

SUBSIDIARY LEGISLATION

to the Gazette of the United Republic of Tanzania No. 26 Vol. 94 dated 28th June, 2013

Printed by the Government Printer, Dar es Salaam, by Order of Government

GOVERNMENT NOTICE No. 196 published on 28/06/2013

**LABOUR INSTITUTIONS ACT,
(CAP. 300)**

ORDER

(Made under section 39(1))

LABOUR INSTITUTIONS WAGE ORDER, 2013

- | | |
|--|--|
| <p>1. This Order may be cited as the Labour Institutions Wage Order, 2013 and shall come into operation on the 1st day of July, 2013.</p> | <p>Citation
and
Commence-
ment</p> |
| <p>2. This Order shall apply to all employees and employers in the private sector.</p> | <p>Applica-
tion</p> |
| <p>3. In this Order, unless the context requires otherwise:
“agriculture” shall include crop production, forest activities, animal husbandry and insect raising; the primary processing of agriculture and animal products by or on behalf of the operator of the undertaking as well as use and maintenance of machinery, equipment, appliances, tools and agricultural installations, including any process, storage, operation or transportation in agricultural undertaking including cooperatives which are related to agricultural production;
“collective bargaining agreement” means a written agreement concluded by a registered trade union and an employer or registered employers association on any labour matter;</p> | <p>Interpreta-
tion</p> |

- “commercial or industrial enterprises” means the carrying on for gain of any business, trade, profession or other similar activities but shall not include mining and agriculture;
- “contractors” include civil engineering, building, mechanical, electrical and specialized contractors;
- “domestic work” means work performed in or for household;
- “domestic worker” means any person engaged in domestic work within an employment relationship shall not include a person who performs domestic work sporadically on an occupational basis;
- Cap. 366 “employee” has the meaning assigned to it under the Employment and Labour Relations Act;
- Cap. 366 “employer” has the meaning assigned to it under the Employment and Labour Relations Act;
- “energy” includes all processes that relate to the production or supplying of energy from any source;
- “international companies” means multinational corporations or international business companies that engage in business within and among multiple countries;
- Cap. 123 “mining” and “mining operations” shall have the same meaning assigned to it under the Mining Act, and shall not include any processes related to the production of salt or limestone;
- “potential businessman” means any person who engage in the carrying on for gain of any activity of economy to substantial performance, scale and profit margin;
- “private sector” means any sector other than public sector;
- “small companies” means all companies other than international or potential companies; and
- “tourist hotels” means all hotels including camping that provide accommodation and other amenities to tourists.
- Wages boards 4.-(1) Subject to the provisions of this Order, the Wage Boards are hereby established in a manner prescribed in the First Schedule to this Order.
- Cap. 366 (2) Calculation of comparable wage rates on hourly, daily, weekly, fortnightly or monthly basis, shall be determined as prescribed in the First Schedule made under section 26(1) of Employment and Labour Relations Act.

