



**THE VOCATIONAL TRAINING ACT  
NO. 8 OF 2006**

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**ACT NO.8 OF 2006**

**I ASSENT**

*Amani Abeid Karume*

**{AMANI ABEID KARUME}  
PRESIDENT OF ZANZIBAR**

**AND**

**CHAIRMAN OF THE REVOLUTIONARY COUNCIL**

*5<sup>TH</sup> DECEMBER*, 2006

**AN ACT TO REPEAL AND REPLACE VOCATIONAL TRAINING ACT NO.17  
OF 1986 AND TO MAKE BETTER PROVISION FOR REGULATION  
TRAINING AND OTHER MATTER CONNECTED THEREWITH**

**ENACTED by the House of Representatives of Zanzibar**

**PART I  
PRELIMINARY PROVISIONS**

- Short title and Commencement.      1. This Act may be cited as the Vocational Training Act, 2006 and shall come into operation on such date as the Minister may by notice published in the Gazette, appoint.
- Application.                      2. The provision of this Act shall apply to :-
- (i) those who establish and operate vocational training centre in Zanzibar;
  - (ii) those who demand training and skills of vocational training including women, youths, children, people with disability and other groups in the community.



Exemption.           3,    The Minister may by notice in the Gazette, exempt any public authority or category of public authorities or any person or category of persons, from the operation of all or any of the provisions of this Act or of any regulation or order made thereunder or from any condition of vocational training or indentured learner ship contained in learner ship contract in any scheme.

Interpretation       4.    In this Act, unless the context otherwise requires :

“apprentice” means a person who is bound by contract to work under supervision of an employer for a determined period with a view to acquiring knowledge of a vocational training;

“Authority” means the Authority established under section 5 of this Act;

“Board” means the Board of Directors for Vocational Training Authority established under section 9 of this Act;

“Centre” means Vocational Training centre owned by the Government non-governmental organization or private individual person;

“Child” means a person under sixteen years old;

“Committee” means Board Committees established under section 12 of this Act;

“Executive Director” means Executive Director for Vocational Training Authority appointed under section 8 of this Act;

“Gazette” means Zanzibar Government gazette;

“High court” means the High Court of Zanzibar;



"indentured learner" means a person other than an apprentice who is bound by contract to serve an employer for a determined period with a view to acquire knowledge in which the employer is reciprocally bound to instruct the person;

"Inspector" means inspector appointed by the Board under section 27 of this Act and includes the doctor;

"Labour" means any lawful activity which requires skill for its performance;

"Ministry" means the Ministry responsible for vocational training;

"Minister" means the Minister for the time being responsible for matters relating to vocational training;

"President" means the President of Zanzibar and Chairman of the Revolutionary Council;

"Principal Secretary" means the Principal Secretary in the Ministry responsible for vocational training;

"projects" means projects of vocational training by which its establishment depend upon the nature of the training conducted;

"skill" means education comprised with theoretical and practical training;

"trainee" means any person who learns vocational training;

"trainer" means any person who trains vocational training;



“vocational training” means education or training conducted outside the regular education system for empowering trainee to secure either employment in the employment market self employment, or to go back in regular education system.

## **PART II**

### **COMPOSITION AND MANAGEMENT OF THE AUTHORITY**

Establishment of the Authority.

5.(1) It is hereby established the Vocational Training Authority composed of administrative officers, and the executive Director, who are appointed by the Minister except the executive Director, whose appointment is according to section 7 of this Act.

(2) The Vocational Training Authority under the Ministry concerned shall have Authority on Supervision of this Act, coordination, and administration and provide directions guidelines relating to the implementation of this Act.

Functions of the Authority.

6. The Authority shall perform the following functions:-
- (a) to supervise vocational training by :
    - i) determining standards of the training;
    - ii) assessing / evaluating centres;
    - iii) registering centres;
    - iv) assessing / evaluating and approving capacity and skills of trainers and trainees.
  - (b) to coordinate vocational training by :
    - i) conducting research of the employment market;
    - ii) preparing / formulating Scheme (curriculum, syllabus of long term course and short term course);
    - iii) dealing with the vocation training;



- iv) enhancing develop capacity and skills of the trainers and leaders of the vocational training;
- (c) to ensure the availability of sufficient (adequate) funds for operating the Vocational Training System;
- (d) to provide vocational training;
- (e) to confirm all certificates issued by registered vocational centres.

