

**CORPORATE SOCIAL RESPONSIBILITY: THE CRITICAL ANALYSIS OF
ITS UNDERSTANDING AND APPLICABILITY BY SMALL SCALE
MINING COMPANIES IN TANZANIA;
A CASE STUDY OF GEITA DISTRICT**

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MINING COMPANIES IN TANZANIA;
A CASE STUDY OF GEITA DISTRICT**

By

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**A Research Proposal submitted to Mzumbe University in Partial Fulfilment of
the Requirements for Award of the Master Degree in MBA Corporate
Management**

2017

Certification

The undersigned certify that I have read and here by recommend for acceptance by Mzumbe University, a research report entitled “Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania; A Case Study of Geita District” in fulfilment of requirement for the award of MBA in Corporate Management at Mzumbe University.

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Declaration

I **Doris Rubanzibwa** declare that this research report is my own work, developed from my efforts and it has never been presented for the purpose of academic awards in any learning institutions. Copying of any part of this document will need permission from the author or Mzumbe University.

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Dedication

I humbly dedicate this work to my beloved parents, Projectus Rubanzibwa and Fausta Rubanzibwa (May her soul rest in eternal peace) who have made this Endeavour fruitful, in each and every aspect of this research that is financially, academically and spiritually.

To my little sister Anitha, my young brothers Martin and Brian, and my niece Mary Divine, who have been the source of my hope and inspiration in all these years.

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Abstract

The study focused on the understanding and applicability of corporate social responsibility by small scale mining companies in Geita, with Nyakagwe Resources, Busolwa Mine, Mwanza Mara Mineral Processing and Heche Gold Processing Limited in Geita District as a case. The study was guided by three research questions from specific objectives of the study. It was formulated and justified through empirical and theoretical reviews; and the conceptual framework which depicts both dependent and independent variables. Case study approach was used to gather data since the study was descriptive. The study used both qualitative and quantitative approaches. Both primary and secondary data were used for analysis; and primary data were obtained through questionnaire and interview methods. The data collected, presented and analyzed in this research dealt with this problem concerning the rights of the workers in small scale mining companies and the rights of the people living in their surroundings. The findings showed that mining companies understand corporate social responsibility but they do not apply it while, workers do not understand corporate social responsibility given that they don't know all their rights as workers. The study recommends that, the employer should practice corporate social responsibility in respect of the rights of the workers; observance of environmental and labour laws by small scale mining companies; Government intervening and control of small scale mining companies in relation to the understanding and application of corporate social responsibility and training of the workers and making them aware of their rights.

Abbreviation

CSR	Corporate Social Responsibility
MBA	Masters of Business Administration

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CHAPTER ONE

PROBLEM SETTING

1.1 Introduction

The research study seeks to explain the understanding and applicability of corporate social responsibilities to mining companies in Tanzania.

1.2 Background of the problem

It can be said that corporate social responsibility focuses on protecting the rights of the workers working in the companies. In the most cases, the companies violate the rights of the workers.

The period of industrialization, in the course of the history, created a relationship between the employers and the workers. The work in the industries was not favourable for the employees because of bad conditions in which they were working. This situation can be traced back in 18 and 19th c. AD.

Pope Leo XIII wrote an Encyclical Letter called “Rerum Novarum” on 15 may 1891 to explain the problem between the employers and workers. The Pope noticed that the workers were paid unjust wage which could not meet their basic needs and which could not allow them to sustain their families.

After the Second World War, the Universal Declaration of Human Rights addressed insisted on the rights of workers in article 23. Since then on the relationship between the workers and the employers improved in a way that the national legal texts were enacted in various countries. It is in this way that the Charter of Fundamental Rights of the European Union 2009 was enacted to promote the rights of workers.

In Tanzania, the relationship between the employers and the employees are stipulated in the Employment and Labour Relations Act No 6 of 2004 which emphatically puts a requirement to employers to ensure that they do promote equal opportunities and eliminate discrimination in work place as per section (7) (1). Section 11 of the same act requires employers to observe the standards work conditions. Section 8 of the

same act allows the workers the right to form trade unions, employers' associations and collective bargaining right.

1.3 Statement of a Problem

From the above background of the problem, it can be briefly stated that the relationship between the employers and the employees shows that the rights of the later are not respected in many companies. This means that the corporate social responsibility is at stake in many companies and especially in the mining companies. Though there are consistent, clear and legal laws which govern corporate social responsibility, there is a little effort to implement these laws in mining companies. Following the extreme poverty of the workers who are employed in these companies, these companies take advantage to underpay the workers, i.e. the workers get salaries which cannot sustain their families to afford some basic needs like education of their children. According to Emel 2012, the mining companies do little to promote the welfare of the workers whereby only few of these companies do cover the medical expenses when it happens that a worker is sick or if one of his families is admitted in the hospital. Labour violation is mostly noticed in these companies in regard to the contracts. The contracts are written in a way that a worker can be terminated any time without compensation as provided in the case of Godfrey Rweikiza Versus Stanley Mining Services, LTD, a case number CMA/MW/06/2009. The workers do not receive any social charge which can help them after serving in a company. In the report of "Bureau Democracy, Human Rights, and Labour" (2011) TUCTA (Trade Union Congress of Tanzania) reported that some workers have no even contracts,

There have been a number of efforts made by the mining companies in Geita, but yet, the efforts made as a response were not proportionate to the crucial needs of corporate social responsibility (Magai & Marquez-Velazquez, 2011) Activities undertaken by the corporate bodies are seen to have caused more sufferings and pains to the societies compared to the benefits offered (Shukrani, 2015). This raises a question as to whether what is claimed to have been done by companies as an act of giving back to the society is what is actually done and is done in the required manner. Therefore, this study explored the level of understanding and practice of corporate social responsibility by mining companies of Geita.

1.4 Objectives of the study

1.4.1 General Objective

The aim objective of the study is to explore the understanding and applicability of corporate social responsibilities in mining companies which are located in Geita district.

1.4.2 Specific Objectives

- To assess the extent to which small scale mining companies in Geita District practice corporate social responsibility,
- To explore the level of understanding of the need for corporate social responsibility to small scale mining companies operating in Geita District,
- To examine the principles and legal provisions of corporate social responsibility in small scale mining companies in Tanzania,

1.5 Research Questions

- What is the extent to which small scale mining companies in Geita District practice corporate social responsibility?
- What is the level of understanding on the need for corporate social responsibility to small scale mining companies in Geita District?
- What are the principles and legal provisions of corporate social responsibility in small scale mining companies in Tanzania?

1.6 Significance of the study

This research will serve the following purposes:

- i) To help work and mining companies, particularly in Geita District and in Tanzania at large, to understand the principles and laws related to corporate social responsibility.
- ii) To identify success and inapplicability of corporate social responsibility in Geita small scale mining in order to help change for better in the sector of mining in the whole country.
- iii) The Government of Tanzania, on the basis of this research, can improve the laws which govern the corporate social responsibility.

- iv) To constitute body of knowledge which can be used by other scholars interested in mining areas for further research. Further research of other scholars can help to improve the corporate social responsibility in small scale mining companies sector.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

Literature review is a “critical analysis of a segment of a published body of knowledge through summary, classification and comparison of prior research studies reviews of literature and theoretical literatures”¹.

2.2 Theoretical literature review

The theories that guided the literature includes Feminist Theory, Karl Marx conflict Theory (conditions of workers in companies are not good, the workers are oppressed by the employers), John Paul II theory of work, Maslow’s Hierarchy of Need Theory.

2.2.1 Definition of Corporate social responsibility

Corporate social responsibility is the commitment of a business to contribute to sustainable economic development, working with employees, their families, the local community and society a large to improve their quality of life (Servaes & Tamayo, 2012).

As Baird et al. (2008) stipulated, socially responsible creates a conducive environment for companies to use the available technology in a proper way observing the environmental standards, creation of conducive environment for employees to work and attain high quality of life. It also entails having respect to all stakeholders by ensuring that operations carried out are ethical, ensuring that a company is made a better place to work, ensuring safety of the environment and positive contributions to the society at large.

2.2.2 Grouping of corporate social responsibility

Corporate social responsibility is subdivided into several parts that including economic, legal, ethical, and discretionary responsibilities forming companies social

¹ <http://uwp.aas.duke.edu/wstudio>

responsiveness. As Baird et al. (2008) explained, below are subdivisions of corporate social responsibility.

(i) Economic responsibilities

According to Milton Friedman (2008), corporation as it operates expects making of profits, that being the case, as profits are being generated laws and rules should be considered and not otherwise. Resources of the companies should be given back to the surrounding community as employees will not drop out from work and encourage more to join as the company creates a conducive environment for them to work in turn lowers the turnover and creates a better work productivity.

(ii) Legal responsibilities

In the day to day operations of the companies, observance of the laws are a must and not optional. Failure to observe the laws, the company may be liable for of making payments after breaching what is stipulated by the law.

(iii) Ethical responsibilities

Ethical responsibilities are those behaviours either codified or not codified into law and that may not be of direct role to corporation's economic interests. Some of the ethical responsibility includes acting in a fair manner. Behaviour becomes unethical when one gains at the expense of another including making an order of purchasing supplies while being aware of the fact that you cannot afford paying for such supplies. It is conducted as it is the right thing to do hence it should be anticipated by any organization.

(iv) Discretionary responsibilities

These include those activities conducted by an organization with the major aim of making social contributions that are not influenced by economics, laws or ethics.

2.2.3 Principles of corporate social responsibility

According to Aras and Crowther (2008), there are three principles making up corporate social responsibility and they include sustainability, accountability and transparency.

Sustainability is to the effect that, if resources are misused in at present they will not be available in the future since needs are unlimited and resources are limited. It is the obligation of the society not to use resources more than they can be regenerated.

Accountability insists on the company to ensure it monitors its actions because they have an impact on to the external environment. The company has not only responsibilities towards its workers but also towards the society at large since it is operating in a given society.

Transparency as a principle is to the effect that, information concerning operation of the organization should not only be used by the internal personnel of that said organization but also by the external agencies which want to inform about what the organization is doing. Thus, transparency is accountability to the extent that an organization is compelled to avail some relevant information about how he treats its workers when it asked to do so.

2.2.4 Theories of corporate social responsibility

2.2.4.1 Feminist Theory

The theory stipulates that women are oppressed. Oppression of women means that their human rights are violated (Hooks, 1984). Men have been privileged more than women in different circumstances including high-paying jobs, women are excluded from waged labour domain in many societies- (Dominelli, 2002).When a woman is employed, the bosses in mining companies are always complaining because of her nature as a woman, that is, the fact that some point in time she may get pregnant and give birth. That is, when a woman is employed, a business may be at risk as more attention is paid to the family and kids. In these circumstances, a woman should be given rights of maternity so that she may attend her baby. Most employers feel unsatisfied when offering women with maternity leave because they feel that profits

are not generated which such an action and it sounds weird paying these women while they are not working. This leads to discrimination of women, such much that, when there are some vacancies, men are privileged and women are not recruited. This can be detected in small scale mining companies of Geita District whereby the number of women working in these companies is very insignificant.

2.2.4.2 Karl Marx conflict theory

Karl Marx' work called "*The Capital*" and in "*The Communist Manifesto*" reflects a major theory which is scholarly called "Karl Marx Conflict Theory". This theory states that there is disorder in the organization and this disorder is based on supremacy of employer over his employees. This domination of employers creates unequal arms in regard to work. An employer has power to recruit and to terminate the contracts at any time, he underpays the workers in order to maximize the profit, he undermines the rights of the workers like work should be able to cover workers' basic needs or standard conditions of life. Thus, the workers are prompted to form associations in order to present their petitions and to defend their rights. Trade union of workers becomes one of the response or reaction to the exploitation of employers who only look at the profits they are making disregarding the deteriorating conditions of workers (Bowens et al., 2013). The theory states on the existence of two classes of people bourgeoisie and class of labourers or proletariat. It is the collision between the bourgeois and individual workers that causes trade unions to be formed. The conflict between the two classes cannot be prevented and it is due to the struggle that classless society can be formed. Trade unions help workers to sit together and discuss on the conditions of their work. If the conditions are not satisfactory, the trade unions enforce the employer to improve them. Trade unions prevent from the worker to confront with his boss as an individual, rather when a group recommended by the trade union present the petitions to the employer the problem is treated as a general problem which concerns all workers.

