

IPIS Insights

March 2015

Gabriella Wass, Anna Bulzomi & Lisa van Besouw

Business & Human Rights in Tanzania: what's on the agenda?



Business & Human Rights Workshop in Tanzania

On 18 and 19 August 2014, IPIS organised a workshop on Business and Human Rights in close cooperation with the Tanzanian national human rights institution, the [Commission for Human Rights and Good Governance](#). The workshop, which took place in Dar es Salaam, was designed and facilitated by IPIS researchers, Anna Bulzomi and Gabriella Wass, together with [Business & Human Rights Resource Centre](#) representative, Joe Kibugu.

Participants spanned a broad range of sectors, including international business, ESG management, non-governmental organizations, advocacy and research groups, and law centres operating in Tanzania and Zanzibar.

The training was open to all stakeholders working across diverse industry sectors and covering a wide array of ESG and human rights issues, namely stakeholder engagement in large-scale extractive projects, business and children, labour conditions in the tourism sector and human rights risks in artisanal gold mining.

The collegial and hands-on nature of the training enabled all participants to exchange and learn from each other's experiences. This paper summarises some of the main takeaways from this workshop in terms of case studies of business and human rights issues in the Tanzanian context.

The dangers of irresponsible business: Tanzanian case studies

Tanzania does not have a specific law governing corporate accountability. Nevertheless, it, like many rapidly developing African nations, has found that rising investment in the country has had a direct bearing on the socio-economic conditions in which ordinary Tanzanians live and work, including how they are governed. A report outlining findings from a 2013 [Legal and Human Rights Centre \(LHRC\) study on Human Rights and Business](#) in Tanzania, highlighted a number of familiar business and human rights phenomena in the Tanzanian context. These included challenges regarding compliance with international and national labour standards, incidents of unlawful land grabbing, denial of access to land, corporate tax evasion and a rise in corporate tax exemptions, failure to consult community members during the conduct of Environmental Impact Assessments and a lack of gender parity in work, amongst others. The LHRC concluded that whilst some minor improvements in corporate accountability have been made in some places, with several companies now trying to contribute to community development initiatives, the status of corporate accountability to communities surrounding company operations remains weak.

Over the course of the two-day workshop in Dar es Salaam, participants contextualised these issues by highlighting a number of prevalent trends and case studies encountered in their own work and experiences. The following is a snapshot of some of the most compelling business and human rights issues facing Tanzania. Whilst very much tried to their Tanzanian context, the cases of mining in North Mara, tourism in Zanzibar, and children’s rights nationally, reflect business and human rights trends that are being avidly discussed globally in a number of different countries.

Business and Human Rights in Tanzania: Cross-cutting themes

	Oil & Gas	Mining	Agriculture	Tourism
Displacement	Extractive projects often involve the appropriation of lands from indigenous people and massive displacement of settlements. In Geita District, for example, the establishment of a gold mine lead to some 1800 displaced villagers.		Tourism and agriculture of two of Zanzibar’s most important income generators. Both industries require substantial land acquisition and use of strained resources such as water.	
Environmental degradation	Many industries can have a profound environmental impact, each in their own, specific ways. Extraction of minerals and fuels can be very chemically intensive and disruptive, as can the growth of crops. All four industries can involve appropriating large swathes of land and disrupting sensitive eco-systems or promoting deforestation.			
Violence & conflict	The “resource curse” is a phrase used to describe resource rich countries which experience low economic growth and slow development. A number of countries in Sub-Saharan Africa have been pinpointed for exemplifying this phenomenon.			
Child rights		In 2009 the ILO found moderate levels of child labour in Zanzibar’s small-scale agricultural industry, e.g. coffee, sugarcane, tea, & tobacco farms. Some children were also found to be working in mines and quarries, including tanzanite and gold mines. Zanzibari children were also found to be working in the tourism industry, & involved in commercial sexual exploitation near tourist locations		



IPIS
International Peace Information Service (IPIS) is an independent research institute, providing governmental and non-governmental actors with information and analysis to build sustainable peace and development in Sub-Saharan Africa.

