child labor law violations that have been reported to them or can send them to district courts.<sup>5546</sup> The distance and cost of traveling to district courts may deter rural inhabitants from taking complaints to them.<sup>5547</sup> The police investigate cases of child labor reported to police stations, and in some cases, refer them to labor officers or solicit the assistance of social welfare officers.<sup>5548</sup> The Mainland Child Labor Unit received one child labor complaint during the reporting period.<sup>5549</sup> However, no data was available on the number of child labor cases, violations or prosecutions in 2010.<sup>5550</sup>

The Inter-Ministerial Committee on Human Trafficking, headed by the Ministry of Health and Social Welfare, advocates for the implementation of the Anti-Trafficking Act. The committee met twice during the reporting period.<sup>5551</sup> Tanzania's Anti-Trafficking Law includes provisions to establish an Anti-Trafficking Committee responsible for promoting, defining and coordinating policy to prevent trafficking.<sup>5552</sup> Research found no information on whether this committee will replace the Inter-Ministerial Committee on Human Trafficking.<sup>5553</sup>

The Interpol Office of Transnational Crimes within the police force includes the position of an officer responsible for trafficking. The police also have an independent trafficking desk.<sup>5554</sup> Despite these positions, there are no budgets allocated for activities to support anti-trafficking efforts.<sup>5555</sup> Trafficking cases, including those related to child trafficking, can be reported through Interpol and NGO hotlines. Prosecutors and police received limited training on trafficking and providing assistance to victims' assistance.<sup>5556</sup> The Ministry of Labor and the Ministry of Home Affairs are responsible for the enforcement of trafficking. No information is available on the total number of prosecutions related to child trafficking. However, there was a report of one man prosecuted, convicted and sentenced to 12 years in jail for child trafficking in Mainland Tanzania.<sup>5557</sup>

### **Government Policies on the Worst Forms of Child Labor**

The National Action Plan for the Elimination of Child Labor for Mainland Tanzania (2009) highlights key stakeholders and ministries responsible for child labor interventions and proposes strategies including poverty alleviation, capacity building for enforcement and protection mechanisms and monitoring and evaluation to combat the worst forms of child labor.<sup>5558</sup> Zanzibar also has a National Action Plan for the Elimination of Child Labor (2009), which gives authority to the Zanzibar Child Labor Steering Committee, chaired by the Permanent Secretary of the Chief

Minister's Office and composed of key officials from various implementing agencies responsible for child labor, to provide policy guidance for the national action plan. The National Steering Committee exchanges information with the National Intersectoral Coordinating Committee in Mainland Tanzania.<sup>5559</sup> District labor officers oversee the implementation of the national action plans in individual districts in Mainland Tanzania and Zanzibar, in partnership with education officers, social welfare officers, and women and child welfare officers.<sup>5560</sup>

In addition to child labor specific policies, the National Strategy for Growth and Reduction of Poverty (NSGRP) 2005-2010 mentions child labor and considers child laborers among the most vulnerable populations.<sup>5561</sup> The policy commits the government to: reduce the percentage of children engaged in child labor to less than 10 percent by 2010 link former child laborers to educational alternatives and increase primary school enrollment, attendance and completion for child laborers and other vulnerable children.<sup>5562</sup> Research did not find information on the Government's achievements towards these indicators. The NSGRP II, finalized in July 2010, does not explicitly mention child labor, including in the agriculture and fishing sectors, in which there is a high prevalence of working children.<sup>5563</sup> The policy, however, does contain provisions for improving illiteracy rates and low participation of out-of-school children, promoting children's rights, and providing social protection interventions to assist vulnerable populations, which may include families of working children.<sup>5564</sup> The second Zanzibar Strategy for Growth and Poverty Reduction, published in October 2010, includes a number of specific activities to reduce child labor, including providing support for the rehabilitation and re-integration of children withdrawn from child labor into the education system, building capacity of district officials and civil society to adapt simple versions of child labor educational materials, formulating child labor by-laws, supporting

long-term economic interventions in support of households with children engaged in and at-risk of engaging in child labor, and strengthening the system for inspection and enforcement of child labor laws.<sup>5565</sup> There is no information on whether these activities have been budgeted or implemented. These poverty reduction plans contribute to the Government of Tanzania's National Development Vision of 2025.<sup>5566</sup>

The Primary Education Development Plan (PEDP) and the PRSP eliminated school fees in Tanzania.<sup>5567</sup> However, students or their parents were required to contribute money to cover school building projects and the school feeding programs as well as the construction of classrooms and provision of teachers' houses.<sup>5568</sup> These requirements increase the risk of children's involvement in the worst forms of child labor.

