

The freedom of association by employees in financial institutions in Tanzania

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This research examines freedom of association by employees in private sector; a case study of financial institutions in Dar es Salaam. The examination is qualitative and exploratory since limited research has been conducted on freedom of association by employees in private sector in Tanzania. The research attempts to see the development and practicability of the freedom of association by employees in private sector since pre-independence up to the enactment of the Employment and Labour Relations Act 2004 and to establish whether the law is followed in the private sector. The research traces the right of workers to form and join workers union without prior authorization by the employers in private sector. The study uses questionnaires and interviews in analysing the freedom of association by employees in the private sector and the enforcement of the existing labour laws in private sector. The analysis focuses on examining factors that contribute to the abuse of the freedom of association in private sector using Dar es Salaam City as the case study. Thereafter, the study provides recommendations on how the freedom of association by employees in private sector should be monitored and regulated from a legal point of view. The study makes a plea for effective implementation of the existing laws and even later the enactment of the new labour legislation especially for the private sector as in other countries such as USA, Canada, Bahrain and others which will significantly minimize challenges facing the private sector employees in Tanzania in exercising freedom of association at workplaces.