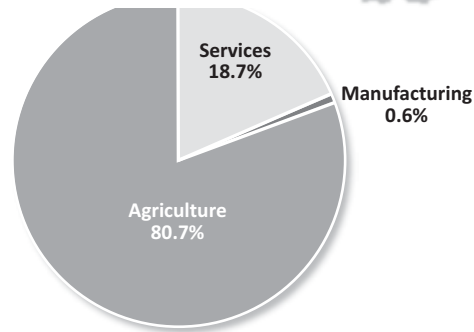


# Tanzania

*The Government of the United Republic of Tanzania has strengthened its legal and policy framework to combat the worst forms of child labor, including by instituting the Zanzibar National Action Plan for the Elimination of Child Labor and adopting the Anti-Trafficking Law. However, enforcement remains weak and funding to sustain current efforts has not been made available. Unsafe and unhealthy child labor in agriculture and mining continues to exist, and children are still trafficked and involved in prostitution.*

## 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>4766</sup>

The United Republic of Tanzania (“Tanzania”) includes Mainland Tanzania and the semi-autonomous archipelago of Zanzibar. Children in Tanzania are found in the worst forms of child labor, particularly in agriculture and fishing. On Mainland Tanzania, children work in the cultivation of coffee, sisal, tea, timber, cloves, and tobacco, where they work with dangerous tools, are exposed to pesticides and chemical fertilizers, and carry heavy loads.<sup>4767</sup> Although evidence is limited, there is reason to believe that the worst forms of child labor are used in the production of sugarcane and seaweed farming.<sup>4768</sup> Children in Mainland and Zanzibar are engaged in fishing, including fishing Nile Perch, where they are exposed to risks of injury such as being entangled in nets and using sharp tools to clean fish. Children in fishing camps are also susceptible to sexual exploitation.<sup>4769</sup>

Children in Tanzania work in artisanal mines and stone quarries, including in the production of tanzanite, where they crush stones with dangerous tools, carry heavy loads, and some engage in sex work.<sup>4770</sup> In urban areas, children are exposed to dangers working in bars and scavenging for scrap metal and other items to sell.<sup>4771</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 in prostitution.<sup>4772</sup>

Trafficking for forced labor and commercial sexual exploitation is a problem in Tanzania. Girls employed as domestic servants, sometimes by force, work long hours, and may be sexually harassed. Girls who flee abusive households may be exploited as prostitutes.<sup>4773</sup> Poor rural children in particular are trafficked internally for forced labor and commercial sexual exploitation.<sup>4774</sup> Orphans are particularly vulnerable to trafficking.<sup>4775</sup> Some children are reportedly trafficked to South Africa, Saudi Arabia, and Europe for domestic service and prostitution, and some Tanzanian girls are coerced into prostitution in tourist areas.<sup>4776</sup>

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

The Constitution stipulates which laws in Tanzania apply to the entire United Republic; labor laws are not among them. Mainland Tanzania and Zanzibar therefore have separate legal regimes governing child labor.<sup>4777</sup> Mainland Tanzania is subject to the Employment and Labor Relations Act No 6. 2004, which prohibits the employment of children under age 14, except in the case of light work, and prohibits children under age 18 years from working in hazardous environments. The law also establishes criminal penalties for anyone using illegal child labor or forced labor.<sup>4778</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>4779</sup>

The Sexual Offences and Provisions Act 1998 includes penalties for procuring a child less than age 18 for sexual abuse, for indecent exhibition, or for sexual intercourse.<sup>4780</sup> The Penal Code also punishes those knowingly living off the earnings of prostitution.<sup>4781</sup>

The Child Act, passed in 2009, harmonizes all Mainland laws pertaining to children.<sup>4782</sup> The law prohibits the employment of children in exploitive labor in the formal and informal sectors, and prohibits forced child labor, children in hazardous work, and the sexual exploitation of children.<sup>4783</sup> The Act includes a list of hazardous activities from which children in Mainland Tanzania are prohibited.






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>4784</sup>

Zanzibar is governed by the Zanzibar Employment Act No 11, which prohibits child labor, including the worst forms of child labor. However, the law does not include a list of hazards or specify hazardous work within sectors in which the use of children is forbidden.<sup>4785</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>4786</sup> However, the content of these guidelines was not

located through research and the comprehensiveness of such definitions cannot be evaluated in this report.