Karl Marx pointed out that a worker is exploited in the company, he is working hard, but his wage is very little in a way it cannot meet the needs of the family of the worker. It is in this way that Karl Marx' s conflict theory based on class of

bourgeoisie and class of workers illustrates that corporate social responsibility is in danger as many companies are made to maximize profit.

2.2.4.3 Pope John Paul II Theory of work

Pope John Paul II has extensively written on conditions of workers in his encyclical called “*On Human Work*”. In this encyclical, the Pope deplores that the workers are working in companies which do not accord to them appropriate conditions in order to meet the basic needs for themselves and for their families. He corroborates with his predecessor Pope Leon XIII who wrote “*Rerum Novarum*” explain that the basic rights of the workers in the industries are violated. All these two Popes concurred with Karl Marx in his assertion that the workers are exploited in the companies and that work is the inscribed in the essence of human person. This work is the basic capital of the worker and his family to the extent that the wages given to the workers are destined to sustain the families and to ensure them to live in standard conditions of life. It is in this sense that ideas of Pope John Paul II helped us to understand the principle of corporate social responsibility in mining companies (Pope John II, Encyclical, *On Human Work*, 1987).

2.2.4.4 Maslow’s Hierarchy of Need Theory (Theory of motivation)

Maslow theory states of human needs, from the lowest human need to the highest need which includes physiological need, security or safety needs, affiliation or acceptance needs, esteem need and self-actualization. Under the category of security needs he argues that, one should be free from physical danger and fear of loss of job and that, a human person must satisfy primarily physiological needs (food, shelter) which cannot be afforded without a job, (Kaur, 2013). The Universal Declaration of Human Rights stipulates that a worker must be given rights which allow him to afford his basic needs which are climaxed with self-actualization. This theory of Maslow will help us to assess if the workers’ basic needs are met in small scale mining companies of Geita District.

2.2.4.5 Stakeholder theory

According to Crowther and Aras (2008) had the following to say on the theory, that, all stakeholders be involved as the organization makes its decisions due to the

reasons that it is morally and ethically accepted way for an organization to conduct its operations, whereby in the end stakeholders benefit from what is taking place in an organization. Managing stakeholders improves economic performance as different functions within the society are recognized for an organization to be aware of which parties it has responsibilities to. The theory addresses on the moral value in the managing of an organization. Dong and Lee (2008), concerning stakeholder's theory states on the need of separating stakeholder's issues and social issues. For an organization to prosper and remain into operation, both shareholders and stakeholders should work together in order to enable the required change.

This theory helped to understand the problem related to community surrounding mining company. In most case, the companies don't consider the people surrounding them while these people are directly victims of lack of corporate social responsibility. Shareholders are not important on their own, other parties should be involved to ensure that their operations succeed and do not harm life of surrounding families (Crowther & Aras, 2009). This theory shows that business depends on the society for its existence but more importantly its continuity and growth depend on interaction of the company and the people surrounding this company (Garriga & Mele, 2004).

2.2.5 Rights of workers in the companies

A worker in any company has some basic rights that should be respected. We examined some of these here below.

i) Employee satisfaction

Workers are human beings. Human beings have their basic needs in order to be happy. Every human person aspires to happiness. This happiness cannot be reached except these basics needs are not covered the workers are unhappy. Corporate social responsibility influences the companies to make their utmost effort to improve the conditions of workers giving them houses well equipped in terms of latrines, water, electricity, furniture, etc. Thus, employee's satisfaction expresses that the workers should have good standard of live so that they can work happily in a company. This employee's satisfaction is enshrined in article 23 of the Universal Declaration of

Human Rights (1948). Section 3 of the Employment and Labour Relations Act No. 6 of 2004 in Tanzania stipulates that a minimum standard of work must be guaranteed in companies.

Employee satisfaction tells on the situation of the workers especially whether they are happy with the kind of job they have and the environment the workers are living (IOSR, 2012). Under this, corporate social responsibility may influence creation of good organization image leading to employee's satisfaction.

ii) Gender equality

Pope John II, in his Encyclical Letter called "*On Human Work*" (1987: 19) states: "*It is a fact that in many societies women work in nearly every sector of life. But it is fitting that they should be able to fulfil their tasks in accordance with their own nature without being discriminated against and without being excluded from jobs for which they are capable, but also without lack of respect for their family aspirations and their specific role in contributing, together with men, to the good of society. The true advancement of women requires that labour should be structured in such a way women should not pay for their advancement by abandoning what is specific to them and the expense of the family, in which women as mothers have an irreplaceable role*"

This statement of Pope John II shows that women should be given rights to work in respect to their nature of being mothers of human beings. This means that they have right of maternity leave and other associated rights.

According to UNESCO's Gender Mainstreaming Implementation Framework, gender equality is defined as a process of being fair to men and women. Corporate social responsibility may influence a company to employ women just like men without discrimination. Apart from this stipulation of UNESCO, article 13 of Tanzanian constitution of 1977 (as amended time to time) states that men and women should be treated equally without discrimination. From this constitutional disposition, corporate social responsibility in regard to the treatment of women in any company is not optional, it is compulsory. Thus, corporate social responsibility as an independent variable influences the mining companies not to ignore recruitment of women and obligates them to treat them in respect to their natural sex. Thus, corporate social responsibility enforces the mining companies to grant maternal leaves to women when they are about to deliver or after delivery. They

must be give time of break to allow them to go to nurse their babies (Section 33 of the Employment and Labour Relations Act No. 6, 2004 on Labour in Tanzania). In section 34 of the same act, a paternity leave should be given to the workers in case their wives deliver.

iii) Risk management

In mining companies, there are many activities which put to risk the lives of the employees. It happens sometime that the workers are underground and the risk to be covered by the soil happens frequently. These risks lead the employees to claim the sufficient insurance to cover them when any of such risk happens. Risk management is defined to mean a complete process that does involve a number of activities including identification of risks, assessing the said risks and then decide on the risk issues (Peter Berg, 2010). Corporate social responsibility by observing and implementing its policies, employees facing risks may be covered through the agencies of insurance. Also, a company may choose to observe working standards and avoid abuse of human rights which is part of corporate social responsibility in fear of creating attention to the media.

iv) Recruitment

Recruitment is the process of searching the candidates for employment and stimulating them to apply for jobs in the organization (Edwin, 1980).Corporate social responsibility has influenced companies to improve the conditions of recruitment respecting the national and international laws. It is in this context that, some companies have adopted the way of processing the recruitment advertisement, interview, and selection. Corporate responsibility has influenced the companies to set the requirements for a given position to avoid prejudice and biases which may occur in selection. If the minimum requirements are met, the candidate who is the most competent and the most qualified will be given the job. Recruitment is no longer a matter of nepotism or tribalism or even regionalism, it is a matter of competence and qualification. In its section 6, the Employment and Labour Relations Act No. 6, 2004 on Labour in Tanzania prohibits any discrimination in recruitment. These are the influence of corporate social responsibility in companies.

Unqualified and incompetent workers lead the companies to take advantages and underpay them or mistreat them.

Corporate social responsibility may influence a company to get to win employees and increase a lot more employees making sacrifices since the company they work for is involving itself in helping out the surrounding communities.

v) Working conditions

According to the European Commission (2014), working conditions includes working time, working organization, health and safety at work, employee representation and relation with the employer. It is very obvious that corporate social responsibility will influence the companies to change for better in order to improve working conditions. The employer must respect annual leave and cover the transport so that the worker may go for leave, the employer must cover medical treatment of the worker in case he is sick, this medical treatment must be extended to the wives and children of the worker; the employer must give sick leave to the worker if he is not capable of working for a considerable time; a worker must perform his work in good atmosphere: the place of work must be conducive. Working conditions imply that a worker has right to break for some hours during the day. Pope Leon XIII (1891,) in his Encyclical “*Rerum Novarum*” (1981), the working hours and adequate free time needs to be guaranteed to the workers.

With availability of skilled employees working conditions will be forced to change as they are aware of their rights.

vi) Employee wage requirement

Wage is the primordial right of the work which is in the most cases violated in many companies. Any work done after normal hours compels the employer to pay the worker the extra hours spent apart the basic salary. Karl Marx and Pope Leon XIII emphatically insisted on this right in the companies. Pope Leon XIII in his Encyclical Letter “*Rerum Novorum*” (1891) highlights that the workers are underpaid in a way that the wage they receive cannot ensure the adequate maintenance of the worker and his family.

Pope John Paul II, in his Encyclical “*On Human Work*” (1987:19) states: “*In the context of the present there is no more important way for securing a just relationship between the worker and the employer than that constituted by remuneration for work. Whether the work is done in a system of private ownership of the means of production or in a system where ownership has undergone a certain “socialization”, the relationship between the employer (the first and foremost the direct employer) and the worker is resolved on the basis of the wage, that is, through just remuneration for work done.*” Pope John Paul II adds in clarifying what is just remuneration: “*Just remuneration for the work of an adult who is responsible for a family means remuneration which will suffice for establishing and properly maintaining a family and for providing security for its future.*”

According to section 4 of the Employment and Labour Relations Act No. 6 of 2004, wage is defined to mean part of employees remuneration paid in respect of work done during the hours of ordinarily worked and does not include; allowances, pay of overtime, additional pay on Sundays or public holidays and additional pay for night works as required under section 20(4). Workers who have no knowledge of corporate social responsibility may accept lower wages and may even do some additional works without asking for extra payments.

vii) Fair Termination

According to section 37 of the Employment and Labour Relations Act No. 6, 2004 of Tanzania, unfair termination of workers is an offence which must be remediated. Thus, termination of any a contract of a worker should meet some obligations on behalf of the employer: to pay gratuity, fees of severity, transport and fees related to the contribution to social security funds. If it is found that the employee was unfairly fired the arbitrator or labour court itself must come in and enforce that the employee should be reinstated or compensated (Section 40 of the same act). Thus, corporate social responsibility as independent variable has influenced the respect of these clauses. According to section 43 of the same act, the employee who is fairly fired must granted fees of transport to the place of recruitment.

viii) Employees benefits

According to International Financial Reporting Standards 2012, employee's benefits are defined as all forms of consideration given by an entity in exchange for service rendered by employees or for the termination of employment. Some employees give up their benefits because the employers intimidate them saying that he can terminate their contracts. In some cases, when the contracts expire or if they are terminated, the employees do not get their benefits at due time. Labour Law in Tanzania, Act 6, 2004, (42) (2) the employer must pay severance allowance. The same act prescribes that employee must receive remuneration of one month if his contract if terminated without notice (section 41, 5). Section 43 (1) (a) states that employer shall transport the employee and his personal effect to the place of recruitment in case of termination of the contract or its expiration. Section 44 (1) (b) clarifies that the employer must pay any leave that the employee has not taken. Section 44 (2) obliges the employer to issue a certificate of service to the employee whose contract is terminated or expires. These are some basic rights of an employee in case of he quits the company willingly or unwillingly.

ix) Workers' age

The relationship between corporate social responsibility and workers' age is strongest especially in relation to the child labour. Corporate social responsibility puts some restrictions where children are not allowed to engage in child labour. According to section 5 of the Employment and Labour Relations Act No. 6 of 2004 child labour is prohibited. A child is any person under the age of fourteen. The Act under consideration states that a person under age cannot be employed. The only nature of work that they can engage in should be light and not harmful to their health and basic education. Should that be the case, the children remain safe, in harmony, given a chance to pursue their education and to grow well without harm and danger.

x) Expropriation of land

In accordance with section 41 (4) (d) of the Mining Act, 2010, the mining company must pay the people within the area of mining for relocation, resettlement and

compensation. The compensation must be just and appropriate. The Rural Land Act No. 14 of 1973 protects the members of the community to whom land is taken through insisting on offering compensations and opportunities to be heard to such communities. Also the Constitution of the United Republic of Tanzania 1977 (as amended from time to time), under Article 24 stipulates that individual property must be respected. In case of expropriation, a just and equitable compensation must be offered.

These legal instruments show that the mining companies are liable to compensate the people before to relocation and resettlement. Thus, corporate social responsibility act as a guideline where different mining companies within the society follow the laws of the country enshrined in different acts. It is observable that some people are expropriated without fair and just compensation and their lamentations are always in the media.

xi) Environmental issues

In accordance with section 44 (d) (ii) of the mining act, 2010, the mining company is required to submit the environmental management plan before it starts operating. The same act in its section 45 (2) (e), in order to renew the licence, the company must submit to the Ministry of mining the environmental certificate of mining operations for the period of renewal. These legal texts show that the corporate social responsibility focuses on caring for environment of the people within the company and around it. It was several times reported that the mining activities pollute water to be used by human beings and animals around the mining company. The people around these companies are forced to make several kilometres to fetch water which is polluted. Apart this problem, it is also observed that the workers inside the mining companies are risking developing some diseases resulting from mining activities.