Research is centred around four programmes: Natural Resources, Business & Human Rights, Arms Trade & Security, and Conflict Mapping.

Mining in North Mara

Tanzania is amongst Africa's five largest producers of gold – a mineral whose production around Lake Victoria has been rapidly growing since 2000. The mining of gold, both industrial and artisanal, provides significant employment. However, industrialisation of the sector, including large-scale mining, endangers the artisanal, small-scale mining on which local people can often depend for their livelihood. Indeed, when Tanzania's mineral policy [changed](#) in 2009-2010, artisanal miners sought to challenge what were by then well-established large-scale mining activities, protesting against the lack of any tangible benefit that such activities brought in terms of employment or regional wealth.

Four large-scale gold mines dominate the gold mining sector in Tanzania: Resolute's Golden Pride, Geita Gold Mine, Bulyanhulu and North Mara. The latter is located in the northeast of Tanzania, in the Tarime District of the Mara region, close to the Kenyan Border. The North Mara mine is an open pit mine: deposits of minerals or rock are found near the surface, and as such a surface mining technique can be used to extract minerals. According to ABG, the North Mara mine had a [production](#) of 256.732 ounces in 2013.

African Barrick Gold Ltd. (ABG) has operated the North Mara mine since 2009. In November 2014, ABG changed its name into Acacia Mining Ltd. (Acacia), of which Banro Gold Corporation (BGC) holds a 63.9% equity interest. Acacia is the largest gold producer in Tanzania.

As mining has grown in North Mara, substantial social, environmental and human rights issues have developed. These have included the [displacement](#) of many artisanal mining operations, environmental pollution, violence, corruption, and (sexual) abuse.

1. Violent conflict

North Mara's mines have [reportedly](#) seen frequent violent clashes between local community members and both private security guards contracted to protect the site, as well as public security forces (Tanzanian police). Such confrontations have occasioned both death and injury to local villagers. Civil society groups report that when locals have attempted to gather rocks at the mine in the hope of finding gold, forces protecting the site have reacted with deadly force. For example, an altercation between security forces and villagers on 16 May 2011, escalated into the deadly shooting of nearly half a dozen local villagers, as well as the injury of several others, following their attempts to collect rocks from the site. Whilst Barrick Gold issued a statement claiming that the events unfolded in a context in which the site had been "stormed" by 800 – 1,500 armed villagers intent on [stealing gold ore](#), these claims are heavily contested and the incident has been the subject of [litigation in the UK courts](#).

Unfortunately, the 16 May 2011 deaths are not an isolated incident. Nor are they the last of the fatalities witnessed in North Mara. In mid-2014, NGOs MiningWatch Canada and Rights and Accountability in Development (RAID) [investigated](#) human rights allegations regarding the mine and reported that these issues remained ongoing, with at least ten alleged victims of fatal gunshot wounds sustained at the mine over the two month period immediately preceding the NGOs' visit. These organisations further criticised ABG for its invasive investigation procedures and highlighted substantial flaws in the company's grievance mechanism, which they found to be under-publicised, and potentially counter-productive:

ABG's grievance mechanism for victims of violence by police or mine security does not appear to be rights-compatible, although ABG deny this and claim to have reviewed its grievance mechanism to ensure compliance. ABG's use of legal waivers means that compensation is dependent on the victims signing away their rights to pursue civil legal action against the company. Participants in the programme interviewed by MiningWatch and RAID not only expressed dissatisfaction with the remedy they had been offered, but also confirmed that they had not understood when they signed the compensation agreements that they had lost the right to pursue their claims in legal proceedings against the North Mara mine and Barrick/ABG.

Acting on behalf of twelve Tanzanian villagers, UK law firm, [Leigh Day and Co.](#), raised a legal action against ABG and North Mara Gold Mine Limited (NMGML) in the UK High Court in July 2013. The claim sought to assert the companies' liability for fatalities and injuries to local villagers, including alleged complicity in the deaths of at least five locals by police. ABG's subsidiary NMGML attempted to seek an injunction from local courts barring the company's liability for the actions of the police, though this legal action was subsequently the subject of an interdict from the UK courts preventing the defendants from initiating a claim in Tanzania on matters being litigated in the UK.