Appointment of the executive director.

7. The President shall appoint an Executive Director who qualifies for that post.

Function of the executive director.

8. The Executive Director shall perform the following functions -

- a) to ensure that guidance and training are directed toward identifying and developing human talents for production and satisfaction of worker's needs and for improving his standard of education in order to be more efficient in his work and also to survive in the competitive employment market;
- (b) to formulate procedure and guidelines concerning with the following training activities:-
  - (i) syllabus;
  - (ii) technical testing system, examination and certificates;
  - (iii) entry; enrolment on the Centres;
  - (iv) inspection and registration of the Centres;
  - (v) selection of trainees;
  - (vi) availability of the trainers;
  - (vii) to conduct research for employment market;





- (viii) coordination of the whole system of operating the Centres in the country; and
  - (ix) any other regulation relating to the implementation of the Vocational Training matters.
- (c) to ensure that there is good relation and cooperation between the centres existing in the country and those of other countries and cooperation with the institutions existing internally and externally dealing with supervision and coordination of the development of the vocational training;
  - (d) to ensure that there is comprehensive policies and system for supervising vocational training which shall enhance and develop employment and creation of job opportunities;
  - (e) to ensure that vocational training conducted confirm with the national demands, employment market and development of science and technology which occur in the world and satisfy national plan on developing public economy, policy and intended standards;
  - (f) to coordinate Board activities and implement Board orders;
  - (g) to perform any other functions relating to the vocational training.

Establishment  
of the Board.

9.(1) There is hereby established Board of Directors of the Authority which shall be composed of members not less than five and not more than seven as follows :-

- (a) the chairperson who shall be appointed by the President, outside the ministry concerned and its institutions;



- (b) a representative from the Ministry responsible for vocational training;
- (c) a representative from the Ministry responsible for industry and trade;
- (d) a representative from the Ministry responsible for Labour and youth development;
- (e) a representative from vocation training centres;
- (f) a representative from Employers' Association;
- (g) Executive Director shall be secretary to the Board and shall keep minutes of the proceedings of every meeting and activities of the Board.

(2) A Vice-chairperson shall be appointed by the members of the Board from among themselves.

(3) The Chairperson and other members of the Board shall hold office for a period of three years and they may upon the expiration of that period be eligible for re-appointment.

(4) Members mentioned under subsection (1)(b) up to (f) of this section shall be appointed by the Minister after receiving the proposal from the institutions concerned.

Function of  
the Board.

10. The functions of the Board shall be –
- (a) to provide general directions relating to the operation and sustainability of the vocational training;
  - (b) to supervise and assist the Authority and advise the Minister on the implementation of the vocational education and training policy;



- (c) to supervise revenues and expenditure and other resources of the Authority; and
- (d) to perform any function in regard to any other matter which in the opinion of the Board is necessary for increasing efficiency and good supervision of this Act.

Meetings of the Board.

11.(1) The Board shall hold ordinary meeting once in every three months and may hold extra-ordinary meetings if the business of the Authority so requires.

(2) The Board secretary shall be responsible to convene meeting after consultation with the chairperson and shall inform Board members on that meeting.

(3) The Board shall regulate its own meeting procedures.

Board committees.

12.(1) The Board may establish committees to advise and assist the Board in the performance of its functions.

(2) The members of the committees may be appointed from among the members of the Board or from outside the Board or from both provided that such number of members, being not more than four.

(3) Subject to any general or specific directions which may be given by the Board, and subject to the provisions of this Act and of any regulation made under this Act, chairperson of the committee shall be appointed from among Board members and secretary of the committee established under this section shall be appointed among the committee members.

(4) A committee shall exercise on behalf of the Board such functions of the Board as the Board delegates to it in writing.



**PART III**  
**ADMINISTRATION OF VOCATIONAL TRAINING CENTRES**

Type of  
Centres.

13. There shall be Centres or projects for Vocational trainings that shall be divided as follows:

- (a) Government owned Centres under the authority supervision;
- (b) centres owned by other Government Institutions, individuals or private Companies and its activities are controlled and monitored by the Authority; and
- (c) vocational training projects that shall be implemented or administered by Educational and Developmental Institutions from Zanzibar or abroad.

Control of  
Centre  
Establishment.