Corporate social responsibility influences environmental issues in the sense that, companies are in a position to identify interests of stakeholder whereby with the help from the Government there is minimization of environmental impact of natural resource exploitation. The Environment Management Act, 2004, under section 81 gives an obligation to the company to conduct environment impact assessment done

at investor's own expenses before engaging in such projects which may cause a negative impact to the environment. According to sections 123, 124 and 125 of the same act, an obligation is provided to the local government authorities for them to issue guidelines on the disposal and treatment of liquid waste.

xiii) Employment standards

Through different laws enacted in Tanzania, corporate social responsibility can influence employment standards by ensuring when laws are set the standards are favourable. A good example is the Employment and Labour Relations Act No. 6 of 2004 whereby under section 11 of the given act, ensures that terms given by the employer to the employee are favourable to the employee, employees working hours are clearly stipulated to ensure that he is not over working whereby under section 19 of the said act, working hours should not be more than six days a week, 45 hours and nine hours a day; when employees are working they should be given a break in working as per section 21 of the same act and lastly, employees are issued with leaves including annual leave, sick leave and maternity leave as per Part III of the given act.

xiv) Association of workers

Pope Leon XIII, in his Encyclical "*Rerum Novarum*" (1891), reminded that the workers have right to form the trade unions which can negotiate minimum salaries and working conditions. Pope Paul II in his Encyclical "On Human Work" (1987) says that worker trade union has brought changed in many industries which were infringing on the rights of the workers. John Paul II in his Encyclical Letter called "*On Human Work*" (1987:20) states: "*the right of association, that is to form associations for the purpose of defending the vital interests of those employed in the various professions. This right supposes the right to strike without being subjected to personal penal sanctions for taking part in a strike. While admitting that it is a legitimate means, we must at the same time emphasize that a strike remains, in a sense, an extreme means. It must not be abused.*"

According to Act 6 (2004) on Labour Law, section 9 (1) (a), the employees have right to freedom of association which means that he can form and join a trade union. The same section 9 (1) (b) states that an employee has right to participate in lawful activities of trade union. Section 75 (a) states that the employees have right to strike in respect of a dispute of interests. However, in the most cases, in mining companies the right to form and join trade union and the right to strike are not recognized.

2.2.6 Violation of workers' rights in mining companies

According to Emel et al. (2012), it has been discovered that, the reporting of activities of corporate social responsibilities especially by large scale miners have turned out to be a disappointment reasons being that there is over reporting. After conducting an interview to the villagers at Busindi, complained on the over reporting of what had been accomplished by Barrick Gold Mine. Villagers reported that they were grateful that schools were built for them, but, the fact that Barrick Gold Company stated that they were involved with the construction 100% was a lie. This is because the villagers do participate in such activities example when Bugarama Secondary School was in the process of being built, the villagers helped out by collecting stones. Also, the projects that were termed as community development were there to benefit the companies and not the community example infrastructure development.

In the mining companies of Tanzania and as per African-based, Anglo-Gold Ashanti (AGA) stated that mineworkers payments average ranging was under \$120-\$240 per month in 2016 (Magai & Marquez-Velazquez, 2011). This is a real violation of the Universal Declaration of Human Rights which stipulates in its article 23 that a worker should get a salary which guarantees his basic needs.

Apart this problem of underpayment, there is another problem of arbitrary termination of the contracts of workers. Companies are seen to have been mistreating their employees whereby according to the Society for International Development above stated, 1370 employees were fired from Barrick Gold mining company after demanding their rights, others have been fired after getting affected by chemicals, and some employees are not satisfied with their salaries.

According to Tanzania News Governance (23 January 2015) A District Hospital at Kahama was said to have admitted 138 persons who worked in mining companies for three months, medical observation revealed that they were affected by poisonous sodium cyanide while working at Bulyanhulu Gold Mine on January 23, 2015.

Mining companies are seen to have contributed very little to the welfare of the community compared to what has been done. Emel (2012) states on the deprivation done by mining companies in terms of land, pollution of water sources and other resources. This deprivation shows that the whole question of livelihood of the natives was unspeakable. Companies in Tanzania which apply Corporate Social Responsibility offer few scholarships, classrooms, helping NGOs sporadically and white elephant projects of water, electricity, planting trees and vegetable gardens. All these were done amid companies enjoying paying little tax or tax free business operations in the country. This illustrates that these companies' Corporate Social Responsibility amounted to nothing but exploitation of the local communities and the people of Tanzania (Shukrani, 2015).

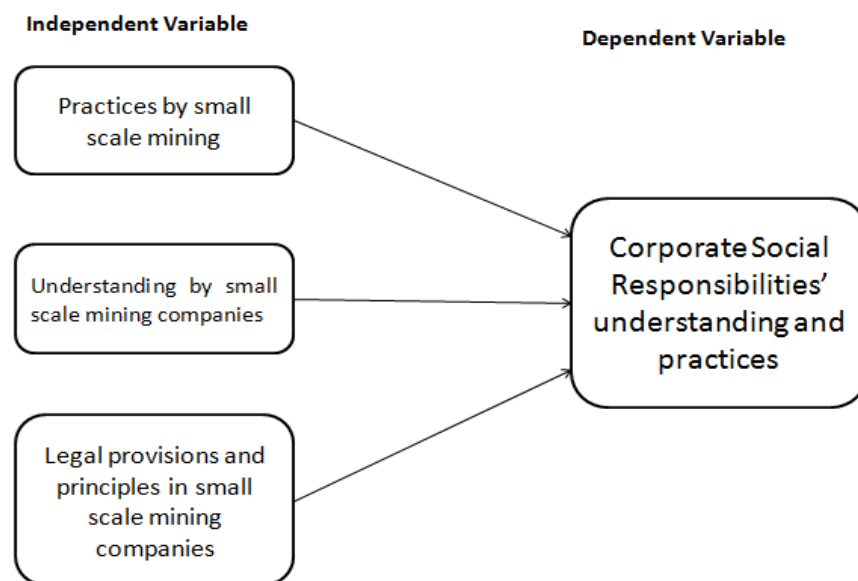
In the same context of exploitation of people living in the surroundings of the mining companies, the Society for International Development (2009) stipulates that, apart from carrying out mining activities, it is a requirement under International corporate social responsibility that mining companies offer their contributions to the host countries. The mining companies offer little contribution to the people living in their surroundings.

According to the Society for International Development (2009), it has been observed that though the companies pretend to offer services back to the community like road repairing or pipes to conduct water, these services are majorly for the interests of the companies. The problems are not only found in the mining site but also in the surrounding community's whereby surrounding villages have little or no sanitary services. Companies are much involved in pollution of the environment of the surrounding communities. The waste of their activities spoil, for instance, water which is used by the people who are living in the areas around the site of mining.

2.3 Conceptual framework

In order to determine the understanding and applicability of corporate social responsibility by small scale mining companies in Geita District, corporate social responsibility understanding and practice is a dependent variable since it is the heart of rights of workers and compels the employers to observe these rights. Corporate social responsibility is the antecedent which causes all consequences in terms of rights of workers particularly those who are working in small scale mining companies in Geita District. Thus, practices by small scale mining companies, the level of understanding of corporate social responsibility by small scale mining companies and legal provisions and principles of corporate social responsibility are considered as independent variables because they are conditioned by how a company apply corporate social responsibility.

Figure 2.1 Conceptual framework



2.4 Empirical Evidence

It is empirically evidenced that human rights of the workers in small scale mining companies are gravely violated. Mining companies ignore rights of workers and rights of the people living in the surroundings of the sites. A report of Legal Human Rights Centre (LHRC) of 2010 indicates that there were some serious violations of the rights of the workers in Barrick Gold Mining Company. A case against the

company was filed at the High Court of Mwanza. The case concerns environmental pollution which has led to serious damages to livestock and human life.

In a “Report on Labour Law” (2001) presented to the Ministry of Justice and Constitutional Affairs, it was evidenced that the children below 15 years of age were engaged in child labour in mining companies.

In a report of “Bureau of Democracy, Human Rights, and Labour” (2005), the investigations revealed that the child labour in mining companies is at high rate. The investigations showed that the children were working with explosives through narrow tunnels.

Bureau of Democracy, Human Rights and Labour (2005) in their survey of 2004 they noticed that the workers in mining companies were forced to work overtime in GGM company which is located in Geita, the workers were threatened to be fired in the case they don't show obedience.

In another report “Bureau of Democracy, Human Rights, and Labour” (2011), mining companies do not allow the workers to form unions and if they transgress their jobs are terminated. In this report, it was indicated that the Trade Union Congress of Tanzania (TUCTA) officials stated that there were many instances of discrimination of union workers, particularly in mining companies. For example, in August 2011 the chairman and secretary general of a mining union were fired due to their actions on behalf of their members.

In annual report 2015 of LHRC, it was indicated that the child labour in mining companies in Tanzania was a problem to be solved. In the same report, it was revealed that ladies living in the surrounding of mining companies are subjects to sexual harassment and sexual commercial exploitation done by the owners of the companies.

The problem of human rights' violation in mining companies is also empirically evidenced by the case of Godfrey Rwekiza et al. Versus Stanley Mining Services, LTD, case number CMA/MW/06/2009. The workers complained about unfair

termination and underpayment. The Judge recognized that they were underpaid and there should be regularization.

In the report of “Bureau Democracy, Human Rights, and Labour” (2011) TUCTA reported that many skilled workers were hired as day labourers without a contract.

In the same report of “Bureau of Democracy, Human Rights, and Labour (2011), it is stated that approximately 50 former employees of the Geita Gold Mine reported to LHRC officials they had been terminated from employment after falling sick. TAMICO reported that in the mining industry, where accidents are common, disease leads to more death and disability than accidents. Mine workers were regularly exposed to polluted air and poisonous gases underground.

2.5 Knowledge Gap

So far, scholars have done a tremendous research on corporate social responsibility in mining companies. However, the findings of these scholars do not stipulate in details how corporate social responsibility is understood and applied to Geita mining companies, especially the small mining companies. The gap knowledge shows also that, the mining companies know literally the content of corporate social responsibility but fails to execute it.

As the matter of expanding the scope of the given subject the question as to whether companies in Tanzania actually understand and apply corporate social responsibility in the right manner will be answered by this research.

CHAPTER THREE

RESEARCH DESIGN AND METHODOLOGY

3.1 Introduction

Research design and methodology deals with sampling procedure, population sampling, study area, research procedure for data collection, research procedure for recording, analysis and interpretation of the findings.

3.2 Research Design

Research design is a plan which helps to set out the methods and procedures which lead to collection of data, recording of data, analysis and interpretation of data. According to Kothari (2004), in research design, a descriptive case study refers to the description and outline of how the research is conducted. This study was a descriptive case design which focused the understanding of how human rights of the workers were applied in small scale mining companies located in Geita District.

In this descriptive case study, the researcher pointed out the methods which were used: qualitative method, quantitative method or mixed method which combines qualitative and quantitative methods. This research used qualitative and quantitative methods. According to Boateng (2014), qualitative research is the type of research that tends to understand semantically and analytically the meanings, the concepts, the arguments, the ideas, attitudes, values and beliefs that the people associate with a phenomenon.

Quantitative research seeks to understand the problem in the light of quantification of data. This research collected data from the field. It also involved interviews and observations which were analysed in conformity with the procedures that the research has established.

3.1 Research Area

The study will be carried in Geita district. The research will focus on small scales mining companies located in Geita district. The reason to choose this zone is that

there are small scale miners and surrounding communities which reflect the problem of corporate social responsibility.

3.2 Sample procedure

Purposive sample procedure is a technique which is used in order to select the respondents randomly (Kothari, 2008: 152). This purposive sample procedure is important in this descriptive case study because the researcher randomly selected the respondents objectively without biases or prejudices. Thus, purposive sample procedure is very important in this descriptive case study because it assures that each respondent in the whole population has equal chance of being selected as a sample.

The researcher used purposive sample procedure in randomly selecting the workers, the Human Resources Directors, the people living in the surroundings of the small scale mining companies, the officers for labour, the officers for health, officers for safety, officers for environmental, and officers for mineral auditing agency. The human Resource Director helped to know how the rights of the workers are respected or violated. The workers expressed themselves about how they are treated in the mining companies. The safety officer provided information about how the workers in small scale companies were protected against the accidents which could occur while they were under ground. The health officer provided information about how the workers in small scale mining companies were protected against the diseases associated with minerals. The officer of environment provided information about how the small scale mining companies in Geita respect the laws on environment inside and outside the companies. The officer of the mineral auditing agency provided information about how mining companies operate in conformity with the laws.

