

# The Major Milestones for Development of Trade Unions in Tanzania: Is the Environment for the Operation Conducive?

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## Abstract

Trade unions are legally recognized as official organizations representing and protecting workers rights and interests. They have to struggle to ensure the improvement of living standards of employees. This can be achieved through trade unions consciousness and participation in government's labour policies, member's commitment, and strong leadership. However, trade unions require favoring environment for their participation and rising voices, especially when governments and policies are silent about workers' rights or when workers benefits are at stake. This paper, for that matter, explores the major milestones for the development of trade unions in Tanzania since independence to present. It also assesses the conduciveness of environment for the operation of trade unions in Tanzania today. It is however, the opinion of this paper that, the environment for the operation of trade unions is still a mixture and not much favorable for the operation of trade unions.

**Keywords:** Environment, Milestones, Trade unions

## 1. Introduction

Trade unions are famous in different scenarios as its meaning has been subject to different definitions with different sentences of different skeletons and in different languages of different countries. For that matter, Kambilinya (2004) argues that, a trade union is a continuous association of wage earners for the purpose of maintaining and improving the conditions of their working lives. From Kambilinya definition, it means trade unions have the purpose of improving and maintaining the conditions of workers at work and their living standards even outside work places. Again, Podro (2011), defines a trade union as an organization of employees formed on a continuous basis for the purpose of securing diverse range of benefits and improving employee's lives. This definition has something in common with that of Kambilinya (2004), as they both explain of improving workers working standards and protecting working rights.

Also broadly, Fiorito (2006), defines trade union as an organization whether permanent or temporary, which consists wholly or mainly workers of one or more description and is an organization whose principal purpose includes the regulations of relations between workers of that description and employers or employers' associations. In this definition, a lot can be extracted as far as trade unions are concerned. In one aspect trade unions may consist of mainly workers who the aim of establishing such union concerned them or it may consist of members from more than one description. It means may consist of single trade union whose aim protecting members it represents or it may be the umbrella of trade unions whose aim is to protect and represent members and those who are not members. This aspect tries to elaborate the skeleton of trade unions. On the other aspect, this definition proves the function of trade unions as associations aiming at regulating the relationship between employees (workers) on one side and employers or employers association for that matter.

The Tanzania employment and labour relations Act No.6 of 2004 defines a trade union as "any number of employees associated together for the purpose, whether by itself or with other purposes, of regulating relations between employees and their employers or the employers' associations to which the employees belong". At least this is what is known as trade unions in Tanzania.

Trade unions in Tanzania are formed for the aim of regulating the relations between employees and employers (including the government), protecting employees' rights, improving working and living standards and other benefits for the survival of employees. This can be realized through collective bargaining that lead to collective agreement between employees and employers about employment standards as well as terms and conditions of work. However, in order for trade unions to be active and play their role requires strong leadership, member's commitment and conducive political, economic and legal environment for their operation.

The establishment and development of trade unions in Tanzania have a rigorous and long history. It has passed through three important milestones in its progress. Each milestone defined the environment for the operation of trade unions. The first milestone looks at the establishment of trade unions and the independence of the state. The second deals with independence of the state and the discouragement (sad story) of trade unions. The third is the economic crisis and recovery of trade unions as a result of democratization.

This paper also assesses the environment in which trade unions are operating in Tanzania today. Regarding the fact that, trade unions are part of civil society organizations, we have applied the indicators for the assessment of healthy civil society as developed by CIVICUS civil society index paper, 2004. It will assess legal, economic and political environment for the operation of trade unions in Tanzania.

## 2. The establishment of trade unions and the struggle for independence in Tanzania

The evolution of trade unions in Tanzania according to the available literatures is traced back during colonialism, especially after the First World War when Tanganyika changed colonial master from German to Britain (Brown, 2006). It is documented that, the first trade union was a Motor Drivers' Union (MDU) in 1927. The MDU was formed to protect and represent African motor drivers and mechanics workers. The MDU was located in Moshi, Kilimanjaro Region. This union was later muted by the British colonial government. In 1930, African government servant association was formed though it was not effective in articulating and protecting demands of its members. After this time, other trade unions were formed including Union of shop assistants (1930) which aimed to protect and represent shop assistants, Asiatic labour union which aimed at safeguarding the interests of Asian workers and in August 1937 the Dock workers in Wharfage Companies formed the African Labour Union (John, 1970).