The Ministry of Community Development, Gender and Children prepared the Plan of Action to Combat Commercial Sexual Exploitation of Children in 2010.<sup>5569</sup> Research found no information on the status of this plan of action.

A number of other Government policies target child labor, including the National Costed Plan of Action for Most Vulnerable Children 2007-2010, which includes child laborers among its most vulnerable children; the National Employment Policy 2007, which requires the Government and partners to provide child labor guidelines and programs; the United Republic of Tanzania Child Development Policy, which has a goal of eliminating the worst forms of child labor; the Zanzibar Child Protection Policy, which supports the Government's commitment to the Convention on the Rights of the Child; and the National Social Protection Framework, which identifies child labor as a coping mechanism for families with economic risks and proposes strategies to improve sustainable livelihoods.<sup>5570</sup>

The Government has focused on training as a means to address child labor and developed a number of policies and institutions to support

this effort, including the Zanzibar Vocational Education and Training Policy (2005), which provides government and private job training and preparation to youth; a Ministry of Education-managed alternative education program, which assists adults and children who have dropped out of school; the Mainland Tanzania Complimentary Basic Education and Training (COBET) program, which targets child laborers and provides child labor components in its curricula; and the Vocational Education and Training Authority, which provides skills and entrepreneurship training to rural populations and incorporates child labor targets.<sup>5570</sup> Tanzania's Secondary Education Development Programme (SEDP) and the PEDP also contributed to increased enrollments in schools.<sup>5571</sup> The question of whether these programs had an impact on child labor has not been addressed.

Children involved in or at risk of becoming involved in child labor are identified by the Most Vulnerable Children Committees, which operate at the ward and village levels.<sup>5572</sup> The Ministry of Labor also established child labor committees in some districts, which work in coordination with USDOL-funded projects.<sup>5573</sup> Districts are guided by the District Framework for Interventions on Child Labor in Tanzania, which outlines a strategic approach in district-based action against child labor.<sup>5574</sup> Districts integrate child labor into individual district development plans and budgets, and many do this by promoting of enrollment and retention in basic education and targeting vulnerable households in poverty reduction initiatives.<sup>5575</sup> Some districts have included child labor in their annual budgeting and planning process, with a focus on the employment sectors prevalent in particular districts.<sup>5576</sup>

The Government prioritized data collection, both through the Integrated Labor Force Survey, 2006 and the Zanzibar Labor Force Survey to identify child laborers and specify economic activities in which children participate, including the hazards facing these children.<sup>5577</sup> In collaboration with

UCW the Government conducted a preliminary analysis of the situation of children and youth.<sup>5578</sup>

### **Social Programs to Eliminate or Prevent the Worst Forms of Child Labor**

A \$5.6 million, USDOL-funded project, which ended in November 2010 withdrew and prevented 10,596 children from the worst forms of child labor in agriculture. The Government supported the monitoring of schools and worksites, classroom inspections, payment to COBET teachers in selected districts, provision of agricultural inputs to project beneficiaries, awareness-raising television advertisements, and in-kind contributions, including office space.<sup>5579</sup> The Government actively participated in a sustainability conference held by the project to develop six resolutions related to child protection and the worst forms of child labor and to ensure that project activities could be sustained beyond the life of the project.<sup>5580</sup> The Government also adopted the Strategy for Vocational Skills Development with project support.<sup>5581</sup> Child labor has also been prioritized in Tanzania's Decent Work Country Program assisted by ILO.<sup>5582</sup> USDOL is currently funding a \$1.71 million project, "Strengthening Labor Law Compliance", which supports the labor inspection component of ILO's child labor projects.<sup>5583</sup>

The Government of Tanzania issued a nationwide circular encouraging the establishment of

feeding programs in all government schools.<sup>5584</sup> No funding was available, however, to assist districts in implementing this new government initiative.<sup>5585</sup>

The Ministry of Labor piloted a child labor monitoring system with the National Orphans and Vulnerable Children Database in three districts in Tanzania. No information was available on the use of this monitoring system.<sup>5586</sup>

The Government has promoted nationwide enrollment in basic education, which involves community mobilization and increased budgetary allocations to ensure that enrollment covers children from poor, vulnerable families.<sup>5587</sup> The National Empowerment Fund supports poverty reduction efforts at the region and district levels, channeled through financial institutions in the rural areas. The Tanzania Social Action Fund provides funding grants and a conditional cash transfer program to vulnerable populations, including children.<sup>5588</sup> The question of whether the Government's basic education program and National Empowerment Fund have an impact on the worst forms of child labor does not appear to have been addressed.