The officer of labour in Geita gave information about the respect of laws on labour in small scale mining companies in Geita district. The inhabitants living around the small scale companies in Geita provided information about how these companies' activities affect their environment like water, cattle, crops etc.

3.3 Population and sample size

A population is a complete group of entities within which we want to explore, understand or predict a social phenomenon (Boateng, 2014).

In Geita district there many small mining companies. We have sampled five small mining companies which included two plants from Nyakagwe Resources Limited, Mwanza Mara Mineral Processing Company, Heche Gold Processing and Busolwa Mining Limited.

The entire sample size of this research comprises of 100 respondents: One Human Resource Director, 3 respondents living around each mining company, one officer of labour in Geita, one officer of health, one officer of safety, one officer of environment in Geita, one officer of mineral auditing agency, and 75 workers. These respondents were selected because they possessed information related to the objectives of this case study.

Table 1: 3.1 Sample Size Categories

Respondents	Sample size	Percentage
Human Resource Directors of mining companies	5	5%
Employees (small scale miners)	75	75%
People living around mining areas	15	15%
Environmental officer in Geita	1	1%
Officer of Labour in Geita	1	1%
Health and Safety officers in Geita	2	2%
Officer from Tanzania Minerals Auditing Agency	1	1%
TOTAL	100	100%

3.4 Data Collection Methods

3.4.1 Types of Data

According to Kothari (2004, p. 130), data collection involves the activities of setting out to the field and the process of collecting relevant information through questionnaires distributed to the respondents, to conduct interview, the activities of organizing, recording and tallying the data obtained from the field, and the activities

of analyzing the data. In order to address the research questions and obtain information on the given study, both, primary and secondary data were used.

i) Primary Data

These refer to that information collected afresh and for the very first time thus happen to be original in character (Kothari, 2004). The primary data are also called “quantitative data”. The primary data methods that were employed in this given study included the answers provided by the respondents through the questionnaires, observation and interviews.

ii) Secondary data

These refer to that information that have already been collected by someone else and which have already been passed through the statistical process (Kothari, 2004). The secondary data are also called “secondary data”. The secondary data that were employed in this given study will be documentary sources like the books of the scholars and other recorded information.

3.4.2 Data Collection Tools

Below are the tools that were used in collecting required information to be employed in answering the research questions.

i) Questionnaires

The questionnaires were issued to the respondents who are capable of reading. The questionnaire comprised of closed questions and open-ended questions. In closed questions, the researcher used questions which require clear and precise. In open-ended question, the researcher used the questions which require the respondents to elaborate and express themselves without fear, biases nor prejudice. All questions provided by the respondents were organized, coded and tallied before the task of analysis.

ii) **Observation**

Objective observation was employed as a tool of collecting data in order to give an opportunity to the researcher to participate in the activities. It was helpful as the researcher was able to observe the social phenomenon to which the workers are exposed. Thus, the researcher took notes to which she shall refer in analyzing the data.

iii) **Interview**

An interview was a necessary tool enabling the respondents (small scale miners and members of the communities around the mines) to express their perceptions on the study. Since the study was explanatory in nature, unstructured interview was suitable for the study whereby open-ended type of questions were prepared and flexible hence suitable for this study. In unstructured interview, the respondents gave a free answer; they were free to express themselves. The answers provided were recorded and then the researcher referred to those answers in order to understand better the problem and to analyze and reach the valid conclusion.

iv) **Documentary sources**

The tools under this given method included books that were used to corroborate data collected from the field.

3.5 Data Analysis Procedure

This refers to computation of certain measures along with searching for patterns of relationship that exists among data-groups (Kothari, 2004).

The procedure of data analysis concerns the techniques which were used in order to code, to tally and to analyze the data. The findings were clearly summarized using descriptive statistics. Thus, the data were coded using tables which indicated the number and the categories of the respondents and the percentages of their answers.

In order to analyze the data the researcher used the descriptive analysis which combines quantitative analysis and qualitative analysis. Quantitative analysis concerns the primary sources and qualitative analysis concerns the secondary

sources. Quantitative descriptive analysis involves that the data collected from the field were arranged and ordered using the tables and corresponding percentages which summarize the answers provided by the respondents (Zikmund, 2003). Thus, for the quantitative descriptive analysis the findings were described and presented in tables, graphics and statics (Adam and Mark Lund, 2001).

The analysis and interpretation was done in form of table. The interpretation was done in conformity with the accepted theories, tested hypothesis and universal values and principles as they have been highlighted in literature review. Interpretation took into consideration of the percentages of quantitative findings, the more percentage is high the more information conforms to the principle and the less it, the less it conforms to it.

The researcher used also qualitative analysis which focuses on logical understanding of the situation explaining the concepts, the statements, the arguments, attitudes and feelings of the respondents. In this case, the researcher not only looked at the quantitative numbers indicated in the tables, but also used her logical understanding in order to provide an accurate interpretation of the problem.

CHAPTER FOUR

RESEARCH FINDINGS AND DATA ANALYSIS

4.1. Introduction

This chapter focus on the presentation and analysis of data collected from the field. The findings are related to the problem and to the objectives indicated in the proposal. The findings concerned the corporate social responsibility: critical analysis of its understanding and applicability by small scale mining companies in Geita district.

4.2. Workers' responses

Table 2: 4.2.1. Gender

Sex	Frequency	Percentage
Male	60	80
Female	15	20
Total	75	100

The table 4.2.1 above shows that male workers are 60 (80%) while female workers are 15 (20%). These findings reveal that women are not much considered in recruitment as it was indicated in literature review under sub-title "gender equality".

Table 3: 4.2.2. Age of the respondents

Age	Frequency	Percentage
10-17	14	18.6
18 and above	61	81.4
Total	75	100

The table 4.2.2 above shows the age of those who were employed in the small scale mines. Findings indicate that, 14(18.6%) were children who had age between 10-17

and the rest 61(81.4%) had age above 18 years. These findings concur with the literature review which indicates the problem of employing the children in the small scale mining companies.

Table 4: 4.2.3. Level of education

Qualification	Frequency	Percentage
High education	3	4
Secondary education	18	24
Primary education	54	72
Total	75	100

The table 4.4.3 above shows that the workers who hold certificates from high education are 3(4%), those who hold secondary certificates are 18(24%) while those who had primary education certificate were 54(72%). These findings reveal that since the majority of the workers are those who finished or even didn't finish the primary education. Therefore, their understanding of social responsibility is very limited and inferentially the small mining companies take advantage to undermine some of their rights.

Table 5: 4.2.4. Women's maternity rights

Maternity leave	Frequency	Percentage
Yes	72	96
No	0	0
Reserved	3	4
Total	75	100

The table 4.2.4 above shows that the workers who affirmed that women are given maternity leave are 72(96%), there are no workers who denied while 3(4%) of the respondents reserved. These findings show that the few women who are employed in the small mining companies are given their rights related to maternity leave. Thus, social corporate responsibility is positively applied in this particular case.

Table 6: 4.2.5. Risks encountered during mining activities

Risks	Frequency	Percentage
Diseases resulting from minerals contact	57	76
To be covered by soil	15	20
No risk	3	4
Total	75	100

The table 4.2.5 above shows that 57(76%) of the respondents affirmed that there are diseases that they encounter while they are in contact with minerals, 15(20%) confirmed that they run a risk of being covered by the soil, 3(4%) said that there are no risks that they encounter when they are performing mining activities. These findings correspond to the literature review whereby it was confirmed that the workers who are bodily in contact with the minerals run a risk of suffering from some diseases resulting from that contact.

Table 7: 4.2.6. Insurance to cover risks encountered during mining activities

Insurance	Frequency	Percentage
Yes	6	8
No	60	80
Reserved	9	12
Total	75	100

The table 4.2.6 above shows that, 60(80%) of the respondents affirmed that they don't have insurance to cover the risks that they may encounter during mining activities, 6(8%) affirmed that they had insurance, while 9(12%) reserved. These findings concur with the literature review which said that in most mining companies, the workers have insurance to cover the risks that they encounter while they are doing some activities of mining.

Table 8: 4.2.7. Recruitment in small scale mining companies

Recruitment	Frequency	Percentage
Application of labor law	6	8
Violation of labor law	48	64
Average application of labor law	21	28
Total	75	100

The table 4.2.7 above shows that 48(64%) of the respondents affirm that the recruitment in small scale mining companies does not follow the labor law, 6(8%) of the respondents affirm that the recruitment follows the labor law while 21(28%) say that the application of the labor law in recruitment is average. These findings show that the majority of the respondents affirm that labor law is violated during recruitment. This corresponds to what has been discussed in literature review whereby it was noted that the small scale mining companies violates labor law and consequently they do not apply social corporate responsibility.

Table 9: 4.2.8. Working conditions in small scale mining companies

Working conditions	Frequency	Percentage
Good	9	12
Bad	30	40
Average	36	48
Total	75	100

The table 4.2.8 above shows that 9(12%) of the respondents affirmed that the quality of working conditions is good, 30(40%) affirmed that this quality is bad, while 36 (48%) affirmed that this quality is optimal. The findings show that the majority of the respondents affirmed that the quality of working conditions is average and this reveals that social corporate responsibility is partly applied in small scale mining companies.

Table 10: 4.2.9. Wage

Wage	Frequency	Percentage
Just	12	16
Unjust	60	80
Reserved	3	4
Total	75	100

The table 4.2.9 above shows, 12(16%) of the respondents affirmed that the wage is just, 60(80%) affirmed that the wage is unjust while 3(4%) reserved to give their answers. The findings reveal that the workers were not satisfied with the salaries they are given. This shows that the mining companies are far away to apply social corporate responsibility as wage of the workers is concerned.

Table 11: 4.2.10. Contracts in small scale mining companies

Workers have contracts	Frequency	Percentage
Yes	6	8
No	66	88
Reserved	3	4
Total	75	100

The table 4.2.10 above shows that 6(8%) of the respondents affirmed that they had contracts of work, 66(88%) say that they did not have contracts of work while 3(4%)) reserved to give their answers. These findings show that the majority of the respondents affirmed that the workers have no contracts. It reveals that social corporate responsibility is not applied in the small scale mining companies as the contracts of workers are concerned.

Table 12: 4.2.11. Termination of contracts

Termination of contracts	Frequency	Percentage
Fair	18	24
Unfair	51	68
Reserved	6	8
Total	75	100

The table 4.2.11 above shows that 18(24%) of the respondents affirm that the termination of the contacts is fair, 51(68%) of the respondents affirm that the termination of the contracts of work is unfair, while 6(8%) of the respondents reserved to give their answers. These findings show the majority of the respondents point out that the termination of the contracts of work is unfair and this is an indication that social corporate responsibility is not applied by the small scale mining companies as the problem of termination of contracts of workers is concerned.

Table 13: 4.2.12. Benefits of the workers after termination

Benefits	Frequency	Percentage
No benefits	48	64
Benefits are provided	18	24
Reserved	9	12
Total	75	100

The table 4.2.12 above shows that 48(64%) of the respondents affirm that after termination, the workers are not given benefits, 18(24%) say that benefits are given after contract, while, 9(12%) reserved to give their answers. These findings reveal that the majority affirmed that after termination, the benefits are not given and for this reason social corporate responsibility is not applied as benefits after termination of the contracts of work are concerned.

Table 14: 4.1.13. Standard of work

Standard of work	Frequency	Percentage
Good	6	8
Bad	15	20
Average	54	72
Total	75	100

The table 4.2.13 above show that 6(8%) of the respondents said the standard of work is good, 15(20%) said that the standard of work is bad while 54(72%) said that the standard is optimal. These findings reveal that the majority of the respondents say the standard of work is average. It reveals that social corporate responsibility is optimally applied in small scale mining companies as standard of work is concerned.

Table 15: 4.1.14. Transport of workers

Transport	Frequency	Percentage
Transport is provided	63	84
Transport is not provided	9	12
Average	3	4
Total	75	100

The table 4.1.14 above shows that (63)84% of the respondents affirmed that the transport is provided, 9(12%) said that it is not provided while 3(4%) reserved to give answers. These findings reveal that social corporate responsibility is applied by small scale mining companies as the transport of workers is concerned.