These early union movements were weak and they also lacked common interests that they could demand though there were some strikes. For example, Mihyo (1983) document that, in 1937, 250 Dockworkers at Tanga Port ceased working in protest against low wages and poor working conditions. Despite the fact that, they were weak, they had connection with the grassroots, formed by workers themselves and they had a form of solidarity something which paid the brainstorming of trade unions after the Second World War. Regarding this scenario, we argue that, the pre Second World War trade unions in Tanganyika were apolitical because they lacked clear ideological standpoint and their effectiveness in protecting its members were not that much intense.

Again, we argue that, these unions lacked important model to study. For that matter, trade unions of that age had uncertainties about their future. They lacked important brainstorming and intense consolidation; this also characterized the early trade unions in Tanzania, though at their level they managed to protest a little bit against workers injustices.

In order to control such unionism, the British colonial government established a system of registering trade unions. Several legal provisions were enacted to control trade unions. The first one was the Trade Union Ordinance No. 23 of 1932 followed by Defense (Trade Disputes) Regulations of 1943, and later the Trade Disputes (Arbitration and Settlement) Ordinance of 1950. We argue that, these legal provisions were not made to encourage the formation or registration of trade unions in Tanganyika, but purposely to make sure that, trade unions did not involve themselves in political practices or attack evil colonial government. As involvement in political practices could have conscientize other people to argue against colonial government. In this aspect, the political and legal environment for the operation of trade unions was not interesting.

Also these legal provisions were enacted to control the activities of trade unions and make sure that, such activities did not affect the survival of the autocratic, elitist, distrust, rigid, centralized and aloof colonial government. In this scenario, trade unions advocacy activities like strikes were highly discouraged and meetings were put into camera by colonial government as they thought could disturb peace of the colony (Chachage, 1986).

At the end of 1947, five unions had been registered including the Dar es Salaam African Motor Drivers Association, Dockworkers Union; African Cooks, Washer men and House Servants Association, the African Tailors Association and the Morogoro Personnel Servants Association. The established trade unions aimed at improving working conditions and benefits such as salaries and healthy benefits (Kapinga, 1985, Shivji, 1985).

However, after the Second World War, Tanzania by then Tanganyika started an active struggle for independence by Tanganyika's themselves from colonial masters. In this period, Tanganyika experienced the mushrooming of trade unions such as Dockworkers union, The African Cooks, House boys and Washer men Association, the African Tailors Association and the Morogoro Personnel Servant Association. It is the period in which active trade unions started to be witnessed. These unions became the good activists in the struggle for independence in Tanzania.

In 1955, seventeen trade unions were merged to form Tanganyika Federation of Labour (TFL). In the aspect of fighting for independence, TFL joined hands with Tanganyika African National Union (TANU) (we call it a practical marriage) in exerting political pressure to the colonial administration. Nonetheless, the labour movement grew and by 1956 there were 23 organizations with approximated 13,000 members (Babeiya, 2011). In such period, trade unions cooperated much with nationalism activists in fighting for Tanganyika independence by supporting them through consultations, funds, conducting meetings, and some nationalistic leaders came from trade unions. All of these efforts made the December, 1961 independence of Tanganyika possible.

Despite the fact that, trade unions efforts in collaboration with other independence activists made the independence possible, but the former political and legal environment for their operation was not conducive. On the aspect of legal environment, they faced colonial legal provisions that made difficult for them to operate in a more effective manner; and the political environment was not good at all because they were required to abstain themselves from politics including collaboration with political parties and advocate for movements; in these sense they were working under the lensed cameras of colonial government.