The case was [settled](#) out of court on the 6 February 2015 for an undisclosed amount. ABG has historically maintained that it believes the legal proceedings to be [without merit](#). Viewing the events as a response to a mine site incursion by an "organized and armed mob", the company stated that it was conducting its own investigation whilst fully cooperating with the police. ABG has committed to [improved security functions](#) that align with international human rights standards, such as a review of the security perimeter at North Mara, resulting in the installation of additional perimeter fencing and walls, installing CCTV cameras in sensitive areas, and conducting a safety education programme with the local community to improve understanding of the inherent dangers associated with illegal mining and intrusions on to the mine site.

2. Sexual assault

In addition to the above shootings, ABG security personnel and the police have also been [accused](#) of the sexual assault and rape of local women. The issue of sexual assault is particularly sensitive for ABG, as Earth Rights International has accused the company of dealing very poorly with sexual assault allegations in Papua New Guinea. Here, the company's [reparations](#) are said to have included business training programmes and grants for victims, alongside requests for assurances that the women would not seek to sue the company.

ABG's own investigations have identified [credible evidence](#) of sexual assaults by members of the Tanzanian police and employees of ABG's security unit. The company expressed deep distress at the emergence of this evidence, and have urged the police to conduct their own investigations, in line with the Voluntary Principles on Security and Human Rights.

ABG has committed to a number of actions to strengthen and support the community at North Mara, including:

- Engaging with NGOs and government partners to identify and develop specific initiatives on violence against women in the Mara region, including assessing the viability of establishing a health centre in the Mara region that could provide physical and psychological treatment for victims of sexual violence and raise awareness of gender violence.
- Developing an appropriate remedy programme for victims of sexual assault, aligned with international human rights norms.
- Developing a review programme dealing with violence against women in the Mara region, which would encompass causes and mitigation strategies in order to maximise the effectiveness of company interventions.
- Examining alternatives to existing arrangements with public security providers at North Mara, while ensuring the safety of ABG employees.

#Corruption

Media outlets have reported that villagers commonly [pay mine security and police](#) at the site to gain access to waste rock dumps and pits in search of rocks containing gold. However, these security personnel are also paid by the company to protect the mine. ABG has [responded](#) that it is investigating "whether employees and police have participated in a fraudulent scheme of accepting money for access to the site by illegal miners."

3. ABG and Banro Gold Corporation's long term approach

BGC and its subsidiaries and affiliates operate internationally, and are no strangers to functioning amid poverty-affected populations, and in localities characterised by economic stress and human rights risk. They have consequently adopted global corporate social responsibility (CSR) policies in an attempt to strike a balance between their international business capabilities and localisation strategies. BCG's [CSR Charter](#) is organised around four pillars: 1) Ethics, 2) Environment, Safety & Health, 3) Employees; and 4) Community. Regional business units are intended to be accountable for compliance with this Charter.

BGC has stressed its strong commitment to protecting human rights. ABG has been a member of the Voluntary Principles on Security and Human Rights since October 2010. These principles, established in 2000, are designed to guide companies in maintaining the safety and security of their operations within an operational framework that encourages respect for human rights.

ABG also runs a [Human Rights Compliance Program](#). It states that: "On a philosophical level, the programme is not, as a foremost matter, a risk mitigation effort but an enhancement of our commitment to respect human rights." In 2010, [Human Rights Watch](#), addressed ABG's approach to human rights issues resulting from their Papua New Guinean operations, asserting that,

Barrick has shown signs of a tangible shift toward more serious engagement with human rights concerns. One senior company official told Human Rights Watch that "Our approach has changed. We want to be more open. There are a lot of good things this company does ... but we need to be more open to talking about the bad things as well."

