

**Assessment of the effectiveness of the labour dispute resolution mechanisms in Tanzania**

**Natohaika Francis Msuya**

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**University of Dar es Salaam, Business School, 2016**

This study is on the Assessment of the Effectiveness of the Labour Dispute Resolution Mechanisms in Tanzania. The main purpose of the study was to examine the effectiveness of the labour disputes resolution mechanisms in Tanzania and to have an overview of the legal and regulatory framework of those mechanisms. In particular, the study examined the causes of labour disputes that arise generally, it also assessed the effectiveness of each labour dispute resolution mechanism and reviewed the legal challenges facing those mechanisms. In terms of methodology, the study had a mix of historical, observatory, descriptive and exploratory approaches in nature with slight modifications. The analysis of data collected was done descriptively by rearranging, ordering, and manipulating raw data in order to get descriptive information which was easy to understand and interpret. The findings revealed that causes of labour disputes in Tanzania can be categorised into four main groups, namely, managerial, economic, legal and psychological causes. The findings showed that the most common cause is managerial which relates to unfair labour practices. Further, it was revealed that the mechanisms for dispute resolutions in Tanzania include, collective agreements, mediation, arbitration and adjudication. All these mechanisms are effective, but the most effective is the use of collective agreements. The study found that there are also legal challenges facing these mechanisms in matters such as, legal representation, handling of contemptuous proceedings, powers to make orders for costs, etc. Several recommendations have been made in this study, but mainly it has been suggested that the labour laws should be improved particularly in the areas that deal with labour dispute resolution.