We argue that, before independence specifically after the Second World War, the relationship between trade

unions and nationalist activists (TANU) was good and were made in mutual respect and cooperation as they both contributed to the independence of the country despite the fact that, the *raison de ture* for the establishment of trade unions were to safeguard and protect the interest of workers. For that matter trade unions were *de jure* apolitical but *de facto* political.

### 3. The independence of the state and discouragement of trade unions

Tanzania by then Tanganyika became independent in December, 1961 and all citizens were happy for liberation. Also, political parties and trade unions in that day were happy to reach their destination that they were fighting for a long and difficult time. However, after independence, the nationalist party (TANU) became the ruling party and the combination of trade unions TFL remained a trade union and other unions remained in operation as well. From there, the new relationship between trade unions and TANU government begun. Trade unions started to confront the TANU government on several issues including trade unions autonomy and Africanization. We argue that, such confrontation existed because trade unions thought and were confident that, they still have the role to play in political arena and be active in political life.

On the part of Africanization, some trade unions demanded for immediate and unconditional Africanization, and such unions called TANU government to take actions or to face a serious strike. Example of such unions included Postal and Communications Union (NUPE), Local Government Union (TALGWU), and Public employee union (TUPE) (Mihyo, 1983). In this scenario, they wanted to make Tanzania an African made country in all spheres of life and administration.

On the side of trade unions autonomy, trade unions went against the government decision to make TFL the central and only workers trade union with a central fund and controlled according to statutory rules. The TANU government regarded trade unions as a wrong weapon to the unity of the country as for such struggles would undermine the independence and unity of the country and the government leaders believed that, with the end of colonialism trade unions struggles would have ended as well.

From these scenarios, the relationship between TANU government and trade unions changed practically. We argue that, the relationship that existed before independence retarded step by step as the time went on. We also argue that, the achievement of independence resulted into loss of trade unions autonomy.

In order to control trade unions strikes and other fights, the government enacted several laws. The first legal provision was the Trade unions (settlement) Act. No.43 of 1962, which technically abolished all strikes through setting up complex procedures for settling labour conflicts. It was followed by Trade Union Ordinance (amendment) Act of 1962 which made TFL the only workers legal federation of trade unions (Friedland, 1969). There was also the enactment of preventive detention Act of 1962 which empowered the President to order the detention of any person in his own opinion. The President could exercise power through detention Act, to detain even trade unions leaders.

However, in 1964 the government enacted the National Union of Tanganyika (workers establishment) Act. This is the legislation that disbanded and outlawed all trade unions in the country. It dissolved TFL and established only single workers union known as the National Union of Tanganyika workers (NUTA). We argue that, this was too much attempt than that of the colonial masters on trade unions because all other trade unions were abandoned legally; also this idea is supported by Kapinga (1985). This Act changed the process of getting trade union leaders in which the secretary and deputy were both appointed by the President. This attempt was against the ILO convention of 1948 article three which provide right of workers organizations to develop their constitutions and rules to elect their representatives in their own ways as they see fit for the survival and effectiveness of workers unions.

We argue that, the enactment of laws made within a short period of time after independence was the same reason and even more as colonial masters enacted several laws to control trade unions before independence. This is the same as this statement "During metamorphosis, the caterpillar transform to butterfly without losing its inner essence". This statement demonstrates that, the logic behind enactment of laws before and the short period of time after independence was of the same nature.

All of these were the prerequisites of the one party domination in Tanzania under Ujamaa as a socialist ideology. In 1965, Tanzania was declared a *de jure* one party state in which after the Union of Tanganyika and Zanzibar to form Tanzania, TANU and ASP (Afro Shiraz Party) were declared ruling party (ies) in Tanzania main land and Zanzibar respectively. NUTA became the good partner of TANU in promoting TANU policies and catalyzed its members to join the TANU party (Pratt, 1976). "We argue that, this was the real marriage of convenience between the ruling party (government) and the workers union". In 1977 TANU and ASP joined to form CCM the ruling party until today. In 1977 NUTA, became the CCM's organization. The combination of TANU and ASP catalyzed the idea of having a trade union that would combine workers from both sides of the union, from that aspect in 1979 the Act of parliament was made to repeal NUTA (establishment) Act, therefore, NUTA was replaced by Jumuiya ya Wafanyakazi Tanzania (JUWATA). Chambua (1997) provided that, JUWATA operated under CCM autonomy.