Whilst ABG appears to be taking the human rights impacts of their operations very seriously, the testimony of workshop participants highlighted that more has to be done to truly ensure that ABG's North Mara mine is a holistic force for good in Tanzania.

Tourism in Zanzibar

Tourism makes an invaluable contribution to Tanzania's economy. Through accommodation, transport, entertainment and related goods and services (food and beverage, retail, and culture/recreation), Tanzania generates valuable domestic income from this sector.

The [World Travel and Tourism Council](#) (WTTC) report that the total contribution of Travel & Tourism to Tanzania's GDP was TZS6,899.5bn (12.9% of GDP) in 2013, forecasting it to rise by 6.7% pa to TZS13,800.2bn (12.6% of GDP) in 2024. Meanwhile, many Tanzanians depend on tourism for employment: in 2013, the total contribution of Travel & Tourism to employment, including jobs indirectly supported by the industry, was 11.2%. This equates to 1,196,000 jobs.

Zanzibar island is one of Tanzania's most important tourist hotspots. The Zanzibar Commission for Tourism states that its mission in developing tourism on the island is to make it "the most exotic, diverse island destination in the Indian Ocean Region [...]."

However, despite its economic and employment benefits, concern exists over the impact of the tourism sector on human rights. [Zanzibar Legal Services Centre's](#) Gabriel Mkama expressed concern over the very low levels of fair, contractual labour amongst those employed in Zanzibar's hospitality sector:

A huge number of Zanzibar's young population are working in hotels. But the conditions they work in are horrendous; they receive sub-minimum wages and no contract. Moreover the industry works seasonally. In low season hotels will be closed and they will have no employment then. These young people don't know whether it's a violation of their human rights because this is so pervasive.

Other commentators and CSOs have raised their own concerns about how the tourism industry impacts on human rights. Rachel Noble, Head of Policy and Research at Tourism Concern, shared a [case study](#) entitled "Water rights and tourism – A case study from Zanzibar." Tourism Concern's Water Equity programme had found that,

over-exploitation, appropriation and pollution of water resources by tourism development are, in many cases, impacting negatively on the right to water and sanitation of local communities in terms of water quality, accessibility, availability and affordability.

In the Zanzibari context, Tourism Concern found that there had been a rapid increase in tourist arrivals - from 19,400 in 1995 to 220,000 in 2011, and that while tourism had created jobs and opportunities for many, 42 per cent of residents remained in poverty, while 50 per cent of rural dwellers lacked water access.

Academics Venance Mutayoba and Rose Mbwete from Tanzania's Mwalimu Nyerere Memorial Academy have questioned whether the tourism industry is pro-poor. Here, their study found that:

It is likely that by allowing the tourism industry to continue to develop at the current pace, the objectives of Zanzibar's government on tourism development can be achieved. The present situation indicates an increase in investment, annual increases in visitor arrivals and a variety of jobs for Zanzibaris in tourism related employment. However, it would be incorrect to claim that this current development is pro-poor: the large-scale hotels are largely foreign owned and prefer Mainland employees to local Zanzibaris, prices of food and other consumer items were reported to be increasing as a result. In addition, the leakage of tourism earnings to overseas banks as practiced by foreign owners of the large-scale tourism facilities means less income for Zanzibar.

The conduct of the tourist industry has also been questioned elsewhere in Tanzania. In April 2013, Al Jazeera reported on a Dubai-based hunting lodge whose project had caused the mass-displacement of Masai tribes people in Lolyondo, northern Tanzania. In some instances, the homes of these community members had been burnt to the ground by police. The company in question claimed that as that it would only run a hunting season for 6 months a year, off-season, cattle could be allowed to graze on the land under dispute – a solution that is not sustainable for the survival of the Masai communities affected.

Whilst it is clear that businesses operating in Tanzania's tourism sector need to engage responsibly with the human rights issues they encounter, without a firm hand from the Tanzanian government, both in terms of soft business engagement and hard law on tax matters, many Tanzanians will feel the burden of an expanding tourism sector more than its benefits.