In addition to the Mainland and Zanzibar legal frameworks on child labor, some districts have incorporated restrictions against child labor into their individual by-laws, focusing on child labor specific to economic activities in their district.<sup>4787</sup>

During the reporting period, the Anti-Trafficking in Persons Act 2008 came into effect and is applicable to both Mainland Tanzania and Zanzibar.<sup>4788</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>4789</sup>

	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

## Institutional Mechanisms for Coordination 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 non-governmental organizations, it coordinates action to bring attention to child labor issues<sup>4790</sup> and strengthen local structures to eliminate child labor.<sup>4791</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.

In Mainland Tanzania, the Ministry of Labor, Employment, and Youth Development is responsible for the enforcement of child labor laws.<sup>4792</sup> There are a total of 90 labor officers in Tanzania.<sup>4793</sup> Their training includes a child labor component.<sup>4794</sup> As the lead agency on child labor issues, this Ministry works closely with the Ministries of Community Development, Gender, and Children; Home Affairs; Education; Agriculture; and Health and Social Welfare and the PMORALG.<sup>4795</sup> The Ministry of Labor maintains a separate Child Labor Unit; however there were only three staff members in the Child Labor Unit and limited funding available.<sup>4796</sup> Each region also has one or more labor officers responsible for enforcing labor laws, including those for child labor. There are no labor officers at the district level.<sup>4797</sup>

Labor inspectors coordinate with social welfare officers to provide services to children withdrawn from the worst forms of child labor.<sup>4798</sup> The Labor and Economic Social Council, under the Department of Labor within the Ministry of Labor, Employment and Youth Development also assists.<sup>4799</sup> Community development officers and social welfare officers, responsible for monitoring child labor at the district and village levels, report to the PMORALG.<sup>4800</sup>

Zanzibar has its own Ministry of Labor, which is responsible for enforcing the archipelago's child labor laws.<sup>4801</sup> In Zanzibar, the Ministry of Labor, Youth Development, Women, and Children; the Commission for Mediation and Arbitration; and the labor court are responsible for enforcing labor laws.<sup>4802</sup> The Labor Commission, under the Ministry of Labor, is responsible for matters related to labor inspections.<sup>4803</sup>

Throughout Tanzania, at the district and community level, child labor committees identify and monitor children engaged in exploitive child labor.<sup>4804</sup> Child labor cases are usually resolved by district courts, with children engaged in exploitive labor referred to social welfare officers for services and support.

While district courts have jurisdiction over child labor cases, the Commission for Mediation and Arbitration (CMA), responsible for other types of labor violations, can also mediate and arbitrate child labor law violations that have been reported to them<sup>4805</sup> or send them to district courts.<sup>4806</sup> The distance and cost of traveling to district courts may deter rural inhabitants from taking complaints to them.<sup>4807</sup> At the ward level, ward tribunals can also mediate labor disputes.

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>4808</sup> There were no child labor cases, violations, or prosecutions in 2009.<sup>4809</sup>

The Interpol Office of Transnational Crimes within the police force includes the position of an officer responsible for trafficking. An independent trafficking desk was also established.<sup>4810</sup> Trafficking cases, including child trafficking, can be reported through Interpol and NGO hotlines. Government officials, social workers, prosecutors, police, and immigration officers received training on trafficking and trafficking victims' assistance.<sup>4811</sup> The government assisted NGOs in identifying 250 trafficking victims; however, there were no prosecutions during the reporting period (though one person was fined \$220 under the Penal Code).<sup>4812</sup>

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

The National Action Plan for the Elimination of Child Labor was released in June 2009.<sup>4813</sup> The plan 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>4814</sup> Zanzibar also has a National Action Plan for the Elimination of Child Labor (NAP) (2009), which gives authority to the Zanzibar Child Labor Steering Committee, composed of key officials from various implementing agencies responsible for child labor, to provide policy guidance for the NAP. The Steering Committee also exchanges information with the National Intersectoral Coordinating Committee

in Mainland Tanzania.<sup>4815</sup> District labor officers are responsible for overseeing the implementation of the NAPs in individual districts, in partnership with education officers, social welfare officers, and women and child welfare officers.<sup>4816</sup>

