

Tanzania

Fixed Term Contracts

Fixed-term contracts are permitted without limits on duration or number of renewals. It can only become permanent by agreement. The requirements for early termination of a fixed-term contract are the same as the requirements for a permanent contract.

Probationary Periods

Probationary periods are not statutory in Tanzania, but they are generally permitted for three to six months. They are allowed in both fixed-term and permanent contracts. During the probationary period, 7 days' notice of termination is required and it must be for a valid reason after a fair procedure.

Holidays

Workers in Tanzania generally recognize 17 public holidays. Work performed on a public holiday is payable at 200%.

Vacation

After six months of service, Workers are entitled to 28 consecutive days of paid vacation annually. Vacation accrues over time and rolls over year to year for up to 12 months. Workers are prohibited from working for two years without taking vacation. Accrued but unused vacation is payable at the end of the engagement.

Sick Leave

Workers that present a medical certificate verifying an injury or illness are entitled to up to 126 days of paid sick leave in any 36 month period. The first 63 days are paid at full wages with the subsequent 63 days being paid at half wages.

Working Hours

A standard workweek in Tanzania is 45 hours per week or 9 hours per day excluding a lunch hour. Workers are entitled to 24 consecutive hours of rest weekly, which is usually on a Sunday. Work performed on a rest day is payable at 200%. Work performed between 8 p.m. and 6 a.m. is considered night work, which is compensated at 105%.

Overtime

Overtime worked on a regular workday is payable at 150%. Overtime is limited to 50 hours per week averaged over four consecutive weeks. Overtime performed at night is payable at 155%.

Mandatory Bonuses

There are no mandatory bonuses in Tanzania.

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Termination

Except in cases of misconduct or unreasonably failing to meet the expectations of the contract, termination requires written notice stating a valid reason for the termination in addition to a fair procedure. Valid reasons include misconduct, incapacity, incompatibility, and operational requirements. The notice period depends upon the Worker's arrangement: < 1 month of service - 7 days' notice; employed by the day - 4 days' notice; employed by the month - 28 days' notice. Workers are also entitled to severance equal to 7 days of basic wage per year of service up to a maximum of 10 years.

Resignation

Workers may end a fixed-term contract early only by agreement or demonstration of a material breach in the contract forcing the resignation. In a permanent contract, Workers must follow the same requirements as employers in terminating the contract.