The Government of Tanzania currently contributes the majority of budgetary funds for the East African Regional Training Academy for immigration officials, which provides instruction in anti-trafficking.<sup>5590</sup>

## Based on the reporting above, the following actions would advance the reduction of the worst forms of child labor in Tanzania:

### IN THE AREA OF LAWS AND REGULATIONS:

- Ensure protections for children in Zanzibar’s laws comparable to those outlined in the Child Act, which only applies to Mainland Tanzania.
- Update the Employment and Labor Relations Act to include members of the Tanzanian Peoples Defense Forces, the Police Force, the Prisons Service and the National Service, which are currently not bound by any provisions in the law, including those on child labor.
- Establish a list of hazardous work and hazardous activities prohibited for children in Zanzibar.

### IN THE AREA OF COORDINATION AND ENFORCEMENT:

- Provide funding to the Child Labor Unit for field visits, educational activities, or district-level child labor interventions.
- Clarify which ministry is responsible for coordinating and enforcing child labor laws in Zanzibar.
- Publically make available information on child trafficking violations and prosecutions in Mainland Tanzania and in Zanzibar.
- Increase funding for labor officers and ensure that labor inspectors receive training and resources to conduct inspections focused on child labor.
- Increase the number of child labor cases tried through the justice system in district courts or resolved through the Commission for Mediation and Arbitration. Provide legal aid, transportation or other assistance to help poor families access district courts.

### IN THE AREA OF POLICY:

- Integrate concrete actions to support the elimination of child labor into the NSGRP II for Mainland Tanzania.
- Ensure that child labor activities in the Zanzibar Strategy for Growth and Poverty Reduction are budgeted.
- Implement the Plan of Action to Combat Commercial Sexual Exploitation of Children.
- Assess the impact of all relevant policies on the worst forms of child labor.

### IN THE AREA OF SOCIAL PROGRAMS:

- Develop concrete programs building on past USDOL-funded projects to support, withdraw and prevent children engaged in hazardous labor, especially in agriculture and fishing.
- Expand the pilot child labor monitoring system to all districts in Tanzania. Ensure that all labor inspectors have access to this data and share with police, teachers and other actors to strengthen monitoring and enforcement of child labor laws.
- Implement school feeding programs in all government schools and provide grants to support families unable to afford associated costs of education.
- Assess the impact that the Government’s basic education program and National Empowerment Fund have on addressing the worst forms of child labor.

<sup>5505</sup> Data provided in the chart at the beginning of this country report are based on UCW analysis of ILO SIMPOC, UNICEF MICS, and World Bank surveys, Child Economic Activity, School Attendance, and Combined Working and Studying Rates, 2005-2010. Data provided are from 2005-2006. Reliable data on the worst forms of child labor are especially difficult to collect given the often hidden or illegal nature of the worst forms. As a result, statistics and information on children's work in general are reported in this section, which may or may not include the worst forms of child labor. For more information on sources used, the definition of working children, and other indicators used in this report, please see the "Children's Work and Education Statistics: Sources and Definitions" section of this report.

<sup>5506</sup> U.S. Embassy- Dar es Salaam, reporting, January 30, 2009, para. 2.

<sup>5507</sup> Government of Tanzania- Ministry of Labour, Employment, and Youth Development, Review on Enforcement of Child Labour Legislation in Ten Selected Districts in Tanzania, 2009, 5, 7, 34, 31, 35, 42, 44, 46. See also U.S. Embassy- Dar es Salaam, reporting, January 30, 2009, para. 2. See also Winrock International, Teaching Education Alternatives for Children (TEACH), Project Document, September 2006, 8, 21. See also ILO-IPEC, Support for the Time-Bound Programme on the Worst Forms of Child Labour in Tanzania: Phase II, Project Document, Geneva, September 2005, Annex 1, ix, 2, 3. See also International Confederation of Free Trade Unions (ICFTU), Internationally Recognized Core Labour Standards in Tanzania: Report for the WTO General Council Review of the Trade Policies of Tanzania, Geneva, October 25 and 27, 2006, 7, 8; available from [www.icftu.org/www/pdf/corelabourstandards2006tanzania.pdf](http://www.icftu.org/www/pdf/corelabourstandards2006tanzania.pdf). See also Stephen Dassu, "Tanzania: Child Labour Declining on Slow Pace- ILO", allAfrica.com, [online], June 1, 2010 [cited March 22, 2011]; available from <http://allafrica.com/stories/printable/201006011164.html>.