In addition to child labor specific policies, the National Strategy for Growth and Reduction of Poverty 2005-2010 includes child labor and child trafficking and considers child laborers among the most vulnerable populations.<sup>4817</sup> The policy commits the government to reducing the percentage of children engaged in child labor to less than 10 percent by 2010; links former child laborers to educational alternatives; and aims to increase primary school enrollment, attendance, and completion for child laborers and other vulnerable children.<sup>4818</sup> The Government of Tanzania has not yet passed the draft NSGRP II.<sup>4819</sup> The Zanzibar Strategy for Growth and Poverty Reduction includes a sub-indicator for child labor as well as the implementation of the National Guidelines on Child Labor as a key activity.<sup>4820</sup> These poverty reduction plans contribute to the Government of Tanzania's National Development Vision of 2025.<sup>4821</sup>

Tanzania's new anti-trafficking law includes provisions to establish an Anti-Trafficking Committee responsible for promoting, defining and coordinating policy to prevent trafficking.<sup>4822</sup>

A number of other government policies target child labor, including: the National Costed Plan of Action for Most Vulnerable Children 2007-2010, targeting child laborers among its most vulnerable children; the National Employment Policy (2007), requiring the Government and partners to provide child labor guidelines and programs; the United Republic of Tanzania Child Development Policy, prohibiting the worst forms of child labor; the Zanzibar Child Protection Policy, supporting the Government's commitment to the Convention on the Rights of the Child; and the National Social Protection Framework, identifying child labor as a coping mechanism for families with economic risks and proposing strategies to improve sustainable livelihoods.<sup>4823</sup>

The Government has focused on training as a means to address child labor and developed a number of policies and created institutions to support this effort, including: the Zanzibar Vocational Education and Training Policy (2005), providing government

and private job training and preparation to youth; a Ministry of Education-managed alternative education program assisting 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 (VETA), which provides skills and entrepreneurship training to rural populations and incorporates child labor targets.<sup>4824</sup>

Children involved in or at risk of becoming involved in child labor are identified by Most Vulnerable Children Committees, which operate at the ward and village levels.<sup>4825</sup> The Ministry of Labor, however, has established child labor committees in 16 districts where it has scaled up its activities in coordination with USDOL-funded projects.<sup>4826</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>4827</sup> Districts must integrate child labor into individual district development plans and budgets, and many do this through the promotion of enrolment and retention in basic education and the targeting of vulnerable households in poverty reduction initiatives.<sup>4828</sup> Some district child labor committees have their own budgets for child labor activities.<sup>4829</sup>

The Government has also prioritized data collection, both through the Integrated Labor Force Survey, 2006 and the Zanzibar Labor Force Survey, which identify child laborers, specify economic activities in which children participate, and include hazards facing these children.<sup>4830</sup> Data collected from these surveys were used to develop policies specific to child labor. In collaboration with Understanding Children's Work (UCW), the Government is conducting a preliminary analysis of the situation of children and youth.<sup>4831</sup>

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

Following its adoption of ILO Convention 182 on September 12, 2001, the Government of Tanzania has worked with ILO-IPEC on two USDOL-funded projects to support the convention's implementation. The first ended in 2006 and withdrew or prevented 35,000 children from engaging in the worst forms of child labor. The second continued efforts to

eliminate the worst forms of child labor in commercial agriculture, domestic service, mining, fishing, and prostitution in mainland Tanzania. It ended in December 2009 and withdrew or prevented 22,000 children from exploitive child labor in Mainland Tanzania and in Zanzibar.<sup>4832</sup> Another USDOL-funded project, which ended in 2006, piloted a child labor monitoring system to coordinate national child labor elimination efforts at the local government level; however, the monitoring system has not been implemented in every region in Tanzania.<sup>4833</sup>

This project also established radio-based curriculum and awareness raising activities, which the Ministry of Education and Vocational Training continues to operate in learning centers.<sup>4834</sup> Another USDOL-funded project ended in November 2010 and aims to withdraw 5,145 children and prevent 5,270 children in agriculture from the worst forms of child labor through government monitoring and class inspection, payment to COBET teachers in selected districts, and in-kind contributions, including office space.<sup>4835</sup> Child labor has also been prioritized in Tanzania's Decent Work Country Program assisted by the ILO.<sup>4836</sup> USDOL is currently funding a \$1.71 million project, Strengthening Labor Law Compliance, which supports the labor inspection component of the ILO's child labor projects.<sup>4837</sup>

The Government has promoted nationwide enrolment in basic education, which involves community mobilization coupled with increased budgetary allocation and abolition of school fees to ensure that enrolment covers children from poor, vulnerable families.<sup>4838</sup>

The National Empowerment Fund supports poverty reduction efforts at the region/district level, 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>4839</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 plans to establish an anti-trafficking fund to trace families of victims of human trafficking, including young girls lured to foreign countries that end up in commercial sexual exploitation.<sup>4840</sup> The Government of Tanzania currently contributes the majority of funds to the East African Regional Training Academy for immigration officials, which provides instruction in anti-trafficking.<sup>4841</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:

- 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 prohibited hazardous activities for children in Zanzibar.

