



Miriam Bachuba

Senior Associate, IMMMA Advocates

Miriam.Bachuba@immma.dlapiperafrica.co.tz

Dar es Salaam

T +255 22 22 110 80-83

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

Regulations on the Use of Foreign Currency 2025

17 April 2025

Impact on employment contracts in foreign currency and the way forward

Registration with the Personal Data Protection Commission in Tanzania: An Overview of the Registration Requirement.

10 April 2025

With the establishment of the Personal Data Protection Commission (PDPC) following the enactment of the Personal Data Protection Act (PDPA), 2022, Tanzania has made significant progress in strengthening personal data protection across both public and private sectors.

Transforming Labour Relations: A Closer Look at the Amendments to the Employment and Labour Relations Act (ELRA)

28 March 2025

The ELRA is the main legislation that regulates labour and employment relations, safeguard rights, and establishes standards for a fair and productive workplace in Tanzania Mainland.

[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.

[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."