Debatably, after independence the autonomy of trade unions was infringed and put under the pocket of the ruling party (government). This retarded the power of trade unions in Tanzania in this epoch as they had to follow the directions of the government. This means the logic of trade unions had not changed from that of colonial masters. The colonial master's logic was that, trade unions were formed deliberately by its members but controlled by the colonial state not to interfere with its colonial administration policies. After independence logic was that, trade unions (technically one union) was formed and controlled by the government and its leaders were appointed by the President. However, the same logic remained, control of trade unions. Colonial governments controlled trade unions not to compromise the government, the same as after independence, trade unions were put under control of the TANU government under the aspect of national unity.

#### **4. Economic crisis and recovery of trade unions**

From 1980s Tanzania experienced economic crisis that resulted into unfavorable economic and social impacts. The crisis resulted into unemployment increase, government failure to remunerate its own employees, lack of food and poor health services (Brian, 1995). The state had to look for alternative to rescue the situation. The decided alternative was to go and look for help from the International Monetary Organizations including International Monetary Fund (IMF) and World Bank (WB). They came up with Structural Adjustment Programme which set some of conditions in order for Tanzania to qualify for help. Among the conditions set was democratization (Havnevick, 1993).

Therefore, from 1984 Tanzania started to prepare environment for democratization and allowing multiparty politics. In 1992, Tanzania officially shifted from one party politics to multiparty (Gibbon, 1995). From that juncture, people believed that, the treatment of trade unions had to change. Multiparty politics marked the end of single party rule and the opening up of the political sphere. However, in spite of the reintroduction of multiparty politics, trade unions were still not legally recognized as autonomous organizations and they could as a result not have a recognizable political role until 1998 when the Trade Unions Act.No.10 was passed by the Parliament (Kalula and Madhuku, 2007). It is within Trade Unions Act No. 10 of 1998 in which the Trade Union Congress of Tanzania (TUCTA) as a federation was legally established. It is a trade unions umbrella in Tanzania (Bana & Mukandala 2006).

With the reintroduction of plural politics accompanied by new trade unions law, it was expected that, trade unions would enter into a new era of effective participation in democratization processes in Tanzania. People expected the active role in democracy and capable of protecting and representing employees in a more balanced manner. We argue that, this epoch was a good move towards the pluralistic view of trade unions as the introduction of democratization would allow the existence of many trade unions and their operations in the country.

The trade unions Act No.10 of 1998 was repealed by the Employment and Labour Relations Act NO.6 of 2004 which is currently operating in Tanzania. The Act provides the whole process of registering trade unions in Tanzania and their operations. The Act provides different rights to trade unions, but in reality some of the rights to be enjoyed by trade unions are not effectively provided. For that matter, the Act allows the establishment of several trade unions in the country and they can operate so long as they have complied with the law. However, the environment for the operation of trade unions in Tanzania has attracted attention to the writers. In the following part it is the assessment of the environment for the operation of trade unions.

Example of trade unions operating in Tanzania today includes; Tanzania Teachers Union, Tanzania Fishing Crew and Allied workers, Researchers and Academicians Workers Union (RAAWU), Tanzania union of industrial and commercial workers (TUICO), Trade Union Congress of Tanzania (TUCTA) which is an umbrella body and Zanzibar Trade Union Congress (ZTUC).

#### **5. Assessment and discussions of the environment for the operation of trade unions**

##### **Legal environment**

This part assesses the extent at which the existing legal environment is enabling the functioning of trade unions in Tanzania. It includes an assessment of the following indicators; trade unions registration procedures and legal constraints on trade unions advocacy activities.

