

CHAMA CHA WAFANYAKAZI WA TAASISI ZA ELIMU YA JUU TANZANIA (THTU)

RASIMU YA KONGAMANO LA WAFANYAKAZI

TAREHE: 29-30 MARCH 2010

**MAHALA: UKUMBI MKUU WA HOTELI YA BLUE PEARL
UBUNGO**

1. Utangulizi

Katika miaka ya mwanzo ya uhuru wa nchi hii wataalamu wachache walioelimishwa katika vyuo vyetu na vyuo vya nje walifanya kazi kubwa na nzuri ya kulinyanyua taifa letu katika dimbwi la umasikini, maradhi na ujinga tulimoachwa wakati nchi hii ikipewa uhuru wake mwaka wa 1961. Ushiriki wa Tanzania kikamilifu katika harakati za ukombozi wa Mwafrika ni kielelezo tosha cha ungozi bora wa Hayati Mwalimu Julius Kambarage Nyerere ambaye alisema yafuatayo katika sherehe za ufunguzi wa Chuo Kikuu Kishiriki cha Afrika Mashariki cha Dar Es Salaam tarehe 21 Agosti mwaka 1964:

“Hatuna budi kujituma kitaalamu na kijasiri kukabiliana na matatizo yanayoikabili nchi yetu. Inatulazimu kutafakari vyema, kisha tutekeleze yale tuliyofikiria kufanya. Inatulazimu kukubali ukweli juu ya hali duni ya maisha na mazingira ya nchi yetu. Hatuna budi kuutambua umasikini, ujinga, maradhi, mila, desturi na mitazamo wa kisiasa inayoizinga nchi na kwa kuzingatia haya tufikiri na kupanga kile tutakachokifanya, jinsi ya kukifanya ili tu weze kusonga mbele kutoka kwenye hali duni tuliyo nayo kuelekea katika hali inayoridhisha zaidi” (Tafsiri ya kiswahili ni yetu)

Kwa ujasiri mkubwa viongozi wa awamu ya kwanza walitenda kama Mwalimu Nyerere alivyonena hapo juu na nchi ikasonga mbele katika kila idara kwa kwasi ya ajabu hadi kufikia vita ya Kagera ya mwaka 1979. Matatizo mengi ambayo nchi yetu sasa inayakabili yalianza miaka ya 80 baada ya kulazimishwa kuyapokea mapendekezo ya marekebisho ya uchumi wa nchi ya IMF. Matokeo ya kukubali huko ilikuwa ni kuporomoka kwa uawezo wa nchi kumiliki hatamu za uchumi wa Taifa na hali hii ilisababisha machungu mengi kwa wafanyakazi.

Baada ya ujio wa soko huria na uta ndawazi usio na “luku” sio siri kwamba wataalamu wengi (zaidi ya asilimia 30%) waliosomeshwa hapa nchini kwa gharama kubwa iliyobebwa na wananchi wanaoishi maisha duni wamehamia katika nchi za ughaibuni ambako wananufaisha vilivyo jamii dhalimu za wale aliotuteka nyara na kututumbukiza katika limbwi la umasikini hadi leo. Matokeo ya uhamaji huo imekuwa ni kuiacha nchi ikiwa tegemezi mwaka hadi mwaka. Sambamba na hili la kupotezao rasilimali watu adimu nchi imeendelea kuingia gharama kubwa kuajiri wataalamu na kampuni za kitaalamu toka nje kwa gharama mbaya na kuzidisha mzigo kwa mwananchi. Kua nzishwa kwa Chama cha wafanyakazi wa taasisi za elimu ya juu mwishoni mwa mwaka 2008 ilikuwa ni moja wapo ya harakati za wafanyakazi wa taasisi hizo kujipa uwezo wa kusimamia maslahi yao na taasisi zao ili kupunguza wimbi la uhamaji wa rasilimali watu bora ya nchi.

Pamoja na majukumu makubwa iliyo nayo THTU kutetea haki na maslahi ya wafanyakazi wa taasisi za elimu ya juu THTU inatambua fika kuwa ndicho chama pekee chenye uwezo na upeo wa kuona mbali zaidi ya maslahi ya usoni. Hivyo chama kimeona kuna umuhimu wa kuandaa Kongamano litakalotoa

nafasi kwa wafanyakazi na viongozi wa vyama mbali mbali pamoja na viongozi wa serikali na taasisi kujadili kwa mapana changamoto mbali mbali zinazowakabili wafanyakazi, taasisi zinazowaajiri na nchi kwa ujumla ili kupata mapendekezo shirikishi yatakayoisaidia serikali na waajiri kufanya marekebisho katika mifumo ya ajira, ya kitaasisi na kijamii