<sup>5508</sup> ILO-IPEC, Support for the Timebound Program: Phase II, Project Document (September 2005), xi, Annex 1. See also Government of Tanzania- Ministry of Labour, Employment, and Youth Development, Review on Enforcement of Child Labour Legislation, 35. See also Winrock International, Teaching Education Alternatives for Children (TEACH), Project Document, 8. See also allAfrica.com, "Tanzania: Tobacco Sub-Sector Advocates Cooperation and Correct Information", allAfrica.com, [online], June 10, 2010 [cited March 21, 2011]; available from <http://allafrica.com/stories/201006101117.html>. See also Revolutionary Government of Zanzibar- Ministry of Labour, Youth, and Women and Children Development, National Action Plan for the Elimination

of Child Labour 2009-2015, 2009, 3; available from [http://www.ilo.org/ipeinfo/product/download.do?jsessionid=0a038009ceb6d5d60a988e241869e77f78b866b5624.hkzFngTDp6WImQuUaNaKbND3IN4K-xaIah8S-xyIn3uKmAiN-AnwbQbxaNvzaAmI-huKa30xgx95fjWTa3eIpkzFngTDp6WImQuxax4KaNiRbxuTc2b48OX3b4DtGj15eMbyknvrkLOIQzNp65In0\\_\\_?type=document&id=16321](http://www.ilo.org/ipeinfo/product/download.do?jsessionid=0a038009ceb6d5d60a988e241869e77f78b866b5624.hkzFngTDp6WImQuUaNaKbND3IN4K-xaIah8S-xyIn3uKmAiN-AnwbQbxaNvzaAmI-huKa30xgx95fjWTa3eIpkzFngTDp6WImQuxax4KaNiRbxuTc2b48OX3b4DtGj15eMbyknvrkLOIQzNp65In0__?type=document&id=16321). See also U.S. Department of State, "Tanzania," in Country Reports on Human Rights Practices- 2010, Washington, DC, March 11, 2010, section 7d; available from <http://www.state.gov/documents/organization/160147.pdf>. See also Basic Education Coalition, "Too Much Work, Too Little School," International Basic Education Update- Tanzania (May 6, 2011 2008); available from [http://www.basiced.org/wp-content/uploads/Newsletter/2010/April\\_16\\_2010\\_update.pdf](http://www.basiced.org/wp-content/uploads/Newsletter/2010/April_16_2010_update.pdf). See also U.S. Embassy- Dar es Salaam, reporting, January 30, 2009, para. 3.

<sup>5509</sup> USDOL, Trip Report of Site Visit by U.S. Department of Labor Officials to Tanzania: May 15-28, Washington, DC, May 2010, 3, 4. See also Government of Tanzania, Key Findings on Child Labour in Tanzania: Based on the Analysis of Findings of the Integrated Labour Force Survey, 2006, Dar es Salaam, January 2009, 10, 13. See also Revolutionary Government of Zanzibar- Ministry of Labour, Youth, and Women and Children Development, National Action Plan for the Elimination of Child Labour, 3. See also Government of Tanzania- Ministry of Labour, Employment, and Youth Development, Review on Enforcement of Child Labour Legislation, 35. See also Basic Education Coalition, "Too Much Work, Too Little School." See also ILO-IPEC, Support for the Time-Bound Programme on the Worst Forms of Child Labour in Tanzania- Phase II, Project Document, Geneva, September 2005, 3. See also USDOL, List of Goods Produced by Child Labor or Forced Labor 2010 Report Required by the Trafficking Victims Protection Reauthorization Act (Sources), Washington, DC, May 2010, 16.

<sup>5510</sup> ILO-IPEC, Girls in mining: Research finding from Ghana, Niger, Peru and the United Republic of Tanzania, 2007, section 2.1.4, 2.1.3 and 2.3.1; available from <http://www.ilo.org/dyn/gender/docs/RES/539/F181278003/Girls%20in%20Mining.pdf>. See also Integrated Regional Information Networks, "Tanzania: Gem slaves: Tanzanite's child labour", IRINnews.org, [online], September 6, 2006 [cited May 6, 2011]; available from <http://www.irinnews.org/Report.aspx?ReportId=61004>. See also U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, para. 1. See also Government of Tanzania- Ministry of Labour, Employment, and Youth Development, Review on Enforcement of Child Labour Legislation, 30. See also U.S. Embassy- Dar es Salaam, reporting, January 30, 2009, para. 3. See also International Confederation of Free Trade Unions (ICFTU), Report for the WTO General Council Review of the Trade Policies of Tanzania, 8.