Focusing on the first indicator, about how existing legal environment is conducive for registration of trade unions in Tanzania; Trade unions in the country are obligated to be registered under the "Employment and Labour Relations Act No.6, 2004", part four (iv) section 45 (1) which provides that "A trade union, or employer's association shall register itself under this part within six (6) months of its establishment". The requirement for the registration of trade unions are provided under section 46 of the same part, it provides that for a trade union to be registered it must be (a) a bona fide trade union (b) an association not for gain (c) it is independent of any employer or employers association (d) has been established at the meeting of at least 20 employees (e) has been adopted its constitution (f) it has adopted a name that does not resemble the name of another union so as not to mislead or create confusion and (g) it has an address in the united republic of

Tanzania.

Albeit the law provides procedures for registration of trade unions in Tanzania, there are some sections that create difficult environment for the registration of trade unions. For example, section 48 provides for organizations to apply for registration to the registrar, but sub section (2) of the same article state that “Notwithstanding the provisions of subsection (1), the Registrar may require further information in support of the application”. We argue that, this sub section may create a difficult environment for the registration of trade unions in Tanzania. It provides power to the registrar to request further information (which means it can be information other than information mentioned in the law) in order for a trade union to be registered. The aspect of not mentioning what is such “further information” it may sometimes cause difficulties and double standards.

This may be difficult for the registration of an organization for two reasons. One it may prolong the procedures for registration and two, the registrar may not be willing to register trade union and therefore, use that power under section 48 (2) to undermine the registration. This scenario create difficult environment for the registration of trade unions in Tanzania as such process may be difficult for members willing to register and therefore they may decide to stop the process.

The second indicator assesses the extent at which law provides for trade unions to engage in its advocacy activities. Trade unions advocacy activities includes; protecting the interest and rights of its members, providing education to its members and other employees on their rights including conducting meetings and training, participating in proposing important issues in labour relations policies and preparing strikes for expressing its members grievances to the organization management or government (for those employed in the public services). If we are to take strikes as among activities conducted by trade unions, it is granted under the Employment and Labour Relations Act, 2004, section. 75 (a) which provides that, “Every employee has tile right to strike in respect of a dispute of interest” and section 80 (1) (c), stating that “The strike is called by a trade union, a ballot has been conducted under the union's constitution and a majority of those who voted were in favour of the strike”. These two sections legalize the conducting of strike by trade unions and the law is very clear, but the implementation of these sections has been not convincing and procedures for meeting strikes requirement is not that much friendly.

For example, in 2010 Trade unions congress of Tanzania (TUCTA) called for a nationwide workers strike to demand for more wages and other employment benefits, but unfortunately the President that was in power in that time, posed threats to TUCTA regarding such strike providing that, they (he) are not afraid of threats that workers would not vote for them during the 2010 general election and they could not yield to such demands (Babeiya, 2011).

Drawing from such scenarios, legal environment for the operation of trade unions in Tanzania has not been made that much clear. And leaders responsible for trade unions affairs may use such fashion to make difficult for trade unions to operate.

### **Economic environment**

This part assesses the economic environment and its impact on trade unions in the country. It does this by determining how many of a range of conditions considered seriously disabling to trade unions are present in a country context. The following indicators were assessed; sources of funds for the operation of trade unions, accountability of the use of solicited trade unions funds, and economic situation of a country to enable the access of trade unions funds.

The first indicator discusses the sources of trade unions funds and its effectiveness. The main source of funds for trade unions is provided under the marginal note “Deduction of trade union dues” of the Employment and Labour Relations Act. 2004, and is expressed in section 61 (1) which provide that “An employer shall deduct dues of a registered trade union from an employee’s wages if that employee has authorized the employer to do so in the prescribed form”. From this section, it means trade unions have only one main source of fund which is deductions from member’s contributions and deductions are only done if the member has authorized, which means the member may decide not to authorize deductions from his/her salary.

We argue that, such source is not effective for the healthy survival of trade unions as funds solicited by trade unions through this means are not enough for the activities that trade unions are performing, of representing and protecting the interests of members. Trade unions are required to provide training to its members, consultations, handling of legal proceedings and other office facilities. All of these require funds and the source mentioned is not conducive to for soliciting such funds required for handling such functions. This goes hand in hand with the fact that, not all members may allow deductions from their salary for trade unions fees. In order to improve the economic environment for trade unions in Tanzania, We suggest the labor law amendment that will allow trade unions to solicit funds from other sources including receiving funds from trade unions partners and Non-Governmental Organizations (NGOs).