### IN THE AREA OF COORDINATION AND ENFORCEMENT:

- Increase funding for labor officers and ensure that labor inspectors receive training and resources to conduct child labor focused inspections.
- Increase the number of child labor cases tried through the justice system through district courts or resolved through the Commission for Mediation and Arbitration (CMA). Provide legal aid, transportation, or other assistance to help poor families to access district courts.

### IN THE AREA OF POLICIES:

- Realize the commitments proposed in the draft National Strategy for Growth and Reduction of Poverty 2005-2010 by passing a new plan with similar child labor objectives.

### IN THE AREA OF PROGRAMS:

- 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 to strengthen enforcement.
- Assess the impact that the Government's basic education program and National Empowerment Fund have on addressing the worst forms of child labor.

<sup>4766</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 on working children and school attendance are from 2005-2006. Data on children combining work and school are from 2001. 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>4767</sup> Government of Tanzania, *Review on Enforcement of Child Labour Legislation in Ten Selected Districts in Tanzania*, prepared by Employment and Youth Development Ministry of Labour, 2009, 7. See also U.S. Embassy- Dar es Salaam, *reporting*, January 30, 2009, para. 2. 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

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, 8; available from [www.icftu.org/www/pdf/corelabourstandards2006tanzania.pdf](http://www.icftu.org/www/pdf/corelabourstandards2006tanzania.pdf).

<sup>4768</sup> ILO-IPEC, *Support for the Timebound Program: Phase II, Project Document (September 2005)*, xi.

<sup>4769</sup> USDOL, *Trip Report of Site Visit by U.S. Department of Labor Officials to Tanzania: May 15-28*, Washington, DC, May, 2010. 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, 13. See also Revolutionary Government of Zanzibar, *National Action Plan for the Elimination of Child Labour 2009-2015*, prepared by Youth Ministry of Labour, Women and Children Development, 2009, 3. See also Basic Education Coalition, "International Basic Education Update- Tanzania: Too Much Work, Too Little School," (2008); available from [http://www.childsoldiersglobalreport.org/files/country\\_pdfs/FINAL\\_2008\\_Global\\_Report.pdf](http://www.childsoldiersglobalreport.org/files/country_pdfs/FINAL_2008_Global_Report.pdf). 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, 46-47.

<sup>4770</sup> ILO-IPEC, *Girls in mining: Research finding from Ghana, Niger, Peru and the United Republic of Tanzania*, 2007, section 3.1.4, 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”, September 6, 2006 [cited January 23, 2009]; available from <http://www.irinnews.org/Report.aspx?ReportId=61004>. See also U.S. Embassy- Dar es Salaam, *reporting*, February 9, 2010, 2A.

<sup>4771</sup> See also UNESCO, *From street child to star pupil*, [accessed April 13, 2010]; available from <http://www.unesco.org/en/efarereport/reports/2010-marginalization/tanzania>. See also Government of Tanzania, *Review on Enforcement of Child Labour Legislation in Ten Selected Districts in Tanzania*. 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). See also FACET BV Supporting Small Enterprises, *Child Labour in Scavenging: Country Study*, August 2004, 3; available from <http://www.waste.nl/redir/content/download/791/5746/file/Final%20report%20Tanzania.pdf>.

<sup>4772</sup> USDOL, *Trip Report of Site Visit to Tanzania*.