14. A Centre shall be established under the following procedures :

- (a) no Centre or project shall be established without licence issued by the Board;
- (b) private person or Institution shall establish a centre or project after obtaining a written permission from the Board;
- (c) a Centre or project shall apply to the Board for official registration and obtain a Certificate of registration after complying with all conditions stipulated under this Act;
- (d) pursuant to this provision, no permission shall be granted to the applicant unless he/she proved to the satisfaction of the Board that the project is a private one whose owner shall confirm to the Board that they are the legal owners of the Centre or project and that it shall be administered under the principles of equality regardless of religious beliefs, sects or



tribes, colour, level of income, social status, sex, disability or any other means of discrimination;

- (e) a centre shall ensure that Trainings to be Conducted shall satisfy the employment market and comply with the current and future requirements, of the country as well as of science and technological changes;
- (f) owners of the Centres shall keep environments or special plans to enable those peoples with disability fully participate in the vocational trainings to be conducted in the Centres without any disturbance or harassment.

Income  
collection  
Procedures.

15.(1) In order to make sustainable vocational trainings, the following Income collection procedures shall be adhered to :

- (a) every Centre or project shall only be registered after payment of registration fees and agreed to pay other fees as required and mentioned by the Board in the Regulations made under this Act;
- (b) every Centre or project after registration shall contributes 5% as fees paid to the Authority every year being income from fee paid by the students for operating vocational training activities;
- (c) Institutions, companies together with all organisations benefited from vocational trainings, shall contributes its costs at 1% of their monthly total incomes after deduction of all administration costs;
- (d) the money paid, shall be known as contribution for development of Vocational Trainings and shall be collected on behalf of the Authority, by the institution named by the Ministry of Finance on which official notice shall be issued to those concerned.



(2) Any Centre which fails to pay the aforesaid contributions fees as stipulated in paragraph (b) of this section, shall be guilty of an offence and upon conviction, shall be liable to a fine not less than one hundred and fifty thousand shillings together with the payment of all arrears.

(3) Any Institution, company or organization which fails to contribute the costs as stipulated under this section, shall be liable to a fine not less than five hundred thousand shillings together with the payment of all arrears.

Procedures of application for registration.

16. Procedures of application for registration shall be as follows:-

- (a) private person or any Institution which seeks to provide vocational trainings services in Zanzibar shall apply for registration to the Board Secretary;
- (b) every applicant shall fill in the registration application forms obtained from the Board Secretary Office after payment of registration fees as shall be stipulated in the rules made under this Act.

Conditions necessary for registration of Centres.

17. Registration of the Centres shall be done on the following conditions:-

- (a) all applications for registration shall be sent to the secretary of the Board by submitting registration application forms confirmed by four witnesses including Heads of the Centres, lecturers of the Universities, Senior lecturers of vocational training Regional or District Commissioners concerned and Principal Secretary concerned;
- (b) registration shall be done only after obtaining an inspection report confirming the availability of the followings :



- (i) training curriculums which satisfies the needs of the employment market;
- (ii) national and International vocational training standards approved by the Board;
- (iii) good environment for conducting the trainings;
- (iv) standards of the trainings to be conducted which enable a student to return and copies with the Regular Education System;
- (v) training program, semesterwise and annually together with all theoretical and practical training process to which a trainee is supposed to receive in the whole training period;
- (vi) amount of fees and contributions to be paid by the student;
- (vii) students and other workers entry qualifications;
- (viii) type of contract or agreements between the Centre and trainee.

Refusal or  
Cancellation of  
Centre's  
registration.

18. When the Board confirms to a Centre that -
  - (i) fails to provides vocational training as expected; or
  - (ii) seems unsuccessful provide vocational trainings as expected in the near future; or
  - (iii) does not provide services according to the public's benefit; or
  - (iv) does not follow and comply with the regulations made under this Act; or



- (v) lacks enough staff; or
- (vi) has less skilled and experienced staff; or
- (vii) puts unfavourable working conditions for working environment to the trainers and other workers not giving them enough motivation to enable them perform their duties efficiently; or
- (viii) has bad conditions to its equipments, tools and buildings unfit for proper and good trainings conducted by the Centre; or
- (ix) has its registration cancelled or refused before and that reasons for its cancellation or refusal still exists; or
- (x) has produced a wrong information or has concealed any thing which is true for the purposes of misleading during its registration; or
- (xi) seems to perform its activities under discrimination;
- (xii) may refuse or cancel registration of the Centre.

