

**Problems encountered by the employees with regard to reinstatement and reengagement
after acquittal in criminal cases**

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This work examines job security laws, in the light of the constitutional right to work and presumption of innocence in Tanzanian. It is the study which finds out the reasons which make the employers to be reluctant to reinstate the acquitted employees. In conducting this research, the researcher used field and the library researches. In field research, the researcher interviewed employers, employees and officers of trade unions. In library research, the researcher visited the University of Dar es salaam library, the Tanganyika library, the British council library and the high court library. After conducting the research the researcher found dissatisfaction with the outcome of the criminal cases, conflicts between job security laws and code of professional ethics, insularity of the statutory provision on job security, ignorance of law, long absence from workplaces and ulterior motives to be the reasons for non reinstatement. Then the researcher makes conclusion and reconditions. In this part, the study sums up its findings and gives out as to what should be done to put the state of affairs in a straight line.