Table 16: 4.1.15. Place of work

Conditions of place of work	Frequency	Percentage
Conducive	3	4
Not conducive	30	40
Average	42	56
Total	75	100

The table 4.2.15 above shows that 3(4%) of the respondents affirm that the place of work is conducive, 30(40%) affirm that the place of work is not conducive while 42(56%) affirmed that the place of work is average. These findings reveal that the small scale mining companies are trying to apply social corporate responsibility as the place of work is concerned since 42(56%) of the respondents affirmed that the place is optimally conducive.

Table 17: 4.2.16. Association of workers

Associations of workers	Frequency	Percentage
Allowed	3	4
Not allowed	72	96
Reserved	0	0
Total	75	100

The table 4.2.16 above shows that 3(4%) of the respondents said that the association of workers were allowed, 72(96%) said that the association of workers were not allowed, none of the respondents reserved to give his or her answer. In regard to this issue of association of workers, the findings reveal that social corporate responsibility is not applied by the small scale mining companies since the majority of the respondents 72(96%) say that this right of workers to form association was violated.

4.3 Human Resource Directors responses.

Table 18: 4.3.1. Women’s maternity rights

Maternity leave	Frequency	Percentage
Yes	5	100
No	0	0
Reserved	0	0
Total	5	100

The table 4.3.1 above shows that 5(100%) of the respondents affirmed that women are given maternity leave. These findings reveal that social corporate responsibility is applied as maternity leave is concerned.

Table 19: 4.3.2 Risks encountered during mining activities

Risks	Frequency	Percentage
Diseases resulting from minerals contact	4	80
To be covered by soil	1	20
No risk	0	0
Total	5	100

The table 4.3.2 above shows that 4(80%) of the respondents affirm that the workers encounter the risks of getting some diseases resulting from bodily contact with the minerals. These findings reveal that the workers are at high risks and if these risks are not covered by insurance the workers become victims to the extent of death.

Table 20: 4.3.3. Insurance to cover risks encountered during mining activities

Insurance	Frequency	Percentage
Yes	1	20
No	3	60
Reserved	1	20
Total	5	100

The table 4.3.3 above shows that 1(20%) of the respondents say that the risks encountered during mining activities are covered, 3(60%) of the respondents say that these risks are not covered, 1(20%) reserved to express themselves. These findings show that the majority of the respondents affirm that the workers are not covered. This shows that corporate social responsibility is not applied as the insurance to cover the risks encountered by the workers during the mining activities.

Table 21: 4.3.4 Recruitment requirements

Recruitment	Frequency	Percentage
Application of labor law	2	40
Violation of labor law	0	0
Average application of labor law	3	60
Total	5	100

The table 4.3.4 above shows that, 2(40%) of the respondents affirm that the recruitment follows the clauses of labor law, none of the respondents say that the recruitment violates labor law stipulations while 3(60%) of the respondents affirm that the application of labor law as recruitment is concerned is average. These findings reveal that the corporate social responsibility is partly applied in recruiting the workers.

Table 22: 4.3.5. Termination of the contracts

Recruitment	Frequency	Percentage
Application of labor law	1	20
Violation of labor law	0	0
Average application of labor law	1	20
Reserved	3	60
Total	5	100

The table 4.3.5 above shows that 1(20%) of the respondents say that the termination of the contracts apply the labor law, none of the respondents say that the termination of the contracts violates the labor law, 1(20%) of the respondents say that the termination of the contracts optimally follow the stipulations of labor law, 3(60%) of the respondents were reserved to give their answers. These findings show that the Human Resource Directors reserved themselves to express their positions concerning the termination of the contract of the workers and this indicates that there are some violations of labor law. Thus, corporate social responsibility is not applied in regard to the termination of the contracts of the workers.

Table 23: 4.3.6. Working conditions

Working conditions	Frequency	Percentage
Good	3	60
Average	2	40
Poor	0	0
Total	5	100

Table 4.3.6 above indicates that 3(60%) of the respondents agree on the fact that the working conditions in small scale mining companies are good, 2(40%) of them affirm that the working conditions are optimal, while, none of the respondents say that the working conditions are poor. These findings reveal that the corporate social responsibility is applied as conditions of work are concerned.

Table 24: 4.3.7. Food offered to workers

Food	Frequency	Percentage
Yes	5	100
No	0	0
Reserved	0	0
Total	5	100

The table 4.3.7 above shows that 5(100%) of the respondents said that the workers were given food, while performing the activities of mining, none of the respondents were reserved to express him/herself and none of them said that the workers were not given food. These findings show that the corporate social responsibility is applied in small scale mining companies in regard to the issue of offering food to the workers when they are performing activities in these companies.

Table 25: 4.3.8. Pure water offered to workers

Pure water to workers	Frequency	Percentage
Yes	3	60
No	0	0
Reserved	2	40
Total	5	100

The table 4.3.8 above shows that 3(60%) of the respondents say that the workers are given pure water while they are performing the activities of mining, none of the respondents said that the workers were not given pure water. These findings show that corporate social responsibility is applied in small scale mining companies in regard to the issue of offering pure water to the workers when they are performing activities in these companies.

Table 26: 4.3.9. Milk offered to workers

Milk offered to workers	Frequency	Percentage
Yes	2	40
No	0	0
Reserved	3	60
Total	5	100

The table 4.3.9 above shows that 2(40%) of the respondents said that the workers are given milk while performing the activities of mining, none of the respondents said that the workers are not given milk. These findings show that the corporate social responsibility is applied in small scale mining companies in regard to the issue of offering milk to the workers when they are performing activities in these companies.

Table 27: 4.3.10. Wage

Wage	Frequency	Percentage
Just	2	40
Unjust	0	0
Reserved	3	60
Total	5	100

The table 4.3.10 above shows that 2(40%) of the respondents affirm that the salaries of the workers were just, none of the respondent said that the salaries are unjust while 3(60%) of the respondents reserved. These findings show the majority of the respondents (including the human resource director) reserved their comments. This is due to the fact that these Directors fear to say the truth concerning the salaries because they can be fired. This shows also that the corporate social responsibility is not applied with respect to the wages of the workers.

Table 28: 4.3.11. Contracts of work in small scale mining companies

Workers have contracts	Frequency	Percentage
Some workers have contracts	5	100
All workers have contracts	0	0
None of the workers have contracts	0	0
Reserved	0	0
Total	5	100

The table 4.3.11 above shows that 5(100%) of the respondents said that some workers have contracts of work, none of the respondents said that all workers have contracts of work and none of them said that the workers had work contracts. None of the respondent reserved to express him/her. These findings confirmed the literature review which established that in small scale mining companies', the workers have no contracts. The contracts are only given to high level staffs. This shows also that corporate social responsibility is not applied as the contracts of workers are concerned.

Table 29: 4.3.12. Benefits of the workers after termination

Benefits	Frequency	Percentage
All benefits are provided	0	0
Some Benefits are provided	3	60
No benefits are provided	1	20
Reserved	1	20
Total	5	100

The table 4.3.12 above shows that 3(60%) of the respondents said that some workers are given some benefits, none of the respondents said that all workers were given all

benefits, 1(20%) of them said that no benefits were provided, 1(20%) of them reserved themselves to give answers. These findings confirmed the literature review which established that in small scale mining the workers are not given benefits after serving in these companies. This shows also that corporate social responsibility is not applied as the benefits of workers are concerned.

Table 30: 4.3.13. Standard of work

Standard of work	Frequency	Percentage
Good	4	80
Bad	0	0
Average	1	20
Total	5	100

The table 4.3.13 above shows that 4(80%) of the respondents said that the standard of work is good, none of them said that the standard of work was bad, 1(20%) of the respondents reserved themselves to give their opinion. These findings reveal that standard of work is good in the small scale mining companies. This also shows that the corporate social responsibility was applied in small scale mining companies as standard of work is concerned.

Table 31: 4.3.14. Transport of workers

Transport	Frequency	Percentage
All workers are transported	0	0
Some workers are transported	3	60
No workers are transported	0	0
Reserved	2	40
Total	5	100

The table 4.3.14 above shows that none of the respondents said that all workers were transported, 3(60%) said that some workers are transported, none of the respondents said that no workers were transported and 2(40%) reserved to express themselves. These findings show that the majority of the respondents said that only some of the workers are transported. Thus, the corporate social responsibility is not applied as transport of workers is concerned.

Table 32: 4.3.15. Employment of children

Employment of children	Frequency	Percentage
Yes	0	0
No	4	80
Reserved	1	20
Total	5	100

The table 4.3.15 above shows that none of the respondents said that the children are employed in small scale mining companies, 4(80%) of the respondents said that the children are not employed in small scale mining companies, 1(20%) of the respondents reserved their answers. These findings show that the majority of the respondents said that the children were not employed in the small scale mining companies. This proves that the corporate social responsibility is applied in regard to the prohibition of employing the children in small scale companies.

Table 33: 4.3.16. Terms of work

Terms of work	Frequency	Percentage
Good	3	60
Bad	0	0
Reserved	2	40
Total	5	100

The table 4.3.16 above shows that 3(60%) of the respondents say that the terms of work are good, none of the respondents say that the terms of work are bad, 2(40%) of

the respondents reserved themselves to give answers. These findings reveal that the corporate social responsibility is applied with respect to the terms of work as that the majority of the respondents affirmed.

Table 34: 4.3.17. Association of workers

Associations of workers	Frequency	Percentage
Allowed	1	20
Not allowed	3	60
Reserved	1	20
Total	5	100

The table 4.3.17 above shows that 1(20%) of the respondents said that the associations of workers are allowed, 3(60%) of the respondents said that the association of the workers were not allowed, 1(20%) of the respondents reserved themselves to give answers. These findings show that the majority affirm that the associations of the workers were not allowed (60%) and this confirms that the corporate social responsibility is not applied as the right of the workers from the associations is concerned.

Table 35: 4.3.18. Right to strike

Right to strike of the workers	Frequency	Percentage
Allowed	1	20
Not allowed	0	0
Reserved	4	80
Total	5	100

The table 4.3.18 above shows that 1(20%) of the respondents said that the workers were allowed to strike, none of the respondents say that the workers were not allowed to strike, 4(80%) of the respondents reserved themselves. These findings reveal that the majority of the respondents reserved themselves to give their answers

and this is an indication that the workers were not allowed to strike and thus the corporate social responsibility is not applied in regard to the right of the workers to strike.

4.4. The responses of Labor law officer

Table 36: 4.4.1. The registered cases of workers complaining about violation of their rights in small scale mining companies in 2016

Registered Cases	Frequency	Percentage
Below 20	0	20
Between 20 and 100	0	0
Above 100	1	100
Total	1	100

Findings for table 4.4.1 indicates that the respondent affirms that above 100 cases of the workers complaining about violation of their rights in small scale mining companies have been registered in 2016. These findings show that the corporate social responsibility is put in question in these companies because of this high number of registered cases.

Table 37: 4.4.2. Registered cases concerning wage

Registered cases concerning wage	Frequency	Percentage
Below 20	0	0
Between 20 and 100	1	100
Above 100	0	0
Total	1	100

Findings from table 4.4.2 above indicate that the respondent affirms that the registered cases of the workers concerning wage are between 20 and 100. These findings reveal that the workers are facing a problem of violation of their rights

concerning salaries. This reveals also that the corporate social responsibility is undermined in small scale companies as the salaries of the workers are concerned.

Table 38: 4.4.3. Wage cases won by the workers

Wages cases won by the workers	Frequency	Percentage
Below 20	0	0
Between 20 and 100	1	100
Above 100	0	0
Total	1	100

The table 4.4.3 above indicate that the respondent affirms that the cases concerning wages won by the workers between 20 and 100. These findings reveal that the rights of the workers concerning wages are violated by the small scale mining companies and this reveals also that the corporate social responsibility is undermined in small scale companies as the wages of the workers are concerned.

Table 39: 4.4.4. Registered cases concerning arbitrary termination of the contracts of the workers

Arbitrary termination cases	Frequency	Percentage
Below 20	0	0
Between 20 and 100	1	100
Above 100	0	0
Total	1	100

The table 4.4.4 above shows that the respondent affirms that the registered cases of arbitrary termination are between 20 and 100 and this shows that the small scale mining companies are put to question as the arbitrary firing of the workers is concerned. This is an indication that the corporate social responsibility is not applied by the small scale mining companies as the termination of the contracts is concerned.