Cross-cutting issues common to numerous sectors

Land acquisition

Oxfam [defines](#) land grabbing as "land deals that happen without the free, prior, and informed consent of communities that often result in farmers being forced from their homes and families left hungry." Academics, economists, and grassroots organisations alike have expressed concern about the level and impact of land grabbing in Tanzania. Across various industries – tourism, agriculture, biofuels, and forestry – Tanzanian land presents an attractive investment. However, without proper systems in place to work with current inhabitants or owners, the impact of land grabbing on individuals, society, and national economics can be devastating. The LHRC has [found](#) in one study that only 8.3% of respondents had had the opportunity to bargain fairly with investors and/or government prior to the waiver of their land rights ownership.

At a Connell University conference on land grabbing in Tanzania, experts Fred Nelson, Emmanuel Sulle, Edward Lekaita [explained](#) that,

Although Tanzania is considered to be one of the countries in Africa that has instituted among the more progressive land tenure reforms during the past two decades (in Tanzania, this comprises the 1999 Land Act and 1999 Village Land Act) by providing legal recognition of customary rights and collective group land rights (Alden Wily 2011), there is nevertheless a growing sense of pervasive land grabs encroaching on local rights, marginalizing rural farmers and pastoralists who depend on land, water and other natural resources, and further concentrating wealth and assets in the hands of political and economic elites.

Taxation

In its [report](#) "Human Rights and Business in Tanzania – 2013" the LHRC found that a combination of under-collection of taxes, tax evasion and tax-exemption, and illicit financial flows all contribute to profound losses for Tanzanian GDP. In 2010 – 2012, exemptions amounted to more than Tshs. 600 billion each year: 14.1% of the expected actual collection. Exemptions average to GDP was also found to have risen from 2.1% in 2007 to 4.3% in 2011/2012, contributing to a slow GDP growth. LHRC also estimate that Tanzania loses around USD 1 trillion a year through illicit financial flows.

Children's Rights and Business in Tanzania

The UN Guiding Principles on Business and Human Rights provide a broad framework through which companies can operationalise their respect for human rights. They call upon all businesses to pay particular attention to groups that may be more vulnerable or marginalised when it comes to the adverse impacts of company operations. Children constitute one of these groups: they interact with companies on a daily basis, in both developed and emerging economies, yet their visibility is often negated by their voicelessness. As a result, businesses can often fail to acknowledge their role as stakeholders.

According to those participating in the August 2014 workshop, most companies in Tanzania fail to appreciate how the children's rights and business agenda extend beyond child labour issues. Tanzanian children have been reported as working in artisanal gold mining and rice terraces, and are also affected by company operations and policies as dependents of employees and community members in areas where companies operate.

Four participating organisations have worked on children's rights in business, and shared their experiences and challenges with workshop participants.

1. Gold-mining in Tanzania: risky business for children

Foundation HELP is a grass-roots organisation that has focused predominately on tackling the human rights impacts of both large and small-scale mining. A large portion of their work has been centred around child labour, and finding ways to start a constructive, multi-stakeholder conversation to curb this problem. In August 2013 Human Rights Watch had already [denounced](#) that children as young as eight years old were found working in gold mines in Tanzania, facing severe risks to their health and even their lives.

Adding to HRW findings, the spokesperson of Foundation HELP, who has been leading the organisation's work on child rights, reported that:

Children often carry heavy loads, and many have problems with their backs and spines. Children work both above and under ground. In the tunnels and mineshafts they risk death from rock falls and tunnel collapse, and they often breathe air filled with dust and toxic gases.

- Foundation HELP, Operations Manager-

2. Underage workers in the tourism and entertainment industry

CHESO (Children Education Society) is a non-governmental organization working to educate Tanzanian stakeholders on child rights and to investigate cases of child abuse. A senior advocate from CHESO took part in the session on children's rights and business and presented the work they are currently planning to do in the entertainment industry. According to an investigation carried out by CHESO in July and August 2014, several nightclubs in and around Dar Es Salaam employ underage girls.