<sup>4773</sup> U.S. Department of State, “Tanzania (Tier 2),” in *Trafficking in Persons Report- 2008*, Washington, DC, June 4, 2008; available from <http://www.state.gov/documents/organization/105659.pdf>. 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>4774</sup> U.S. Department of State, “Tanzania,” in *Country Reports on Human Rights Practices- 2009*, Washington, DC, March 11, 2009; available from <http://www.state.gov/g/drl/rls/hrrpt/2009/af/135957.htm>. See also Government of Tanzania, *National Action Plan for the Elimination of Child Labor*, Ministry of Labour, Employment and Youth Development, Dar es Salaam, June, 2009, 4. See also ILO Committee of Experts, *Individual Direct Request, Worst Forms of Child Labour Convention, 1999 (No. 182) United Republic of Tanzania (ratification: 2001)*, [online] 2007 [cited February 13, 2010]; available from [http://www.oit.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloilc&document=2876&chapter=16&query=\(Tanzania-Tanganika\)%40ref%2Brequest%40ref%2B%23YEAR%3D2008&highlight=&querytype=bool&context=0](http://www.oit.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloilc&document=2876&chapter=16&query=(Tanzania-Tanganika)%40ref%2Brequest%40ref%2B%23YEAR%3D2008&highlight=&querytype=bool&context=0). See also UN Committee on the Rights of the Child, *Consideration of Reports Submitted by States Parties Under Article 44 of the Convention, Concluding Observations: United Republic of Tanzania*, CRC/C/TZA/CO/2, June 21, 2006; available from <http://tb.ohchr.org/default.aspx?country=tz>. See also U.S. Department of State, “Country Reports- 2009: Tanzania,” section 6. See also U.S. Embassy- Dar es Salaam, *reporting*, February 9, 2010.

<sup>4775</sup> U.S. Department of State, “Country Reports- 2009: Tanzania,” section 6.

<sup>4776</sup> *Ibid.*

<sup>4777</sup> Government of Tanzania, *The Constitution of the United Republic of Tanzania*, (1977), article 25(2); available from <http://www.nec.go.tz/publications/constitution.pdf>. 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>4778</sup> Government of Tanzania, *Employment and Labour Relations Act*, part 2, article 5. See also ILO Committee of Experts, *Individual Direct Request, Minimum Age Convention, 1973 (No. 138) United Republic of Tanzania (ratification: 1998)*, [online] 2008 [cited February 2, 2010]; available from <http://www.ilo.org/ilolex/cgi-lex/pdconv.pl?host=status01&textbase=iloeng&document=21645&chapter=9&query=Tanzania%40ref&highlight=&querytype=bool&context=0>.

<sup>4779</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.

<sup>4780</sup> Government of Tanzania, *Sexual Offences Special Provisions Act*, (July 1998), section 12; available from <http://www.unhcr.org/cgi-bin/texis/vtx/refworld/rwmain?page=country&skip=0&coi=TZA&x=15&y=16>. See also Government of Tanzania, “Tanzania,” in *Legislation of Interpol member states on sexual offences against children*, 2006; available from <http://www.interpol.int/public/children/sexualabuse/nationallaws/default.asp>.

<sup>4781</sup> Government of Tanzania, *Penal Code: Chapter 16 of the Laws (revised)*, 1981, 145; available from [http://www.imolin.org/doc/amlid/Tanzania\\_Penal%20Code\\_part1.pdf](http://www.imolin.org/doc/amlid/Tanzania_Penal%20Code_part1.pdf).

<sup>4782</sup> ILO-IPEC, *Support for the Timebound Program, Technical Progress Report (March 2010)*. See also Sarah Cameron, “Tanzania passes landmark Law of the Child,” *UNICEF*, accessed July 8, 2010; available from [http://www.unicef.org/infobycountry/tanzania\\_51662.html](http://www.unicef.org/infobycountry/tanzania_51662.html). See also Government of Tanzania, *The Law of the Child Act*, (November 4, 2009), I, 2 and VII, 77-86; available from <http://www.parliament.go.tz/Polis/PAMS/Docs/21-2009.pdf>.

<sup>4783</sup> U.S. Embassy- Dar es Salaam, *reporting*, February 9, 2010, 2B. See also Government of Tanzania, *The Law of the Child Act*, article 78-83. See also U.S. Embassy- Dar es Salaam, *reporting*, October 28, 2010.

<sup>4784</sup> Government of Tanzania, *Employment and Labour Relations Act*, 2(1).

<sup>4785</sup> Revolutionary Government of Zanzibar, *National Action Plan for the Elimination of Child Labour 2009-2015*, 8.

<sup>4786</sup> *Ibid.*, 9.