Table 40: 4.4.5. Cases of arbitrary termination won by the workers

Cases of arbitrary termination of the contracts won by the workers	Frequency	Percentage
Below 20	0	0
Between 20 and 100	1	100
Above 100	0	0
Total	1	100

Findings from table 4.4.5 above indicate that between 20-100 cases of arbitrary termination were won by the workers. The findings reveal that the small scale mining companies don't apply corporate social responsibility in firing the workers.

4.4.6. Reasons of termination of the workers

Table 41: 4.4.6.1. Misconduct

Workers fired because of misconduct	Frequency	Percentage
Below 20	1	100
Between 20 and 100	0	0
Above 100	0	0
Total	1	100

The table 4.4.6.1 shows that the respondent affirms that the workers who were fired because of misconduct are below 20. This reveals that the workers who were fired because of misconduct were few.

Table 42: 4.4.6.2. Incapacity

Workers fired because of incapacity	Frequency	Percentage
Below 20	1	100
Between 20 and 100	0	0
Above 100	0	0
Total	1	100

The table 4.4.6.2 above shows that the respondents who were fired because of incapacity were below 20. These findings also show that the workers who were chased by the small scale mining companies were few.

Table 43: 4.4.6.3. Retrenchment of workers

Workers fired because of retrenchment	Frequency	Percentage
Below 20	0	0
Between 20 and 100	1	100
Above 100	0	0
Total	1	100

The table 4.4.6.3 above shows that the respondent affirms that the small scale mining companies reduce the workers and these workers were between 20 and 100. These findings show that the small scale mining companies reduce the workers without notice and this is misapplication of the corporate social responsibility.

Table 44: 4.4.7. Workers who are given terminal benefits

Terminal benefits given to workers	Frequency	Percentage
Below 20 workers are given terminal benefits	0	0
Between 20 and 100 of workers are given terminal benefits	1	100
Above 100 of workers are given terminal benefits	0	0
Total	1	100

The table 4.4.7 shows that the respondent affirms that between 20 and 100 workers are given terminal benefits. These findings reveal that some workers were given terminal benefits. This number is optimal and therefore the corporate social responsibility was also partly applied in regard with the issue of terminal benefits.

Table 45: 4.4.8. Registered cases concerning terminal benefits

Registered cases concerning terminal benefits	Frequency	Percentage
Below 20	0	0
Between 20 and 100	1	100
Above 100	0	0
Total	1	100

Findings from table 4.4.8 show that the respondent answers that the registered cases concerning terminal benefits were between 20 and 100. These findings show that the workers who complain about their terminal benefits were average. Thus, corporate social responsibility is approximately applied as the terminal benefits are concerned.

Table 46: 4.4.9. Contracts of the workers

Workers' contracts	Frequency	Percentage
Managerial level	1	100
Normal workers	0	0
Total	1	100

The table 4.4.9 above shows that all managerial level respondents had contracts and there was no ordinary worker who had a working contract. This shows that corporate social responsibility was not applied by the small scale companies' n working contracts.

Table 47: 4.4.10. Conditions of work in small scale mining companies

Conditions of work	Frequency	Percentage
Good	0	0
Bad	1	100
Average	0	0
Total	1	100

Findings from table 4.4.10 above show that the respondent says that the conditions of work in small scale mining companies are bad. This reveal that the corporate social responsibility is not applied by small scale companies as the conditions of work are concerned.

Table 48: 4.4.11. Treatment of women in the small scale mining companies

Treatment of women	Frequency	Percentage
Fair	0	0
Unfair	1	100
Average	0	0
Total	1	100

The table 4.4.11 above shows that the respondent said that women were mistreated in small scale mining companies. This reveals that the corporate social responsibility is not applied in these companies as the treatment of women is concerned.

Table 49: 4.4.12. Employment of the children in the small scale mining companies

Employment of children	Frequency	Percentage
Children are employed	1	100
Children are not employed	0	0
Average	0	0
Total	1	100

Findings from table 4.4.12 above show that, children are employed in small scale mining companies and that being the case corporate social responsibility is not applied in small scale mining companies as prohibition of employing the children is concerned.

Table 50: 4.4.13. Recruitment of workers in small scale mining companies

Recruitment of workers	Frequency	Percentage
Fair	0	0
Unfair	0	0
Average	1	100
Total	1	100

The table 4.4.13 above shows respondents said that the recruitment of the workers partly follows the stipulations of labor laws. These findings show that corporate social responsibility is partly applied by small scale mining companies as the recruitment of workers is concerned.

Table 51: 4.4.14. Terms of work in small scale mining companies

Terms of work	Frequency	Percentage
Fair	0	0
Unfair	0	0
Average	1	100
Total	1	100

The table 4.4.14 above shows respondent said that the terms of work in small scale mining companies are optimal and these findings show that that the small scale mining company apply optimally the corporate social responsibility as the terms of work are concerned.

4.5. Health and safety officer's responses

4.5.1 Common diseases that small scale miners encounter

Table 52: 4.5.1.1. Malaria

Workers suffering from malaria	Frequency	Percentage
Below 20	0	0
Between 20 and 100	2	100
Above 100	0	0
Total	2	100

This table shows that all respondents (2) affirmed that between 20 and 100 workers suffer from malaria. These findings reveal that the workers who work in night are bitten by the mosquito which contaminates them. This shows also that social corporate responsibility was not applied by small scale mining companies which were supposed to provide nets and other required instruments to protects the workers against been bitten by the mosquito.

Table 53: 4.5.1.2. Tuberculosis

Workers suffering from tuberculosis	Frequency	Percentage
Below 20	0	0
Between 20 and 100	0	0
Above 100	2	100
Total	2	100

The table 4.5.1.2 above show that all respondents (2) affirm that the workers above 100 suffer from tuberculosis. These findings reveal that the workers are exposed to dirty and dusty in small mining companies which develop tuberculosis. This shows that the corporate social responsibility is not applied by small scale mining companies.

Table 54: 4.5.1.3. Other diseases

Workers suffering from other diseases	Frequency	Percentage
Below 20	0	0
Between 20 and 100	2	100
Above 100	0	0
Total	2	100

This table 4.5.1.3 shows that all respondents 2(100%) affirmed that between 20-100 workers suffered from many other diseases that resulted from mining activities. These findings reveal that the small mining companies take little measure to protect the workers against the diseases which are caused by mining activities and this shows that corporate social responsibility was not applied in that particular case.

Table 55: 4.5.2. Measures taken by small scale mining companies related to health needs of the communities around the mining sites

Health needs	Frequency	Percentage
Health needs are provided	2	100
Health needs are not provided	0	0
Average	0	0
Total	2	100

The table 4.5.2 above shows that all respondents 2(100%) affirm that the small scale mining companies provide health needs to the communities around the sites. These findings reveal that the small scale mining companies apply the social corporate responsibility in taking some measure to support the community surrounding the sites.

4.6. Answers of the people living around the small scale mining companies

Table 56: 4.6.1. Provision of pure water by the small scale mining companies to the people surrounding the sites.

Provision of pure water to the people around the companies	Frequency	Percentage
Yes	6	40
No	9	60
Reserved	0	0
Total	15	100

The table 4.6.1 above shows that 6(40%) of the respondents said that the small scale mining companies have provided pure water to the people living in the surroundings of the sites, 9(60%) said no, while none of the respondents reserved himself to give

his answer. These findings reveal that the small scale mining companies do not apply social corporate responsibility as this problem is concerned.

Table 57: 4.6.2. Construction of tarmac roads by the small scale mining companies to the people surrounding the sites.

Construction of the tarmac roads to the people around the companies	Frequency	Percentage
Yes	12	80
No	3	20
Reserved	0	0
Total	15	100

The table 4.6.2 above shows that 12(80%) of the respondents said that the small mining companies have constructed tarmac roads in their areas, 3(20%) said that the small scale mining companies didn't construct tarmac roads in their areas. These findings show that the small scale mining companies apply the corporate social responsibility in building for the people around the sites the roads.

Table 58: 4.6.3. Construction of the schools by the small scale mining companies to the people surrounding the sites.

Construction of the schools to the people around the companies	Frequency	Percentage
Yes	3	20
No	12	80
Reserved	0	0
Total	15	100

The table 4.6.3 above shows that 3(20%) of the respondents said that the small scale mining companies built the schools in their areas while 12(80%) of them say that

these companies didn't build the schools in their areas. None of the respondents reserved the answers. These findings reveal that the small scale mining companies do not apply corporate social responsibility as the construction of the schools is concerned.

Table 59: 4.6.4. Construction of the hospitals by the small scale mining companies to the people surrounding the sites.

Construction of the hospitals to the people around the companies	Frequency	Percentage
Yes	3	20
No	9	60
Reserved	3	20
Total	15	100

The table 4.6.4 above shows that 3(20%) of the respondents said that the small scale mining companies built the hospitals in their areas, 9(60%) of them said that these companies didn't built the hospitals in their areas while 3(20%) reserved themselves to give their answers. These findings show that the small scale mining companies don't apply corporate social responsibility in building the hospitals for the people living around the companies.

Table 60: 4.6.5. Contamination of water by the activities of mining

Contamination of water by mining activities	Frequency	Percentage
Yes	6	40
No	6	40
Reserved	3	20
Total	15	100

The table 4.6.5 above shows that 6(40%) of the respondents said that mining activities contaminate water they use to drink, 6(40%) of them said that the mining activities contaminate water while, 3(20%) reserved themselves to provide answers.

These findings show that the small scale mining companies partly apply corporate social responsibility in trying not to spoil water that the people living in surroundings of the sites use to drink.

Table 61: 4.6.6. Health affection by the mining activities

Mining activities affect health	Frequency	Percentage
Yes	12	80
No	3	20
Reserved	0	0
Total	15	100

The table 4.6.6 above shows that 12(80%) of the respondents affirm that mining activities affect their health, 3(20%) of them said that these activities don't affect health, none of them is reserved. These findings show that the small scale mining companies don't apply corporate social responsibility given that their mining activities affect the health of the people living around the sites.

Table 62: 4.6.7. Compensation of land possessed by the small scale mining companies to the people surrounding the sites.

Compensation of the land of the people living around the mining companies	Frequency	Percentage
Yes	6	40
No	3	20
Reserved	6	40
Total	15	100

The table 4.6.7 above shows that 6(40%) respondents said that the small scale mining companies compensates the land of the people living in the surroundings of the

mining companies, 3(20%) of the respondents said that these companies do not compensate them, 6(40%) reserved the answers. These findings reveal that the small scale mining companies try to compensate the land of the people even if it is not enough. This shows that the corporate social activities are partly applied by small scale mining companies as the issue of compensation of the land of the people living around these companies.

Table 63: 4.6.8. Sexual exploitation of the children by the small scale mining companies to the people surrounding the sites.

Sexual exploitation by small mining companies	Frequency	Percentage
Yes	3	20
No	9	60
Reserved	3	20
Total	15	100

The table 4.6.8 above shows that 3(20%) of the respondents said that the children were sexually exploited by the workers of the mining companies, 9(60%) of them said that the children were not sexually abused by the workers of mining companies while, 3(20%) of the respondents reserved the answers. These findings show that the small scale mining companies apply corporate social responsibility by not sexually exploiting the children living around these companies.

4.7. Environmental officer's responses

Table 64: 4.7.1. Impacts of small scale mining activities on environment

Impacts of small scale mining activities on environment	Frequency	Percentage
Mining activities have impact on environment	1	100
Mining activities have no environment	0	0
Reserved	0	0
Total	1	100

The table 4.7.1 above shows that the respondent affirmed that the mining activities in small scale mining companies had impact on the environment. This corroborates what have stated in literature review. These findings show that the small scale mining companies don't apply corporate social responsibility as the issue of environment is concerned.

Table 65: 4.7.2. Impacts of mining activities on water

Impacts of mining activities on water	Frequency	Percentage
Mining activities have impact on water	1	100
Mining activities have no impact on water	0	0
Reserved	0	0
Total	1	100

The table 4.7.2 shows the respondent affirms that the mining activities in small scale mining companies have impact on water. These findings show that the small scale

mining companies don't apply corporate social responsibility as the issue of water is concerned.

Table 66: 4.7.3. Impacts of mining activities on air

Impacts of mining activities on air	Frequency	Percentage
Mining activities have impact on air	1	100
Mining activities have no impact on air	0	0
Reserved	0	0
Total	1	100

The table 4.7.3 above shows that the respondent affirms that the mining activities in small scale mining companies have impact on air. These findings show that the small scale mining companies don't apply corporate social responsibility as the issue of air is concerned.