A parallel phenomenon was described by an attorney currently working with the [Zanzibar Legal Service Center](#) (ZLSC), who added that some of the facilities catering to tourists (clubs, resorts and hotels) often hire junior and underage staff and fail to pay them the minimum wage.

3. Give the floor to child victims

Participatory Media for Community Development (PMCD) is a Tanzanian NGO based in Dar Es Salaam. Their vision is to reach out to different audiences and harness the power of traditional and social media to spur a reflection around human development and economic justice. A founding member of the PMCD attended the workshop and highlighted how in most scenarios it is key that companies consult child rights advocates to understand children's perspectives and the ways their rights are impacted upon. Indeed, abused children are themselves often the sole source of information crucial to addressing these rights violations. Here, ethical, timely and appropriate direct consultation should be considered. The spokesperson from CHESO added that:

In a country like Tanzania, it is important for companies to understand that children are not a homogenous group. There is a pressing need to understand that, for consultation to be fruitful, 'children' is a group that needs to be broken down by parameters such as gender and age, and by taking into account the huge gap between urban and rural children. An extra layer of complexity comes into the picture with at-risk groups, such as children of sex workers, street children or orphans.

-CHESO, Director-

Children's Rights and Business Principles

The vulnerabilities and specific needs of children in the business and human rights arena has been highlighted at the international level by both the UN and civil society organisations active in addressing child rights issues.

UNICEF has identified three levels at which children must be adequately considered by business actors: the workplace, the marketplace and communities. This three-pronged approach recognises that while the business & human rights debate is gathering pace, children's rights and specific needs have yet to be fully understood, respected and supported by corporate actors. In particular, as noted by workshop participants regarding Tanzania, much debate has centred on the role of children in the workplace, and ensuring that they are not exploited in global supply chains. These concerns represent only the first level of concern identified by UNICEF.

Child rights experts and advocates repeatedly highlight the inadequacy of this singular focus, maintaining that the rights and best interests of children should be an integral part of discussions around marketing, business relationships with national governments and CSR initiatives that genuinely aim at improving the standard of living of host communities.

In an effort to encourage companies to actively consider child-rights issues, UNICEF, Save The Children and the Global Compact have issued the Children's Rights and Business Principles, which explore the full spectrum of instances that link business activities to children, providing guidance on how to best address them. The child rights issues outlined above, stand in stark contrast to these Principles (including in particular principles 2, 3, 7 and 10), and warrant further research and engagement in light of the Principles on the part of the businesses involved.

The Children's Rights and Business Principles

Adopted in 2012, the Principles call businesses to:

1. Meet their responsibility to respect children's rights and commit to supporting the human rights of children.
2. Contribute towards the elimination of child labour, including in all business activities and business relationships.
3. Provide decent work for young workers, parents and caregivers.
4. Ensure the protection and safety of children in all business activities and facilities.
5. Ensure that products and services are safe, and seek to support children's rights through them.
6. Use marketing and advertising that respect and support children's rights.
7. Respect and support children's rights in relation to the environment and to land acquisition and use.
8. Respect and support children's rights in security arrangements.
9. Help protect children affected by emergencies.
10. Reinforce community and government efforts to protect and fulfill children's rights

The workshop provided an opportunity to dig further into what it means for businesses to respect and support children's rights. Here, a sub-section of the training was meant specifically for NGOs currently looking into constructive ways to approach companies and work together to place children's rights and interests on the corporate radar.

IPIS Lessons Learned: children's rights and business in practice

Principle 2: Children's rights in global supply chains

IPIS' Business & Human Rights team was involved in the [pilot implementation](#) phase of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. The objective of the Guidance is to help companies respect human rights and avoid contributing to conflict through their mineral sourcing practices. The Guidance is applicable globally and can be implemented by all actors at all stages of the supply chains of tin, tantalum, tungsten and gold. Recognising that each actor faces a specific set of challenges, the Guidance must be implemented taking into account the size of one's business, their position in the supply chain and the number of business relationships they have (amongst other factors).