The accountability of trade unions in Tanzania is provided by the Employment and Labour Relations Act, 2004 section 51 (1) which provides that “Every registered Organisation and federation shall, to the standards of generally accepted accounting practice (a) principles and procedures keep books and records of its income,

expenditure, assets and liabilities; (b) for each financial year ending on 31 December, prepare financial statements in the prescribed form and (2) Every registered organisation and federation shall make its financial statements and auditor's report available to members for inspection at its offices. From this section, all trade unions are required to keep their financial report open to not only members, but also to the registrar as section 52 provides. The problem comes to the submission of the true report of financial statements of trade unions. We argue that, methods of accountability must be put into practice effectively to control financial performance of trade unions including making sure that, trade unions are making available of the periodical financial performances to its members.

### **Political environment**

The political environment in any given country defines the overall backdrop and establishes important parameters for trade unions activities. This part explored important aspects of the political situation in the country and its impact on trade unions. They include the extent of political environment for trade unions to function. In this scenario we explored, the extent at which trade unions do participate in the political processes, how the environment is conducive for trade unions to participate and advocate their activities without obstructions and democratic arrangements within trade unions.

On the first aspect, regarding the extent at which trade unions participate in the political processes, we argue that, participation of trade unions in political processes that affect workers is not effective as trade unions are given little chances to give out opinions during the preparation of labour policies and laws. For example, in 2016 the government amended and passed law of deducing 15% from 8% of before from gross salary for employees who are beneficiaries of Higher Education Students Loans Board (HESLB). In amending such legal provision, trade unions were not involved in the process; as a result they started complaining about the government action.

In complaining against such action, Trade Unions Congress of Tanzania (TUCTA) which is an the umbrella for trade unions gave 14 days for the government to return such money resulted from 15% deductions to employees claiming that, it was deducted incorrectly through Higher Education Students Loans Board (HESLB), saying that, the policy that was used was controversial. TUCTA added that, during the passing of such law, trade unions were not involved in the process and some employees already had a contract of deductions of 8% from their gross salaries (Mtanzania, 1<sup>st</sup> March, 2017).

The action of complaining by trade unions shows how hardly they were involved in amending such law affecting employees. There is no problem with increment of deductions as the government may determine, the fact is that the involvement of trade unions as important actor in labour aspects in amending regulations affecting employees is very essential.

Despite the fact that, law empowers the government that it may increase or decrease the percentage of deducting salaries for loan beneficiaries depending on the economic situation, but we argue that, trade unions are required to be involved in that process because they generally represent employees and are aware of their economic situation. If they are involved, employees may be in a good will of accepting or denying the government proposal according to what they will feel right for them or compromise and reach consensus with the government. This may create harmonious relationship between employees and the government, hence increasing productivity and economic performance of the country.

Again, the fact that, when trade unions argued to the government about the increment of the deductions of gross salary for HESLB beneficiaries and the government hardly responded to their complaints proves how the political environment for trade unions is still difficult. Despite such complaints, the government did not change such provision though some employees are still complaining about the situation.

On the other aspect, with regard to the conduciveness of environment for trade unions advocacy activities, we argue that, it is not that much improved because there are the time when trade unions are denied to exercise their rights like calling for strike, and creating fear for trade unions to strike.

For example in May, 2010 President declared the strike by the Trade Union Congress of Tanzania (TUCTA) illegal. The strike was called after a breakdown in negotiations over and amongst other things, an increase in the minimum wage. The President had threatened that all civil servants taking part in the strike would be sacked (ITUC, 2010). Despite the fact that, no sacking of workers was reported, the action implied trade unions are not free to exercise their right to strike.