- <sup>4787</sup> U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010*, 2B.
- <sup>4788</sup> U.S. Department of State, “Country Reports- 2009: Tanzania.”
- <sup>4789</sup> Government of Tanzania, *The Anti-Trafficking in Persons Act*, (June 6, 2008), article 5, 6.
- <sup>4790</sup> U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010*, 2c-2.
- <sup>4791</sup> U.S. Department of State, “Country Reports- 2009: Tanzania,” 7d.
- <sup>4792</sup> *Ibid.* 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.
- <sup>4793</sup> U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010*.
- <sup>4794</sup> *Ibid.*, 2c-14.
- <sup>4795</sup> *Ibid.*, 2c-4.
- <sup>4796</sup> *Ibid.*
- <sup>4797</sup> *Ibid.*, 2c-6.
- <sup>4798</sup> USDOL, *Trip Report of Site Visit to Tanzania*.
- <sup>4799</sup> U.S. Embassy- Dar es Salaam, *reporting, January 30, 2009*, para 8.
- <sup>4800</sup> USDOL, *Trip Report of Site Visit to Tanzania*.
- <sup>4801</sup> ILO, *Labour Inspection Structure and Organization*, April 22, 2010; available from [http://ilo.org/labadmin/info/lang--en/WCMS\\_122481/index.htm](http://ilo.org/labadmin/info/lang--en/WCMS_122481/index.htm). See also U.S. Department of State, “Country Reports- 2009: Tanzania.”
- <sup>4802</sup> U.S. Department of State, “Country Reports- 2009: Tanzania,” section 7d.
- <sup>4803</sup> ILO, *Labour Inspection Structure and Organization*.
- <sup>4804</sup> ILO-IPEC, *Support for the Time-Bound Programme on the Worst Forms of Child Labour*, Technical Progress Report, September 2008, section II.B.
- <sup>4805</sup> U.S. Embassy- Dar es Salaam, *reporting, January 30, 2009*, para 8. See also Government of Tanzania, *Review on Enforcement of Child Labour Legislation in Ten Selected Districts in Tanzania*, 12.
- <sup>4806</sup> Government of Tanzania, *Review on Enforcement of Child Labour Legislation in Ten Selected Districts in Tanzania*, 12, 18.
- <sup>4807</sup> *Ibid.*, 39.
- <sup>4808</sup> *Ibid.*, 19.
- <sup>4809</sup> U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010*, 2c-8.
- <sup>4810</sup> *Ibid.*, 2d-1. See also U.S. Embassy- Dar es Salaam official, E-mail communication to USDOL official, November 9, 2010.
- <sup>4811</sup> U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010*, 2c-6, 13. See also U.S. Embassy- Dar es Salaam, *reporting, October 28, 2010*.
- <sup>4812</sup> U.S. Department of State, “Country Reports- 2009: Tanzania,” section 6.
- <sup>4813</sup> U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010*, 2e-1.
- <sup>4814</sup> *Ibid.*
- <sup>4815</sup> Revolutionary Government of Zanzibar, *National Action Plan for the Elimination of Child Labour 2009-2015*, 25.
- <sup>4816</sup> *Ibid.*, 26.
- <sup>4817</sup> Research and Analysis Working Group, *Poverty and Human Development Report 2009*, United Republic of Tanzania, Dar es Salaam, 2009, xxi, 94, 104, 86, 87, 88. See also U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010*.
- <sup>4818</sup> The United Republic of Tanzania, *National Strategy for Growth and Reduction of Poverty (NSGRP)*, Dar es Salaam, June 2005, 14 and 27; available from [http://siteresources.worldbank.org/INTPRS1/Resources/TanzaniaPRSP\(June-2005\).pdf](http://siteresources.worldbank.org/INTPRS1/Resources/TanzaniaPRSP(June-2005).pdf).
- <sup>4819</sup> Government of Tanzania, *National Strategy for Growth and Reduction of Poverty II (NSGRP II)- Draft*, Ministry of Finance and Economic Affairs, Dar es Salaam, June, 2010.
- <sup>4820</sup> Revolutionary Government of Zanzibar, *National Action Plan for the Elimination of Child Labour 2009-2015*, 5. See also Revolutionary Government of Zanzibar, *ZANZIBAR STRATEGY FOR GROWTH AND REDUCTION OF POVERTY (ZSGRP)*, 2007, 100; available from <http://www.unpei.org/PDF/TZ-zanzibar-strategy-growth-poverty-reduction.pdf>.
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- <sup>4822</sup> Government of Tanzania, *The Anti-Trafficking in Persons Act*, IV 30 (1).
- <sup>4823</sup> Government of Tanzania, *National Social Protection Framework*, Ministry of Finance and Economic Affairs, Dar es Salaam, October 28, 2008, 7, annex 5. See also Revolutionary Government of Zanzibar, *Proposed Programs and Activities for the Zanzibar Education Development Plan (ZEDP) 2008-2015*, prepared by Ministry of Education and Vocational Training MoEVT, 2007; available from <http://planipolis.iiep.unesco.org/upload/Tanzania%20UR/Zanzibar/Zanzibar-Planning-for-ZEDP.pdf>. See also Revolutionary Government of Zanzibar, *Proposed Zanzibar Vocational Education and Training Policy*, prepared by Employment Ministry of Youth, Women and Children Development, 2005. See also Revolutionary Government