- <sup>5511</sup> U.S. Embassy- Dar es Salaam, reporting, January 28, 2011, para 2(1)(1). See also U.S. Department of State, “Country Reports- 2010: Tanzania,” 44-45. See also Integrated Regional Information Networks, “Tanzania: Too much work, too little school,” IRINnews.org, [online], April 7, 2010 [cited June 9, 2011]; available from <http://www.irinnews.org/PrintReport.aspx?ReportID=88720>.
- <sup>5512</sup> U.S. Embassy- Dar es Salaam, reporting, January 28, 2011. See also U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, para. 2A.
- <sup>5513</sup> U.S. Department of State, “Tanzania,” in Country Reports on Human Rights Practices- 2010, Washington, DC, June 10, 2010, section 7d; available from <http://www.state.gov/documents/organization/142984.pdf>. See also U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, 2A. See also U.S. Embassy- Dar es Salaam, reporting, January 28, 2011, para. 1 A-F. See also U.S. Department of State, “Tanzania (Tier 2 Watch List),” in Trafficking in Persons Report- 2010, Washington, DC, June 14, 2010; available from <http://www.state.gov/documents/organization/142984.pdf>. See also UN Committee on the Rights of the Child, Summary Record of the 1363rd Meeting: Consideration of Reports Submitted by States Parties (continued), CRC/C/SR.1363, October 21, 2008, para 66; available from [http://www.bayefsky.com/summary/tanzania\\_crc\\_c\\_sr1363\\_2008.pdf](http://www.bayefsky.com/summary/tanzania_crc_c_sr1363_2008.pdf).
- <sup>5514</sup> UNESCO, From street child to star pupil, [online] 2011 [cited May 4, 2011]; available from <http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/ED/GMR/pdf/gmr2010/gmr2010-stories-from-the-classroom.pdf>. See also Government of Tanzania- Ministry of Labour, Employment, and Youth Development, Review on Enforcement of Child Labour Legislation, 47. See also U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, para. 2A.
- <sup>5515</sup> USDOL, Trip Report of Site Visit (May 2010), 3. See also U.S. Embassy- Dar es Salaam, reporting, January 28, 2011, 2-1 1. See also Revolutionary Government of Zanzibar- Ministry of Labour, Youth, and Women and Children Development, National Action Plan for the Elimination of Child Labour, 3. See also U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, 2A. See also Basic Education Coalition, “Too Much Work, Too Little School.” See also U.S. Department of State, “Trafficking in Persons Report- 2010: Tanzania.”
- <sup>5516</sup> Government of Tanzania- Ministry of Labour, Employment, and Youth Development, National Action Plan for the Elimination of Child Labor, Dar es Salaam, June 2009, 4. See U.S. Department of State, “Trafficking in Persons Report- 2010: Tanzania.” See also U.S. Embassy- Dar es Salaam, reporting, January 30, 2009, para 1. See also U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, 2A.
- <sup>5517</sup> U.S. Department of State, “Trafficking in Persons Report- 2010: Tanzania.”
- <sup>5518</sup> Government of Tanzania, The Constitution of the United Republic of Tanzania, (1977); available from <http://www.tanzania.go.tz/constitutionf.html> [hardcopy on file]. See also Government of Tanzania, Employment and Labour Relations Act, 2004, (December 2006), article 6; available from <http://www.parliament.go.tz/Polis/PAMS/Docs/6-2004.pdf>.
- <sup>5519</sup> Government of Tanzania, Employment and Labour Relations Act, part 2, article 5. See also ILO Committee of Experts, Individual Observation concerning Worst Forms of Child Labour Convention, 1999 (No. 182) United Republic of Tanzania (ratification: 2001), [online] 2010 [cited May 4, 2011]; available from <http://www.ilo.org/ilolex/english/index.htm>.
- <sup>5520</sup> U.S. Embassy- Dar es Salaam, reporting, January 30, 2009, para 7. See also ILO-IPEC, Support for the Time-Bound Programme on the Worst Forms of Child Labour, Technical Progress Report, March 2010, 96.
- <sup>5521</sup> Government of Tanzania, Employment and Labour Relations Act, 2(1).
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<sup>5535</sup> U.S. Department of State, "Country Reports- 2010: Tanzania," section 7d. See also U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, 2c-2. See also U.S. Embassy- Dar es Salaam, reporting, January 30, 2009, para 9.

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<sup>5537</sup> U.S. Embassy- Dar es Salaam, reporting, February 9, 2010, 2 (C) 4. See also U.S. Embassy- Dar es Salaam, reporting, January 28, 2011, 2-4-4. See also USDOL, Trip Report of Site Visit (May 2010).

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