

# Train own workers, Chami tells enterprises

**By Lusekelo Philemon, Arusha**

INDUSTRY and Trade minister Dr Cyril Chami yesterday asked employers in the country to start training staff at workplaces because no learning institution can produce tailor-made work force to fit all sectors.

Addressing the Eastern Central and Southern African Employers' organisation conference here, the minister said studies have revealed that no employer was satisfied with the workforces recruited from the public learning institutions, including universities and colleges.

Dr Chami stated that most employers have been complaining of under-baked workforces being produced by

colleges many of whom fail to deliver are less competent.

"And they have been pointing fingers at the government saying it has failed to offer proper training to the youth," he said, reminding that, most African states were poor and all the government can do is to provide education generally and not specialised training.

He further pointed out that, the best way employers can be assured of tailor-made workforces is through in-house training sessions that will groom their workers not only to fit with the particular working environment but also guarantee loyalty to the company.

"This is because when you train the workers to fit with your firm working environment, the knowledge

may not necessarily apply to other firms and this will make them reap specialised skills to work in that particular firm as well as ensuring maximum loyalty," the minister stated.

He also advised employers to allow their workers to pursue further studies within and outside the country so as to enable them to get exposure and added experience.

He also cited the world economic hardship, the debt crisis in Europe and budgetary constraints in the US as some of the challenges facing Africa today.

The minister urged African countries to take these challenges as opportunity to trade more with each other.

"With innovative and far-reaching policy strategies, Africa has the potential to become the next pole of

global growth," he observed.

For his part, chairperson of Association of Tanzania Employers (ATE), Advocate Cornelius Kariwa, revealed that about 19 African countries are meeting in Arusha to discuss ways of reducing the costs of starting and doing business in their countries.

"The cost of doing business in our region remains very high, making the African continent a less favorable destination for investments," stated Kariwa.

He also said local employers had a role to lobby with their government to lower the costs of doing business.

The meeting has been organized by the Association of Tanzania Employers (ATE) in collaboration with other stakeholders.



*Dr Cyril Chami  
Industry and Trade minister*

# Employers' body

## conducts wage survey

By PIUS RUGONZIBWA

THE Association of Tanzania Employers (ATE) is conducting a wage Indicator survey in private, public and government institutions for comparison purposes.

The Project's Regional Coordinator for Tanzania, Kenya and Ghana Mr Oscar Mkude told reporters yesterday that the survey was important and valuable today given the fact that underpayment was one of the reasons for employees' dissatisfaction which leads to high labour turnover.

He was speaking shortly after the opening of a workshop organized by TEA for stakeholders on validation of Occupation Health and Safety (OSH) that took place in the city.

In other African countries, he said, the survey had already been carried out in Malawi, Mozambique, Botswana, South Africa and Zambia while Tanzania, Kenya and Ghana will be involved in second phase to be followed by Rwanda and Burundi next month.

"By next July we expect that the employers would have completed signing questionnaires that have been supplied to them on line ready for compilation of data to be done by the Harvard University in the US and the AAHCT University in Denmark," he said.

The project is funded by ATE in collaboration with the Netherlands and its

success will largely depend on responses received from the employers.

"The cost of high labour turnover cannot be overemphasized in the business community today. Every rational employer should do anything to ensure that skilled employees are retained in their jobs and hence reduce the costs associated with high labour turnover," he explained.

Apart from employers, the questionnaires will also be filled by select employees who in a way or another receive salaries or wages.

Earlier, opening the OSH workshop, the TEA Executive Director Dr Aggrey Mlimuka said employees' health and safety was of paramount importance in today's world or business competition hence a dire need to maintain them.

He said the valuable asset that a committed enterprise can have a guaranteed return of investment was a healthy and safe human capital with global statistics having that more than 5,500 workers are killed every day while more than 270 million workers are injured at work each year.

"The development of the Occupational Health and Safety policy is a move to equip ATE members with guidelines to adhere to policy and is a move to equip them with OHS standards," he said.

According to Dr Mlimuka the validation of the policy will be followed by a series of trainings to put more emphasis on safety and healthy culture at the country's workplaces.