



## Miriam Bachuba

Senior Associate, IMMMA Advocates

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Dar es Salaam

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Miriam is a practicing Advocate of the High Court in Tanzania Mainland.

Miriam has broad experience in employment and labor as well as dispute resolution and litigation. She advises clients on employment legislation, employment standards, procedures for termination on retrenchment, disciplinary or performance reasons, finding resolutions and mitigation of risks in relation to employment and labor relations, employment law compliance, and data privacy and protection. She represents clients in employment and civil litigation and dispute resolution.

Miriam is well versed in the entire litigation process and representing clients in relation to complex employment and civil disputes in broad range of sectors including financial services, telecommunications, technology and healthcare. She has particular expertise in drafting pleadings, witness statements and preparation for trials both in labor/employment and general civil litigation.

Her clients include local and international non-governmental organizations, telecommunication companies, oil and gas companies and banks.

Miriam leads the firm's pro-bono practice in collaboration with DLA Piper's pro bono initiative, New Perimeter, and DLA Piper Africa in delivery of pro bono services to both local and international clients.

### Related services

[Employment](#)

[Litigation, Arbitration and Regulatory](#)

[Corporate](#)

### Languages spoken

English, Kiswahili

## Experience

Experience has included advising:

- Multinational NGOs including Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) Hospital, Pathfinder, Pact Tanzania, Save the Children, and FINCA Microfinance Global Services LLC on employment and labor matters including retrenchment procedures, termination procedures for probationary employees, and general termination law and procedures;
- Several companies regarding data privacy and protection laws in Tanzania;
- NGOs such as CCBRT and Church World Service on registration and compliance of the laws related to non-governmental organizations;
- Norwegian Council for Refugees, Saint-Gobain, Vodacom Tanzania PLC among others in drafting and reviewing employment contracts, employment handbooks, employment policies and code of conducts;
- Various companies including Airtel Tanzania PLC and MIC (T) Limited in employment litigation related to termination of employment

both at the Commission for Mediation and Arbitration and High Court of Tanzania-Labour Division;

- Banks including Commercial Bank of Africa, Standard Chartered Bank and National Bank of Commerce at the High Court of Tanzania in various recovery proceedings; and
- International companies including Iccrea Banca Impresa S.p.A and Banca Monte Dei Paschi Di Siena S.p.A at the High Court of Tanzania (Commercial Division) in recovery proceedings.

## Credentials

### Professional Qualifications

- Advocate of the High Court of Tanzania and all Courts subordinate thereto (except Primary Courts)

### Education

- Law School of Tanzania, Post Graduate Diploma in Legal Practice (2014)
- University of Dar es Salaam, Master of Laws in Immigration and Refugees Law (2013)
- University of Dar es Salaam, Bachelor of Laws., LLB (Hons) (2012)
- Tabora Girls Secondary School, A' Level (2008)
- Jangwani Secondary School, O' Level (2005)

### Prior Experience

- May 2019 to date, Senior Associate, IMMMA Advocates, DLA Piper Africa, Tanzania
- July 2015 to date, Associate, IMMMA Advocates, DLA Piper Africa, Tanzania
- 2014 - July 2015, Legal Officer, Ishengoma, Karume, Masha & Magai Advocates
- 2014, Legal Intern, Ishengoma, Karume, Masha & Magai Advocates
- 2012 to 2013, Project Volunteer (Legal), International Migration Management Program

### Memberships

- Tanganyika Law Society
- East African Law Society

## Insights

### The Personal Data Protection Act, 2022

16 May 2023

This is an update to our Data Protection Laws of the World: Tanzania dated 26 January 2023, which provided an overview of the Personal Data Protection Act, 2022.

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### Tanzania - Jurisdiction clause cannot oust the High Court's jurisdiction

29 April 2021

"..the jurisdiction of the High Court or any court for that matter, having been conferred by statute, is not capable of being ousted by agreement of the parties except by statute in explicit terms."

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### Tanzania: managing the employment relationship during COVID-19

16 April 2020

To help businesses navigate the labour challenges caused by the pandemic, we have highlighted a few measures that may be applied to limit the impact of the COVID-19 pandemic crisis to businesses in Tanzania.

## [Amendments to the NGO Act 2002](#)

23 August 2019

De-Registration of NGO's Registered Under Other Laws: Few Days To Go

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## [Ban of the plastic carrier bags in Tanzania](#)

30 May 2019

In the efforts of protection of environment against non-biodegradable plastic waste / pollution, Tanzania, through the Office of the Vice President, has enforced a total ban of single-use plastic carrier bags.