

TANZANIA 坦桑尼亚

CURRENT TEXT OF GUIDANCE 现有指南

Duration of maternity leave in national legislation is three months. Amount of maternity leave cash benefits is 100% of previous earnings. Children under 16 years old cannot work more than six hours a day.

国家立法规定产假为三个月。产假现金补助同产前工资收入一样。16岁以下儿童每天工作时间不得超过6小时。

PROPOSED INDICATORS 建议指标

DECENT WORK FOR PARENTS AND YOUNG WORKERS 为父母和青年工作者提供体面的工作

Relevant to companies in the manufacturing, agriculture and construction sectors

Child labour

- **Minimum age:** The minimum age of full-time employment is 14, and children aged 14-18 may only be employed in work that is not likely to be harmful to the child's health and development.
- **Hazardous work:** Children under 18 years of age may not be employed in hazardous work. A list of hazardous works is included in the Law of the Child Act.
- **Light work:** Children under 14 years may not be engaged in light work.

同制造业、农业和建筑业的企业相关

童工

- **最低工作年龄:** 全职工作的最低年龄为14岁，14—18岁的儿童只能从事不损害其健康和发展的工作。
- **危险工作:** 18岁以下儿童不得从事危险工作。《儿童法》(Law of the Child Act)中列有危险工作清单。
- **轻量工作:** 14岁以下的儿童不得从事轻量工作。

Relevant to companies in all industries

Maternity and paternity protections

- **Parental leave:** Women are entitled to 12 weeks of paid maternity leave and men are entitled to 3 days of paternity leave.
- **Pay and benefits:** Maternity and paternity leave is granted with full pay (100% of previous earnings), paid by the employer.
- **Job protection:** Under the Employment and Labour Relations Act 2004, it is unlawful to dismiss a worker due to pregnancy or any reason connected with her pregnancy. Female workers have the right to return to the same or similar position on the same terms and conditions after returning from maternity leave.

同所有行业的企业相关

产假和陪产假

- **育儿假:** 女性享有12周带薪产假，男性享有3天陪产假。
- **工资和福利:** 产假和陪产假期间，雇主全薪支付工资（产前工资收入的100%）。
- **工作保护:** 根据2004年《就业与劳动关系法》(Employment and Labour Relations Act)，因怀孕或与之相关的任何理由辞退工作者是非法的。女性员工产假后有权按同等条款和条件重返产前相同或相似的职位。

Decent work for parents and young workers:

- **Health and safety:** Under the Employment and Labour Relations Act 2004, an employer may not permit or require a pregnant worker or a worker who is nursing her child to perform work that is hazardous to her or child's health. If a female worker is involved in hazardous work, her employer is required to offer suitable alternative employment, if practicable, on same terms and conditions on which she is already employed.

- **Working hours:** Normal working hours are 48 per week – 8 hours per day over a maximum of 6 days per week. Children (aged 14-18) cannot be permitted to work during school hours or for more than three hours per day. Children who have completed compulsory education may be employed for not more than 6 hours per day.
- **Breastfeeding:** Under the Employment and Labour Relations Act, a female worker is entitled to the nursing breaks of maximum 2-hour duration per day.

父母和青年工作者体面的工作

- **健康和安全:** 根据 2004 年《就业与劳动关系法》，雇主不得允许或要求怀孕或哺乳期的工作者从事危害其健康的工作。若女性员工从事危险工作，则在可行的情况下，要求雇主按照先前工作的条款和条件，为怀孕工作者提供其他合适的替代工作。
- **工作时间:** 正常工作时间为每周 48 小时—每天 8 小时，每周最多 6 天。儿童（14-18 岁）不允许在上课时间工作，也不允许每天工作超过三小时。完成义务教育的儿童每天工作时间不得超过 6 个小时。
- **母乳喂养:** 根据《就业与劳动关系法》，女性员工享有每天最多 2 小时的哺乳时间。

MARKETPLACE 市场

Relevant to companies in the ICT sector

Child online safety

- **Child sexual abuse material (CSAM):** National laws prohibit CSAM, and internet service providers (ISPs) are required to report instances to law enforcement. The Tanzania Communications Regulatory Authority handles complaints of CSAM.
- **Access to pornography:** National laws prohibit accessing pornography, including on the internet.
- **Cyberbullying:** National cybercrime legislation prohibits the sending of communications with intent to coerce, intimidate, harass or cause emotional distress.

同信息和通信技术领域的企业相关

儿童网络安全

- **儿童性虐待材料:** 国家法律禁止儿童性虐待材料，互联网服务提供商需向执法机构举报可疑情况。坦桑尼亚通讯监管局(Tanzania Communications Regulatory Authority) 处理与之相关的投诉。
- **获取色情内容:** 国家法律禁止获取色情内容，包括网上获取。
- **网络欺凌:** 国家网络犯罪立法禁止发送意图胁迫、恐吓、骚扰或造成情绪困扰的信息。

COMMUNITY AND ENVIRONMENT 社区和环境

Relevant to companies in the extractives, agriculture and construction sectors

Environment

- **Impact assessment:** To ensure that projects minimise harmful impacts on the environment, national laws require environmental impact assessments.
- **Climate change:** In its submission to the UNFCCC, Tanzania has committed to reduce greenhouse gases by 10-20% by 2030.

同采掘业、农业、和建筑业的企业相关

环境

- **影响评估:** 为确保项目尽量减少对环境的有害影响，国家法律要求进行环境影响评估。
- **气候变化:** 坦桑尼亚向联合国气候变化框架公约提交了国家自主减排贡献，承诺到 2030 年将温室气体排放量减少 10%—20%。

Land rights

- **Land tenure:** Tanzania has over 100 distinct ethnic groups, many of whom identify as indigenous. Although the government does not recognise the existence of indigenous peoples, national laws fully address community and indigenous land tenure.
- **Free, prior and informed consent (FPIC):** Tanzania has made progress in incorporating the right to give FPIC before lands are acquired by government or private investors.

土地权

- **土地所有制:** 坦桑尼亚有 100 多个民族，其中许多被认定为土著。尽管政府不承认土著人民，但国家法律完全解决了社区和土著土地所有权问题。
- **自由、事先和知情同意:** 政府或私人投资者获得土地前，坦桑尼亚在纳入自由、事先和知情同意的权利方面取得了进展。

Security arrangements

- **Child soldiers:** National laws ensure that children under 18 are not compulsorily recruited into the armed forces and do not take part in hostilities.

安保措施

- **童兵:** 国家法律保护 18 岁以下儿童不被强征加入武装部队，不参加敌对行动。

Child rights

- **Education:** Primary education is free and compulsory. Secondary education is neither free or nor compulsory.
- **Healthcare:** The Constitution recognises the right to health. The government no longer guarantees free healthcare to all, although there are a number of public health insurance schemes that aim to improve universal access.

儿童权利

- **教育:** 初等教育是免费的义务教育，中等教育既不免费也不是义务教育。
- **医疗保健:** 宪法承认健康权。尽管一些公共医疗保险旨在改善全民医疗，但政府不再向所有人保证免费医疗。