Table 67: 4.7.4. Impacts of mining activities on land

Impacts of mining activities on land	Frequency	Percentage
Mining activities have impact on land	1	100
Mining activities have no impact on land	0	0
Reserved	0	0
Total	1	100

The table 4.7.4 above shows that the respondent affirms that the mining activities in small scale mining companies have impact on land. These findings show that the

small scale mining companies don't apply corporate social responsibility as the issue of land is concerned.

4.7.5. Causes of pollution of environment

Table 68: 4.7.5.1. Use of poisonous chemicals

Pollution caused by poisonous chemicals	Frequency	Percentage
Yes	1	100
No	0	0
Reserved	0	0
Total	1	100

The table 4.7.5.1 shows that the respondent affirms that the pollution of environment is caused poisonous chemicals. These findings show that the small scale mining companies don't apply corporate social responsibility as the issue of the use of pollution of environment is concerned.

Table 69: 4.7.5.2. Pollution of environment caused by frequent extraction of minerals.

Pollution caused by frequent extraction of minerals	Frequency	Percentage
Yes	1	100
No	0	0
Reserved	0	0
Total	1	100

The table 4.7.5.2 shows that the respondent affirms that the pollution of environment was caused by frequent extraction of minerals. These findings show that the small scale mining companies don't apply corporate social responsibility as the issue of the

use of pollution of environment caused by frequent extraction of minerals is concerned.

Table 70: 4.7.6. Means used by small scale companies to reduce the environmental effects

Small scale mining companies look for means to reduce environmental effects	Frequency	Percentage
Means are taken	1	100
Means are not taken	0	0
Reserved	0	0
Total	1	100

The table 4.7.6 shows the respondent affirms that the small scale mining companies don't take measures to reduce the environmental effects. These findings show that they don't apply corporate social responsibility in regard to the reduction of environment effects.

4.8. Answers of Mineral auditing agency officer

Table 71: 4.8.1. Application of the laws on mining activities by small scale mining companies

Application of the laws by small scale mining companies	Frequency	Percentage
Laws are applied	0	0
Laws are not applied	0	0
Average	1	100
Total	1	100

The table 4.8.1 above shows that the respondent affirms that the laws on mining activities were optimally applied by small scale mining companies. These findings show that the small scale mining companies partly apply the corporate social responsibility as requested by the laws on mining.

Table 72: 4.8.2. Respect of the laws on environment by the small scale mining companies

Respect of the laws on environment	Frequency	Percentage
Yes	0	0
No	0	0
Average	1	100
Total	1	100

The table 4.8.2 above shows that the respondent affirms that the respect of laws on environment by small scale mining companies is average. These findings reveal that the small scale mining companies partly apply the corporate responsibility as the laws on environment are concerned.

Table 73: 4.8.3. Impacts on environment caused by mining activities

Impacts on environment caused mining activities	Frequency	Percentage
Yes	1	100
No	0	0
Reserved	0	0
Total	1	100

The table 4.8.3 shows that the respondent affirms that there were some environmental impacts caused by mining activities. These findings show that the corporate social responsibility is not applied in small scale mining companies within the issue of environment.

CHAPTER FIVE

CONCLUSION AND RECOMMENDATIONS

5.1. Conclusion

This chapter synthesizes the findings and provides some recommendations. This research aimed at finding out the understanding and applicability of corporate social responsibility by small scale mining companies in Geita district. Corporate social responsibility envisages improving the relationship between employees and employers putting emphasis on rights of the workers and their duties. In this context, the employer, on his hand, must respect the rights of the employees.

In relation to the first objective on assessing the extent to which small scale mining companies in Geita district practice corporate social responsibility, the study indicated through the findings that:

Corporate social responsibility emphatically states that the employer must recruit the workers following the dispositions of the labour law (act 6, 2004). However, the findings in chapter four of this research showed that the recruitment in small scale mining companies is not fair (see tables 4.2.7, 4.35, 4.4.13). Thus, it can be concluded that corporate social responsibility is not applied in small scale mining companies as recruitment of workers is concerned.

In the same manner, when we look at the problem of gender equality (table 4.2.1), we notice that women are ignored in recruitment. The reason behind of recruitment a small number of women in small scale mining companies is related to their nature of being women as various African societies have undermined them. Gender inequality in small scale mining companies is basically rooted in cultural marginalization of women, a nature which urges them to be taken maternity leave before and after delivery. This reveals that corporate social responsibility is not applied as the matter of gender equality is concerned.

In respecting the rights of the workers, the employer must pay just wages to the workers, he must pay these wages at right at right time, and he must pay them the extra time that the workers spent outside the normal time of work, the employer must increase the salaries yearly. The findings show that the employers don't respect this right of the workers as we have seen in chapter four (the tables 4.2.8, 4.3.11, 4.4.2 and 4.4.3). Under this tables the findings showed that the corporate social responsibility was not applied as the wages of the workers is concerned.

Corporate social responsibility aims at improving the conditions of work of the employees. The findings showed that these conditions of work are bad. Thus, the corporate social responsibility was not applied as the conditions of work are concerned.

Corporate social responsibility intends to protect the rights of workers stipulating through labor law (act 6, 2004) that every worker must have a contract of work. The findings showed that the majority of workers have no contracts of work (see chapter four tables 4.3.12 and 4.2.9). In this particular matter; the corporate social responsibility is undermined.

Corporate social responsibility aims at ensuring that the workers are protected against the risks and diseases which they may encounter during performing mining activities. They must be covered by insurance. However, it was researched in chapter four (table 4.2.5 and 4.2.6; 4.3.2 and 4.3.3) that the workers were not covered by insurance concerning the risks they may encounter when they are performing mining activities and they are not covered against the diseases they may suffer from as a result of performing mining activities. In this particular case, corporate social responsibility is not applied at all.

Corporate social responsibility envisages that the contract of a worker should not be terminated arbitrarily. However, the findings (tables 4.2.10 and 4.3.6) showed that the small scale mining companies violates these dispositions and a few workers who have contracts were fired without following the procedure established by labor law (act 6, 2004).

Corporate social responsibility should give the terminal benefits (allowance of gratuity, transport to the place where the worker came from when he was recruited, severance allowance, and one month remuneration). The findings revealed that the workers were not given fully their terminal benefits (tables 4.4.7 and 4.4.8). The contravention of the labor law organizing terminal benefits in this particular situation of small scale mining companies reveals that these companies do not apply the corporate social responsibility.

Corporate social responsibility puts emphasis on the right of workers to form association and even to join the trade unions. The findings (table 4.2.17 and 4.3.18) showed that the workers are denied their right to form associations and to join trade unions. This is pertinent evidence that corporate social responsibility is not applied by the small scale mining companies as the right of association is concerned.

Corporate social responsibility protects the children against being employed by the small scale mining companies but as it was founded out, the children are employed (tables 4.2.2., 4.3.6, and 4.4.12). This is a violation of labor law (act, 2004) and it is a revelation that corporate social responsibility is not applied as prohibition of employment of the children is concerned.

Corporate social responsibility should respect the environment but as the findings reveal, these companies violate the laws on environment (see chapter four, tables 4.7.1-4.7.6). This empirical evidence shows that small scale mining companies violate the law on environment when they are doing their activities of mining. In the same context, they put to danger life of the workers and the people living in the surroundings of these companies.

Corporate social responsibility obliges the mining companies to take care of the environment of their surroundings and establish good relationship with the people living in around their sites. However, it was researched in chapter four (see tables 4.6.1-4.6.7). This shows that corporate social responsibility is not applied in that particular matter.

In relation to the second objective on exploration of the level of understanding of the need for corporate social responsibility to small scale mining companies operating in Geita district, the study indicated through the findings that:

From the findings it can be summed up that corporate social responsibility is not well understood by the small scale mining companies given that its application is very low in these companies. The level of understanding of corporate social responsibility deals with level of understanding labor law which confers to the workers numerous rights. Some of the workers in small scale companies are uneducated or they have only basic education (see chapter four, table 4.2.3). This factor of education shows that they don't know all their rights as workers and inferentially they don't understand corporate social responsibility. However, as the employees in small scale mining companies are concerned, the speculation is that they understand corporate social responsibility but they don't apply it in order to maximize the profits on the detriment of workers who don't understand their rights. They know the rights of the workers but they violate them because of the benefits of the owners of the mining companies. It is in this case that corporate social responsibility is not understood by the small scale mining companies

in relation to the third objective on the principles and legal provisions of corporate social responsibility in small scale mining companies in Tanzania, the study indicated through the findings that:

Corporate social responsibility puts emphasis on transparency of the companies, that is, companies to reveal information on how workers are treated and companies' operation at large. The findings (tables 4.3.5 and 4.3.10) showed that, majority of the human resource directors did not want to disclose information on termination of contracts and wage by answering reserve while from the findings (tables 4.3.15, 4.3.5 and 4.5.12) showed that, some human resource directors did not want to disclose some information by answering reserve on employment of children, insurance to cover risks encountered during mining and benefits of the workers after termination. This shows that principles of corporate social responsibilities are not being observed.

Corporate social responsibility emphasizes on accountability of the companies, that is, companies should monitor its actions because companies operations have impact to the external environment and responsibility towards its workers. The findings revealed that companies are not accountable to its workers and surrounding communities. The findings, (table 4.4.1) showed that, there are cases registered on complains about violations of rights of small scale miners by small scale mining companies while (tables 4.4.5 and 4.4.3) showed cases that small scale miners won that were based on issues of arbitrary termination and wage. The findings, (tables 4.8.3 and 4.7.5.2) showed the negative impact of small scale mining activities on the environment while (table 4.6.6) showed health impacts caused by small scale mining activities. The findings, (tables 4.6.1 and 4.6.2) showed that, there are no construction of schools and pure water is not provided to the miners and surrounding communities, basing on the answers from the majority of the people living around the small scale mining companies.

5.2. Recommendations

In light of the findings, the researcher recommends:

Small scale mining companies should apply corporate social responsibility in giving the workers the contracts, providing good conditions of work, paying just salaries and avoiding arbitrary termination of the contracts. In case a contract of a worker is terminated, he must be given all his terminal benefits.

Small scale mining companies must respect the law on environment and it should establish a friendly relationship with the people living in their surroundings.

The Government should rigorously control if small scale mining companies respect the dispositions of labor law (act 6, 2004).

The Government should intervene and control if small scale mining companies understand and apply corporate social responsibility.

The employers and authorities concerned with protection of workers' rights should train and teach the employees about their rights so that in case employees' rights are violated they seize the courts.

The Government should control if small scale mining companies do their level best so that the workers are given opportunity to understand corporate social responsibility.

Further studies should be carried out by other scholars on the understanding and applicability of corporate social responsibility by small scale mining companies in Tanzania in order to determine whether the problem of understanding and applicability of corporate social responsibility is only in small scale mining companies at Geita district or Tanzania at large. The result of this will be useful and helpful in protection of the rights of the small scale miners all over Tanzania.

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Appendixes

Appendix I: Questionnaires

Questionnaires

This part of questionnaires focus on collecting primary sources from the field. The questions will be distributed to different categories as mentioned in chapter three of Research method and design. The categories sampled will freely give answer filling in spaces provided in the questionnaire. In case, a respondent does not know to write or does not know English, we shall objectively and honestly interview him or her in writing down his or her answers without alteration. As we have mentioned in chapter three, the information from the field will be recorded and tabled before being analyzed.

I. Questionnaire for the workers:

The questionnaire on the study titled *“Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania”*.

Section A: General information

1. What is the name of the mining company in which you work?

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2. How long have you been working in this mining company?

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3. What is your sex?

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4. What is your age?

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5. What is your level of education?

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.....

Section B: Specific information:

6. Do you work with women in this company?

- a. Yes
- b. No.
- c. Reserved.

7. What is your perception toward gender equality in this company?

- a. Good
- b. Average
- c. Poor

8. Are women who are employed in company given maternal leave when they are about to deliver or after deliverance?

- a. Yes
- b. No
- c. Reserved

9. Are women who are working in this company given time during the work to go to nurse their babies?

- a. Yes
- b. No.
- c. Reserved.

10. What are the risks encountered during mining activities?

- a. To be covered by the soil while working underground.

- b. Diseases due to minerals' bodily contact
- c. No risk encountered during mining activities

11. In case question number is affirmative, do you have insurance to cover the risks encountered during mining activities?

- a. Yes,
- b. No.
- c. Reserved.

12. What is your perception about recruitment in this mining company?

- a. Recruitment follows laws on labor applicable in Tanzania
- b. Recruitment violates laws on labor applicable in Tanzania
- c. Recruitment follows averagely laws on labor applicable in Tanzania

13. Explain the reasons of the answer provided in question 12.

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14. What is the quality of working conditions in this mining company?