Appeal.

19. A vocational training centre to which its activities has been suspended or cancelled and aggrieved by that decision, within thirty days (30) may appeal against Boards decision to the Minister.

Closure of the Centre.

- 20.(1) When the Board certifies that, any Centre;
- (a) fails to provide vocational training for public benefit; or
  - (b) closes and not seems to be opened any more; or





- (c) has weak leadership and fails to develop the centre;  
or
- (d) has its registration cancelled in any way; or
- (e) provides its training in a discriminatory basis; or
- (f) has contravened or failed to comply with any order issued under the provisions of this Act or regulations made thereunder, may by order published in the Gazette, close that centre.

(2) The Centre shall immediately, after the Board issued the Order of closing the Centre under subsection 1 of this section, cease to operate.

Registration of the Trainees at the Centre.

21.(1) The Centre shall be allowed to register trainees as it thinks fit provided that the trainees shall comply with the conditions for joining the centre as provided under section 22 of this Act.

(2) Before the registration of the trainees, the Centre concerned shall be obliged to submit before the Board the information which explains the vocational training conducted at that centre.

Conditions to join the Centre.

22.(1) Any person who fulfils the following conditions can be registered as a trainee of the Centre:

- (a) who is at the age of not less than 16 years old;
- (b) who is at the compulsory education system which its curriculum focus on vocational training or who has completed compulsory education;
- (c) according to his functions he qualifies to be a trainee of the Centre;



- (d) who is Certified by a Doctor that he or she is in good health;
- (e) who fails to continue with compulsory education due to the special acceptable reasons;
- (f) who needs vocational training for improving himself or be able to be employed.

(2) Conditions of contract or agreement between the centre which provide vocational training and the trainee, shall be determined by the Centre concerned.

(3) Any person who is under sixteen years old can be a trainee for vocational training after obtaining the consent of the parent or guardian or if he has no parents or guardian the consent of the executive director.

Period to provide vocational training.

23. A centre shall be registered to provide long term training if the said training conducted for is more than nine months and for short term training if the training is between four weeks and eight months.

Procedure to conduct and supervise centre.

24.(1) A centre shall consider the policy and the conditions of this Act in making procedures and general directions for operating and supervising vocational training.

(2) A shall implement procedures which direct and implement good means of a dispute settlement which may happen in operation of vocational training and establishment of the Union of the centres and trainees committees.

#### **PART IV TRAINING SCHEME**

Training scheme.

25.(1) Subject to the provisions of this section, the Executive Director shall submit before the Board, training scheme proposals for vocational training in the country.



(2) Training scheme proposals in respect of occupation shall specify the following:

- (a) the conditions, including age and education standard required for trainees;
- (b) theoretical and practical training scheme and the manner in which such training shall be provided or conducted;
- (c) the proficiency tests or examination which trainees required to undergo from time to time at the centres;
- (d) the number of holidays to be allowed to indentured learners during a year of their indentured learnership;
- (e) any other matter which in the opinion of the Executive Director, is necessary for the effective operation of the scheme.

(3) Training scheme proposals may provide that the conditions specified therein or any of them shall apply either generally or in any particular area relating to the vocational training in the country.

(4) Different conditions may be specified in any training scheme proposals made under this section in respect of categories of employers or trainees and prescribe different conditions for different occupation.

(5) In prescribing such different conditions the Executive Director with the approval of the Board may apply any method fit to differentiate the said conditions he may deem fit.

(6) Before submitting training scheme proposals to the Board, it shall be approved by Board committee with the co



operation of the Authority experts according to section 12(1) of this Act.

Publication of training scheme.

26.(1) Before making training scheme under section 25 of this Act, the Minister shall publish in the Gazette a notice of his intention to make such a scheme and shall set forth the conditions of the scheme intended to be made, and shall specify the time within which any objection to the proposed scheme or its conditions.

(2) Every objection shall be sent in writing to the Board and shall state:

- (a) the grounds of objection;
- (b) what to be deleted, added or modified and the Board shall consider any such objection.

(3) After the Board considering the objection the Minister may:

- (a) proceed to make an order making scheme as proposed with such modification as he may think fit, provided that no scheme shall revoke or vary any term of contract entered and registered between trainees and the centres;
- (b) abandon the intention to make the proposed scheme and hence shall not make order for making the scheme.