In 2011-2013, IPIS assisted over 60 mining and trading companies based in Africa's Great Lakes region in their efforts to embed due diligence across their sourcing and trading operations. Over the past two years, IPIS has also engaged on an informal level with a number of downstream players. Some of these have pointed out the need to unpack due diligence beyond the minimum threshold of "avoiding conflict financing".

As the human rights dimension of the Guidance becomes increasingly important, companies want to know more about how to manage key human rights risks, such as child labour. IPIS has recently produced an [interactive map](#) of Eastern DRC showing the linkages between armed conflict and the minerals trade. Such map can be use by companies to assess risks along their supply chains, all the way from mining sites to trading hubs to points of export. IPIS has been asked to expand the scope of its mapping exercise to include instances of child labour, so that the frequency and extent of this risk can also be properly assessed.

A combined reading of the relevant sections of the OECD Guidance (calling for a thorough due diligence process that ensures companies do not profit from nor contribute to the worst forms of child labour¹) and of the CRBPs (namely Principle 2) indeed suggests that companies need to look at risk assessment through a children's rights lens.

Principle 7: Land acquisition and children's rights

When a business acquires or uses natural resources such as land, forest, fresh water and marine resources, local children and communities may be affected. In 2013, IPIS was contracted to assess the [stakeholder engagement](#) strategy implemented in Chad by one of the world's leading oil companies.

Land acquisition and consultation around it soon appeared to be key factors. Although companies that conduct large-scale extractive and infrastructure projects have become far more conscious of the social challenges involved, the impact on children can be overlooked. Children may find it difficult to articulate their needs and have little or no choice to make demands. Most community representatives engaged in consultation will be adult males – with women, youths and children being neglected in this process.

When it acquired the land to build a refinery, the oil company reached out to a limited number of stakeholders to discuss a relocation plan for one of the communities living on the land that had been allocated to the refinery. As often happens, only adult males were consulted.

In 2014, UNICEF released a tool to help companies integrate children's rights in their standards and practices at both headquarters and site levels. The tool, "[Engaging Stakeholders on Children's Rights](#)", provides guidance on how to determine the relevance and appropriate level of engagement processes, how to identify and prioritise child rights stakeholders and, most importantly, it goes into the details of how companies can consult children directly.

¹ The Guidance states that while sourcing from, or operating in, conflict-affected and high-risk areas companies should not tolerate nor by any means profit from or contribute to the worst forms of child labor, as defined in ILO Convention No. 182

Conclusions

The specific dynamics of business impacts on human rights in Tanzania vary greatly between industries, geographies, and business practices. However, Tanzania's experience is nonetheless familiar when viewed alongside broader regional trends. Indeed, whilst the private sector has the capacity to offer invaluable development and employment opportunities, it can simultaneously present acute challenges to human rights enjoyment.

Tanzania is fortunate enough to be home to a dynamic and highly engaged civil society sector. Organisations in this sector are in a unique position to hold businesses to account, challenge irresponsible conduct, work with private actors in an advisory capacity, educate the public, and pressure their government to take steps to safeguard human rights.

A number of avenues exist to enhance Tanzanian organisations' capacity in this regard. For example, the [African Coalition for Corporate Accountability](#) (ACCA) is a coalition of 89 organisations from 28 African countries supporting communities and individuals whose human rights are adversely impacted by the activities of corporations. In September 2014, the second ACCA meeting was held in Addis Ababa, Ethiopia. ACCA's Action Plan for the coming two years comprises protection of community rights, enabling better access to remedy, and enabling capacity building for members. The ACCA's Second Meeting coincided with the OHCHR's [African Regional Forum on Business and Human Rights](#), a multi-stakeholder regional platform for dialogue on the implementation of the Guiding Principles on Business and Human Rights.

It is clear that initiatives now recognise the complex interplay between business and human rights in Africa. What is now needed are strategies and outputs that lead to a tangible impact on daily lives.