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<sup>4824</sup> Government of Tanzania, *Vocational Education and Training Authority: VET Catalogue 2010*, VETA, Dar es Salaam, 2010. See also ILO-IPEC, *Support for the Timebound Program, Technical Progress Report (March 2010)*.

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<sup>4826</sup> U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010, 2e-5*.

<sup>4827</sup> ILO-IPEC, *Support for the Timebound Program, Technical Progress Report (March 2010)*. See also ILO, *ILO launches new “time-bound” programmes against worst forms of child labour*, [2001 [cited August 12, 2010]; available from [http://www.ilo.org/global/About\\_the\\_ILO/Media\\_and\\_public\\_information/Press\\_releases/lang--en/WCMS\\_007828/index.htm](http://www.ilo.org/global/About_the_ILO/Media_and_public_information/Press_releases/lang--en/WCMS_007828/index.htm).

<sup>4828</sup> ILO-IPEC, *Support for the Timebound Program, Technical Progress Report (March 2010)*.

<sup>4829</sup> U.S. Department of State, “Country Reports- 2009: Tanzania,” section 7d.

<sup>4830</sup> Government of Tanzania, *Key Findings on Child Labour in Tanzania: Based on the Analysis of Findings of the Integrated Labour Force Survey, 2006*, 2, 3, 4, 7,8,9 10, 11.

<sup>4831</sup> USDOL official, E-mail communication to USDOL official, February 22, 2010.

<sup>4832</sup> ILO-IPEC, *Support for the Timebound Program: Phase II, Project Document (September 2005)*, cover page, ix. See also U.S. Embassy- Dar es Salaam, *reporting, February 9, 2010, 2f-1*.

<sup>4833</sup> ILO, *Integration of Child Labour Monitoring into Government Structures*, January 2009, iv, 2. See also ILO-IPEC, *Support for the Timebound Program, Technical Progress Report (March 2010)*.

<sup>4834</sup> Winrock International, *Teaching Education Alternatives for Children (TEACH)*, Technical Progress Report, September 2007, 31. See also USDOL, *Trip Report of Site Visit by U.S. Department of Labor Officials to Tanzania and Angola: September 15-26*, Washington, DC, October, 2008, 11. See also Government of Tanzania, *Rural Development Strategy*, prepared by Prime Minister’s Office, 2001, 41.

<sup>4835</sup> USDOL, *Trip Report of Site Visit to Tanzania*. See also, Winrock International, *TEACH Project Fact Sheet of Urambo District*, Fact Sheet, May 2010.

<sup>4836</sup> Association of Tanzania Employers, *Code of Practice for Employers on Child Labour in Commercial Agriculture*, Washington, DC, n.d., 7. See also ILO-IPEC, *Support for the Timebound Program, Technical Progress Report (March 2010)*.

<sup>4837</sup> USDOL, *Strengthening Labor Law Compliance in the United Republic of Tanzania*, Project Summary, Washington, DC, July, 2010.

<sup>4838</sup> ILO-IPEC, *Support for the Timebound Program, Technical Progress Report (March 2010)*.

<sup>4839</sup> *Ibid.*, 93. See also World Bank, *Cash Transfer Programmes: Experiences, Challenges and the Way Forward for Tanzania*, 2007.

<sup>4840</sup> U.S. Embassy- Dar es Salaam, *reporting, February 11, 2010, para 13, 22*. See also Government of Tanzania, *The Anti-Trafficking in Persons Act*, article 25.

<sup>4841</sup> U.S. Department of State, “Trafficking in Persons Report- 2008: Tanzania.”