1.1 Mantiki ya Kongamano la Wafanyakazi

Tarehe ya 15 Mwzi April 2009 Viongozi wa THTU walipeleka hoja nane na mapendekezo yaliyojikita katika maswala nyeti ya maslahi ya wafanyakazi, maslahi ya taasisi zao na maslahi ya kijamii yenye ti ja kwa wafanyakazi na nchi kwa ujumla. Wakati wa kuzipeleka hoja hizo THTU iligundua kwa mshtuko kuwa vyama vingine vilivyopewa nafasi ya kujadili na serikali mambo ya wafanyakazi zilipeleka ajenda hafifu sana na ambazo hazikuwa na mapana yanayokidhi haja. Pia katika kikao cha pamoja cha viongozi wa vyama vya wafanyakazi na Mh. Rais wa Jamhuri ya Tanzania THTU iligundua udhaifu mkubwa katika hotuba iliyosomwa na P resident wa TUCTA kwani haikushirikisha mchango kuto ka vyama vyote vya wafanyakazi nchini. Kuto kana na hali hii na kwa kuzingatia uwezo mkubwa kutafiti na kufafanua mambo ulioko ndani ya taasisi za elimu ya juu viongozi wa THTU waliona ni vyema watoe mchango wakuwaelimisha wafanyakazi na viongozi wa vyama vyao kwa njia ya Kongamano. Isitoshe THTU inaamini pia kuwa Kongamano ni njia sahihi ya kuwakutanisha wadau mbali mbali ikiwemo serikali, waajiri na vyama vya wafanyakazi kujadili na kupeana taarifa mbalimbali na kutoa mapendekezo ya ujumla kwa serikali.

1.2 Lengo Kuu la Kongamano

Lengo Kuu la Kongamano ya wafanyakazi ni kufufua moyo wa ushirkiano wa vyama mbali mbali vya wafanyakazi na kutoa nafasi wachangie mapendekezo ya ujumla ya kuboresha mazingira kazi na maslahi ya wafanyakazi na mashirika/taasisi zao katika jukwaa lislo na ajenda za kisiasa.

1.3 Walengwa wa Kongamano

Walengwa wa Kongamano wanajigawa katika sehemu nne kuu:

1. Wafanyakazi na viongozi wa vyama vyao
2. Waajiri /Viongozi wa mashirika na taasisi
3. Viongozi wa serikali
4. Viongozi wa Kijamii

2 Mada Kuu za Kongamano

THTU Conference Theme: WORKERS STRUGGLE IN THE AGE OF GLOBALISATION OR CLOAKED SLAVERY

Workers Status and Workers Struggles Before and After Independence

Proposition: The workers and citizens of Tanzania and the surrounding region have gone through four phases of Globalisation each more subtle but more dangerous than the preceeding phase: Naked Slavery, Colonialism (Cloaked Slavery), Neo-Colonialism (Deeper and Hidden Slavery), “Globalisation Per se” (Deeper But Sophisticated and more dangerous Collaborative Slavery).

Issues 1: How does/did a workers struggle in Tanzania manifest itself in the slave, colonial and post-colonial eras. How did the labourer and skilled worker fare in the slave and colonial era? What improvements if any have been made during the Ujamaa Era? During the Post Ujamaa Era?

Issue 2: In terms of earning capacity what changed in: the Post independence years prior to the adoption of capitalist practices?, How did the Tanzanian worker/labour organise prior to independence, after independence in the Ujamaa era?, After the Ujamaa era? Did the workers movements truly reflect the desires and wishes of the membership?

Issue3: How much were/are these movements controlled by the political elite of the country? How much were they controlled by external political systems?

Issue 4: What strategies must be put in place by workers organizations to counter the new wave of self-imposed slavery and colonization shrouded in the cloak of Globalisation (Utandawizi)?

Working Environment and Workers Safety under the Globalised Economy

Proposition: The Global economy has ushered in false expectations that have made political leaders of the country see globalization as an opportunity rather than a new form of oppression that is even more sinister than the previous forms. Because of this people of Tanzania have abandoned caution and became collaborators to their own intensive exploitation.

Issue 1: How has the working environment changed over the past transitions through colonialism, neocolonialism and Globalisation.

Issue 2: Has Globalisation reversed the gains made in workers safety or has it created improvements?

Issue 3: What changes if any should be made in the labour and employment laws to offer enhanced working environment and workers safety.

Issue 4: Has the de-coupling of labour movements from political movements created any benefits/Losses for the worker?

Issue 5: How does the legal provision that allows not only workers but employers to unionise safeguard (if at all) the workers safety and security at in the working environment? Is the provision a threat to Workers Unions effectiveness?

The Need for a Good and Secure Social Security System (safety net)

Proposition: The present social security funds which were setup during the Ujamaa era were intended not only to provide for the workers but also acted as easily accessible funds for state-guided national development. With the ushering in of capitalist governance in Tanzania the social security funds have fallen easy prey for unscrupulous individuals to plunder in the pretext of “investment”. Without proper control by those who inject their money into the funds the workers of Tanzania are condemned to poverty level pension incomes at a time when they have spent all their life serving the state diligently. The age gap that was created after the country signed the IMF conditionalities in the 80’s is now threatening to dump en-masse highly educated and experienced retirees on to the streets as paupers. This does not augur well for the peace, security and freedom of Tanzania.