(4) Every order making a scheme shall be published in the Gazette at least in one local newspaper circulating in Zanzibar.

(5) The order shall come into operation on the date on which it is published in the gazette or on such date as may be specified therein



**PART V**  
**APPOINTMENT OF INSPECTORS FOR VOCATIONAL TRAINING**

Appointment  
of Inspector.

27.(1) The Board may after every particular time, appoint a trainer or any other officer who:

- (a) has a working and teaching experience for a period of at least ten years; and
- (b) has high integrity and fulfil the requirement conditions for working and teaching conduct;
- (c) has not been convicted on disciplinary offence and professional or teaching ethics;

to be the inspector for the centres, class or classes, subject or subjects of the vocational training, as the case may be.

(2) If in the opinion of the Board, any trainer or officer has a teaching experience for the period of less than ten years, the Board may appoint that trainer or officer to be the inspector for the centres, class or classes subject or subjects of the vocational training, as the case may be, if to do so is for the public interest.

(3) The Board may suspend or cancel any appointment done under this section if to do so is for the public interest.

Duties and  
Powers of  
Inspector.

28.(1) According to this Act, an inspector shall have the following duties and powers:

- (a) at any time with or without notice enter for inspection at any centre or any training place and may record or take copy of any record or accounts kept by the centre or training place;



- (b) may require a trainee or trainer of the centre to appear before him/her, to question, to consult, to instruct the trainee or trainer concerned.
- (2) For the purposes of this section "centre" includes any premises, workshop, laboratory, hostel, kitchen, toilets, houses of trainers and any other staffs and any other premise relating there to;
- (3). The inspector shall prepare and submit written report of his inspection to the Executive Director and its copy shall be submitted to the Director of vocational training.
- (4). Any inspector exercising or seeking to exercise any of the power specified in subsection (1) of this section shall produce written evidence or his Identity card.

## **PART VI MISCELLANEOUS PROVISIONS**

### Offences and Penalties.

- 29.(1) Any person who:
- (a) establishes or operates a centre without Board approval that he/she is the legal owner of that centre or he continues to operate the centre after approval revoked, or
  - (b) operates a centre before Board approval that he/she is the legal owner of that centre or the head of the centre as the case may be, or he/she continues to operate that centre after that approval revoked, or
  - (c) establishes or operates any centre which is not registered under this Act, or



- (d) serves or operates or allows to be served or operated any centre which has been ordered to be closed; or
- (e) serves or allows any text book or equipment which is prohibited by the Board to be used in the centre under this Act; or
- (f) hinders for whatever means or constrains Executive Director or a Director for vocational training or inspector or any officer of the Authority not to exercise his/her power commits an offence and upon conviction shall be liable to a fine of not less than one hundred thousand shillings or to imprisonment for a term not exceeding six months or both such fine and imprisonment.

(2) Any person who commits an offence under this Act in respect of which no penalty is specifically provided shall be liable on conviction to a fine of not less than one hundred thousand shillings or to imprisonment for a term of not less than six months or both.

(3) No prosecution for an offence under this section shall be commenced without the consent of the Director of Public Prosecutions.

#### Regulations.

30. The Minister may make regulations generally for carrying into effect the provisions and the purposes of this Act and without prejudice to the generality of the foregoing, may make regulations prescribing :

- (a) the form of any contract of the centres;
- (b) the procedure for vocational training standards;
- (c) the manner of submission of reports that the centres are required to submit;



- (d) the procedure for the registration and transfer of contracts of centres for the purpose of notification of the expiration or termination of such contract;
- (e) the form and manner in which certificates of trainees are to be issued by centres;
- (f) the types of forms which shall be used under this Act;
- (g) the fees for interview and operating cost for long term and short term training or any other activities relating thereto;
- (h) all or any matter which by this Act is required or permitted to be prescribed.

Repeal of  
Act. No.17/1986.

31.(1) The Vocational Training Act no. 17 of 1986 is hereby repealed

(2) All orders, appointment, Regulations or acts done under Act no. 17 of 1986. shall be deemed to have been made under this Act until revoked or replaced, by order, appointment or regulations made under this Act.

PASSED in the House of Representatives on the 12<sup>th</sup> day of October, 2006.

*Khamis Juma Chande*

{KHAMIS JUMA CHANDE}

**CLERK OF THE HOUSE OF REPRESENTATIVES  
ZANZIBAR**