Other strikes in Tanzania are being neglected because of the complex procedures to be followed in conducting strikes. In this scenario, they are regarded as illegal. For example in 26<sup>th</sup> May, 2015, the labour division of Tanzania's High Court ruled that, a strike called by workers of Tanzania- Zambia Railway Authority (TAZARA) was illegal. The strike begun on May 12, 2015 for the aim of demanding the payment of three months wages that were not remunerated. In the bargaining meeting between TAZARA and the Tanzania Railway Workers Union (TRAWU) on 17<sup>th</sup> May, 2015, it was agreed that, workers would resume work on 19<sup>th</sup> of May if the salary areas were paid. Nevertheless, not all salary areas were paid in time and other demands agreed were not met. The government ordered the workers to resume work and failing to do that would have resulted for them to lose their jobs and directed TAZARA management to keep a record of the number of days the workers

were on strike and deduct their salaries accordingly (ITUC, 2015). Albeit, the Employment and Labour Relations Act, 2004 prohibit the deductions of salaries during strikes, management was ordered to do so. This poses a threat to other trade unions trying to strike for the fact that their salaries could be deducted.

Again, the political arrangement within trade unions is still a problem in Tanzania. Democracy is still vulnerable in the political arrangements of trade unions. Despite the fact that in establishing trade unions, the law stipulate that trade unions need to have its own constitution and within the content of such constitutions, procedures for getting its leadership must be clearly defined but hardly trade unions have been following such procedures rather other tactics like corruption are characterizing their elections.

For example, in December, 2017, the former President of Chama cha Walimu Tanzania (CWT) was detained by the Preventing and Combating Corruption Bureau (PCCB) for corruption claims. He was detained for claims that he was providing money to some members of the general meeting during election of Chama cha Walimu Tanzania (CWT) leaders. It was added that, he wanted a certain candidate of his choice to be elected as a leader (Global publishers, 2017).

This action shows how democratic arrangement within trade unions is still not clear as leaders are ready to use corruption in order to ensure that, individuals they wants are elected, so as to protect the interest of few groups within the union. Also, those members that were receiving money from the former leader show that, they had little commitment towards values and what trade union stands for. This is a big challenge for trade unions in Tanzania; corruption is becoming the ill sin that results into ineffectiveness of trade unions.

## 6. Recommendations

Trade unions in Tanzania are important organizations for protecting and representing workers interests and bridge of the relations between employees and employers. Trade unions have passed through important development since independence. In such development, it is important to trace the conditions for their survival and performances. In order to improve the performance of trade unions in Tanzania, we propose the following to be taken seriously by relevant practitioners;

We suggest that, law regulating trade unions in Tanzania need to be modified to simplify the process of registration for trade unions and remove hierarchical procedures that results into rigidity in the process and to amend the law that will increase the trade unions sources of funds including soliciting funds from friend Non-Governmental organizations and other unions from outside the country.

In order to improve the financial accountability of trade unions, registrar need to make a serious follow-up on the auditing reports of trade unions; this include making sure that financial reports are compatible with exactly what they solicited and utilized to avoid misuse of trade unions funds. In correspondence with that trade unions need to be careful when electing leaders. They have to observe important leadership traits including transparency, accountability and integrity for effective performances of trade unions.

We also recommend that, the there is a need to rethink about the logic of the relationship between politics and trade unions. We argue that, separating trade unions from political affairs is a difficult task. Trade unions do participate in policies relating to labours management and policy itself is a political document passing through political processes. For that matter practically, the line between politics and trade unions is far from easy to draw. State officials and the general public need to start thinking positively about the role of trade unions in politics.

## 7. Conclusion

There is no doubt that, trade unions are key players when it comes to employment relations. They have important function of protecting and representing members. Implementation of such function requires favorable political, economic and legal environment. Drawing from the discussions, the environment for the operation of trade unions in Tanzania still has some weaknesses. It is not rate to correct such weaknesses. More attention need to be given towards creating favourable environment, and labour relations practitioners need to improve their focus about this issue. On the other hand, trade unions commitment is still a challenge. Therefore, stakeholders also need to put much emphasis towards creating committed and self-determined trade unions.

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