- a. Good
- b. Average
- c. Poor

15. Explain the reasons of the answer you provided in answering question 14.

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16. Are you satisfied with the wage you are given?

- a. Yes.

- b. No.
- c. Reserved.

17. Are you paid on due time without delay?

- a. Yes.
- b. No.
- c. Reserved.

18. Do you get increment of salary every year?

- a. Yes.
- b. No.
- c. Reserved.

19. Is extra time spent working in company duly paid?

- a. Yes.
- b. No.
- c. Reserved.

20. Do you have contract of work in this company?

- a. Yes.
- b. No.
- c. Reserved.

21. What is your perception toward termination of contracts in this company?

- a. Fair
- b. Unfair
- c. Reserved.

22. Explain the reasons of your answer provided in question 21.

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23. Does the company pay gratuity in due time to the workers whose contracts are terminated?

- a. Yes

- b. No
 - c. Reserved
24. Does the company provide benefits to the workers whose contracts are terminated?
- a. Yes
 - b. No.
 - c. Reserved.
25. Does the company pay severance allowance to the workers whose contracts are terminated?
- a. Yes
 - b. No.
 - c. Reserved.
26. Does the company pay one month remuneration if the contract is terminated without notice?
- a. Yes
 - b. No.
 - c. Reserved.
27. Does the company transport the employee and his personal effect to the place of recruitment at the end of the contract?
- a. Yes
 - b. No
 - c. Reserved.
28. Do you have the age of recruitment in this company?
- a. Yes
 - b. No.
 - c. Reserved.
29. Do you work with the children in this company?
- a. Yes
 - b. No.
 - c. Reserved.
30. If the answer of question 29 is affirmative, explain the activities that the children are performing in this company?

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31. What is the standard of work in this company?

- a. Good
- b. Average
- c. Poor

32. How many hours do you work per day in this company?

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33. Are you given break when you are working?

- a. Yes
- b. No.
- c. Reserved.

34. Are you given annual leave?

- a. Yes.
- b. No
- c. Reserved

35. Do you have medical insurance?

- a. Yes
- b. No
- c. Reserved.

36. Is this medical insurance extended to the members of the family?

- a. Yes
- b. No
- c. Reserved

37. Does the company provide transport for its workers daily?

- a. Yes
- b. No
- c. Reserved

38. Is the place of work conducive?

- a. Yes
- b. No
- c. Reserved.

39. Explain the conditions of environment of work in your company.

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40. Are the terms of work favorable?

- a. Yes
- b. No
- c. Reserved.

41. Give reasons to support the answer the provided in answering question 40.

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42. Do you have association of workers in this company?

- a. Yes
- b. No

- c. Reserved
43. Are you allowed to join unions of workers national level?
- a. Yes
 - b. No.
 - c. Reserved.
44. Are you allowed to strike in this company?
- a. Yes
 - b. No
 - c. Reserved.
45. Write your opinion on whether rights of workers are respected or not in this company.
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II. Questionnaire for Human Resource Directors

The questionnaire on the study titled *“Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania”*.

1. For how long have you been working as Human Resource Director in this mining company?
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2. What is your qualification?
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.....
3. Do you employ women in this company?
 - a. Yes
 - b. No.
 - c. Reserved.
4. What is your perception toward gender equality in this company?
 - a. Good
 - b. Average
 - c. Poor
5. Are women who are employed in company given maternal leave when they are about to deliver?
 - a. Yes
 - b. No
 - c. Reserved
6. Are women who are employed in company given maternal leave when they are after to deliver?
 - a. Yes
 - b. No.
 - c. Reserved
7. Are women who are working in this company given time during the work to go to nurse their babies?
 - a. Yes
 - b. No.
 - c. Reserved.
8. What are the major risks encountered during mining activities?
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.....

- b. No
- c. Reserved

15. Do you have basic salaries in these companies?

- a. Yes.
- b. No.
- c. Reserved.

16. Which criteria do you follow to establish the salaries?

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17. Are the workers paid on due time without delay?

- a. Yes.
- b. No.
- c. Reserved.

18. Do the workers get increment of salary every year?

- a. Yes.
- b. No.
- c. Reserved.

19. Is extra time spent working in company duly paid?

- a. Yes.
- b. No.
- c. Reserved.

20. Do you give contracts of work to the workers in this company?

- a. Yes.
- b. No.
- c. Reserved.

21. What are the reasons of termination of workers' contracts in this company?

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22. Does the company pay gratuity in due time to the workers whose contracts are terminated?

- a. Yes
- b. No
- c. Reserved

23. Does the company provide benefits to the workers whose contracts are terminated?

- a. Yes
- b. No.
- c. Reserved.

24. Does the company pay severance allowance to the workers whose contracts are terminated?

- a. Yes
- b. No.
- c. Reserved.

25. Does the company pay one month remuneration if the contract is terminated without notice?

- a. Yes
- b. No.
- c. Reserved.

26. Does the company transport the employee and his personal effect to the place of recruitment at the end of the contract?

- a. Yes
- b. No
- c. Reserved.

27. Do you have the age of recruitment in this company?

- a. Yes
- b. No.
- c. Reserved.

28. Do you work with the children in this company?

- a. Yes
- b. No.
- c. Reserved.

29. If the answer of question 28 is affirmative, explain the activities that the children are performing in this company?

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30. What is the standard of work in this company?

- a. Good
- b. Average
- c. Poor

31. How many hours do the workers work per day or per night in this company?

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32. Are the workers given break when they are working?

- a. Yes
- b. No.
- c. Reserved.

33. Are the workers given annual leave?

- a. Yes.
- b. No

c. Reserved

34. Do you provide medical insurance to the workers?

d. Yes

e. No

f. Reserved.

35. Is this medical insurance extended to the members of the family?

d. Yes

e. No

f. Reserved

36. Does the company provide transport for its workers daily?

d. Yes

e. No

f. Reserved

37. Do you provide the safety gears to the workers?

a. Yes

b. No

c. Reserved

38. Do you have clean toilets for the workers?

a. Yes

b. No

c. Reserved.

39. How do protect the workers against contaminations of diseases due to be always in contact with minerals?

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40. Are the terms of work favorable?

a. Yes

b. No

c. Reserved.

41. Do you allow association of workers under your responsibility?

a. Yes

b. No

c. Reserved

42. Are the workers allowed to join unions of workers on national level?

a. Yes

b. No.

c. Reserved.

43. Are the workers allowed to strike in this company?

a. Yes

b. No

c. Reserved

III. Questionnaire of officer for labor

The questionnaire on the study titled *“Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania”*.

1. For how long are you occupying this position?

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2. How many registered cases of workers complaining about violation of their rights by small scale companies in Geita District in 2016?

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3. Among the cases you have just mentioned how many cases concerning wage?

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4. Among these cases concerning wage, how many cases that the workers win?

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5. What are the major complaints of the workers in regard to the wage?

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6. Among the cases you have mentioned, how many cases of the workers concerning arbitrary termination of the contracts?

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7. Among these cases of arbitrary termination, how many cases that the workers won?

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8. What are the reasons of termination of the contracts that the mining companies provide?

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9. Among the cases you mentioned, how many cases concerning allowances of gratuity, transport after termination of the contract, one month termination notice?

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10. How many cases concerning allowances of gratuity, transport after contract termination, one month termination notice that the workers won?

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11. What are the major complaints of the workers in regard to the allowance of gratuity transport after termination of the contract, on month termination notice?

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12. In your knowledge from the office you occupy, are the workers in small scale mining companies employed under contracts?

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13. In your knowledge from the office that you occupy, are the workers in small scale mining companies employed under good conditions?

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14. In your knowledge from the office that you occupy, are women fairly treated in small scale companies?

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15. In your knowledge from the office that you occupy, are the children employed in small scale mining companies?

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16. In your knowledge from the office that you occupy, do the small scale mining companies follow the law on labor in regard to the recruitment?

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17. In your knowledge from the office that you occupy, do the small scale mining companies follow the law on labor in regard to the terms of work?

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IV. Questionnaire for the people living around the mining areas

The questionnaire on the study titled *“Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania”*.

1. How long have you been living around this place?

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2. What are the names of the mining companies around your place of living?

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3. Have the companies around you place of work provided to you pure water?

- a. Yes
- b. No
- c. Reserved

4. Have the companies around your place of living built for you tarmac roads?

- a. Yes
- b. No
- c. Reserved

5. Have companies around your place of living built for you schools?

- a. Yes
- b. No
- c. Reserved

6. Have the companies around your place of living built for you hospitals?

- a. Yes
- b. No.
- c. Reserved

7. Are the activities of the companies around the place of living contaminating water that you use for drinking and other usage?

- a. Yes
- b. No
- c. Reserved

8. Are the activities of the companies around the place you live contaminate the cattle that you breed?

- a. Yes

- b. No
 - c. Reserved.
9. Are these activities of the companies affecting your health?
- a. Yes
 - b. No
 - c. Reserved
10. Are these activities of the companies affecting the land
- a. Yes
 - b. No
 - c. Reserved
11. Have the companies around the place of living compensated your land justly and in due time?
- a. Yes
 - b. No
 - c. Reserved.
12. Are the owners of these companies exploiting sexually your children?
- a. Yes
 - b. No
 - c. Reserved

V. Questionnaire for Healthy and safety officers

The questionnaire on the study titled *“Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania”*.

1. Are you aware of small scale mining activities in Geita district?
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-
2. What are the common diseases that small scale miners in Geita district suffer?(tick all that apply).

- a) Malaria
- b) Tuberculosis
- c) Other

If it includes (c) explain.

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3. What are the common diseases the communities around small scale mining companies suffer in Geita District?

- a) Malaria
- b) Tuberculosis
- c) Other

If the answer includes (c), explain.

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4. Where do small scale miners in Geita district get their medical attention?

- a) Drug stores
- b) Traditional doctors
- c) Other

If the answer includes (c) above, explain.

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5. Are the small scale mining companies in Geita district taking any measures in dealing with health needs of the communities around the small scale mining companies?

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VI. Questionnaire for the Environmental officer

The questionnaire on the study titled *“Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania”*.

1. Are you aware of mining operations in Geita district?

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2. If the answer is affirmative what are the methods employed during extraction of minerals in Geita district?
- a) Surface mining
 - b) Underground mining
 - c) Other

If it (c) explain

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3. Do small scale mining activities in Geita District have any impact on the environment?
- a) Yes
 - b) No
 - c) Reserved
4. If yes, what are the impacts brought by the small mining activities in Geita district towards the environment? (Tick all that apply).
- a) Water pollution

- b) Air pollution
- c) Land degradation
- d) Other

If the answer includes (d) above, explain.

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5. What could be the cause of the pollution in question (4) above? (Tick all that apply).
- a) Use of poisonous chemicals
 - b) Frequent extraction of minerals
 - c) Other

If the answer includes (C), explain

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6. Have small scale mining companies in Geita district look for means to ensure that environmental effects created by mining activities are reduced? Explain.

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7. Are the means used by small scale mining companies in Geita district in reducing such environmental impacts suitable and efficient? Explain.

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VII. Questionnaire for the Mineral Auditing Agency officer

The questionnaire on the study titled *“Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania”*.

1. Are you aware of small scale mining operations in Geita district?

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2. What is the relationship between Mineral Auditing Agency and Small scale mining companies in Geita District?

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3. Are he laws on mining activities in Tanzania applied by small scale mining companies?

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4. Do the small scale mining companies respect the laws on environment?

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5. If the answer (128) is affirmative, how often is the monitoring conducted?

- a) Monthly
- b) Quarterly
- c) Other

If the answer comprises of (c) above, explain.

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6. Are there some impacts on environment caused by mining activities?

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7. Are there any other agencies that are there to monitor activities of the small scale mining companies to ensure they have less impact to the environment? Explain.

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8. What are the diseases associated by small scale mining activities in Geita District?

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Appendix II: INTERVIEW GUIDE

The interview guide on the study titled “*Corporate Social Responsibility: The Critical Analysis of its Understanding and Applicability by Small Scale Mining Companies in Tanzania*”.

1. In your own understanding, what is corporate social responsibility?
2. What is the extent to which small scale mining companies in Geita District practice corporate social responsibility?
3. What is the level of understanding on the need for corporate social responsibility to small scale mining companies in Geita District?
4. What are the principles and legal provisions of corporate social responsibility in in small scale mining companies in Tanzania?