Issue 1: Does Tanzania need a multiplicity of social security funds that are difficult to monitor and control at a time when reverence for public property by custodians is at the lowest? How can those who put their money in the social security funds better safeguard their interests?

Issue 2: Can we justify the administrative costs of running so many social security funds?

Issue 3: Is the law establishing the regulatory entity adequate to ensure order and sanity in the frivolous use of social security funds to finance real estate development and government projects?

Issue 4: Given that most of the investments made by social security funds have no direct benefit to the contributors (members) of the funds should the members of the funds demand that the real estate properties be governed by a shareholders company for their own benefits?

Issue 5: What reforms should be put in place to ensure good governance of the social security funds and enhanced benefits to the workers contributing to the funds.

Role of Women in the Workers Struggles

Proposition: Right from the early days of the struggle for Uhuru Women such as Bibi Titi Mohammed, Mrs Sofia Kawawa, Lucy Lameck etc played important roles in shaping the struggle of Tanzania’s struggle for inde. More recently Hon Mrs Margeret Sitta demonstrated how powerful women can transform the face and nature of workers struggles when she built the Teachers Union into a self reliant and effective workers union.

Issue 1: In what ways have women participated in the labour movements in the past? Why has the history of Tanzania so few women like Margareth Sitta? Should the legislation and policy instruments be reformed to allow more women to participate in workers union governance?

Issue 2: With the current move towards political correctivism in the election of women to parliamentary seats what parallels should be advocated in the labour movements?

The Need for Wokers Participation in the National Politics

In the early days of the struggle for UHURU public workers and others employed by government companies and institutions were not free to unionise or join political parties. Because of this the history of Tanzania’s liberation is closely tied to the sports associations and labour movements. After the

achievement of Uhuru and the ushering in of single party democracy the labour movements were re-organised and became communities of the only political party in Tanzania. This arrangement allowed Tanzania to build a strong and united country devoid of serious internal strife. However with the ushering in of multi-party democracy and multiple labour movements and the lop-sided shift of power to politicians there is now a need for labour movements to assume once again the important role it played leading to independence. This is especially important in the view of the sinister moves by powerful western, Western and Southern states to grab and acquire all means of economic production in the Country with the willing collusion of elected political leaders.

Issue 1: What changes should be made to the prevailing legal mechanism to allow workers to participate effectively in the politics of the land?

3 Programu ya Kongamano

1. Kuandikisha Wajumbe	8.00 – 8.30 AM	Secretariati
2. Kufungua Mkutano	8.45 AM	M/KITI THTU
3. Matangazo na taarifa fupi	9.00 AM	K/MKUU THTU
4. Hotuba ya Kumkaribisha Mgeni Rasmi	9.15 AM	M/KITI THTU
5. Salaam za Mgeni Rasmi	9.30 AM	Mgeni Rasmi
6. Chai na Viburudisho	10.00 AM	
7. Mada ya Kwanza	10.30 AM	Mtoa Mada / Rapporteur
8. Mada ya Pili	11.30 AM	Mtoa Mada / Rapporteur
9. Tafakari ya Mada ya Kwanza na pili	12.30 PM	Wajumbe
10. Chakula cha mchana	1.00 PM	Wote
11. Mada ya Tatu	2.00 PM	Mtoa Mada/Rappoteur
12. Mada ya Nne	3.00 PM	Mtoa Mada/Rappoteur
13. Chai na Viburudisho	4.00 PM	Wote
14. Mada ya Tano	4.30 PM	Mtoa Mada/Rappoteur
15. Mjadala na Majumuisho	5.30 PM	
16. Kufunga Kongamano	6.00 PM	Mgeni Rasmi wa Pili
17. Chakula cha Jioni na Viburudisho	7.00 PM	

3 Bajeti ya Kongamano

GARAMA ZA KONGAMANO

1. USAFIRI WA MIKOANI
2. USAFIRI WA MJINI
3. VYAKULA NA VIBURUDISHO NA VINYWAJI

4. UKUMBI
5. HONORARIUM KWA WATOA MADA
6. HONORARIUM KWA WENYEVITI WA MADA
7. HONORARIUM KWA MARAPPOTEUR

GARAMA ZA MAANDALIZI

1. Matangazo
2. Garama za vikao vya kamati ya maandalizi
3. Makabrasha / Mifuko
4. Taarifa na Nyaraka Mbali mbali
5. Usafiri wa kamati ya maandalizi
6. Kazi za katibu muhtasi na kudurufu
7. Sare kwa viongozi wa matawi
8. Vipeperushi, nembo nakadhalika
9. Mawasiliano
10. Posho kwa wasaidizi

GARAMA ZA MACHAPISHO YA MADA ZA KONGAMANO

1. Printing and Production
2. Publishing
3. Kusambaza