



Tanzania

Tanzania - Promises and plans: New Hope for Unemployed Tanzanians

Unemployment, especially that of youth represents a huge difficulty for the Tanzanian economy. In an innovative effort to tackle this problem, the government of Tanzania, UNDP, and ILO joined forces to work towards creating “gainful, productive and decent jobs” for poverty reduction both in terms of economic growth and income. A recent joint UNDP/ILO advisory team conducted a mission to Tanzania in May (16-18th) that reviewed the major national policy frameworks on growth, employment and poverty reduction as well as multiple recommendations on Tanzania’s employment strategy. A One UN Pilot Country, Tanzania is using its numerous advantages to ensure a successful implementation of its national overarching poverty frameworks. The strong leadership of the President and the coordinated work among UN agencies increase the chances of success in these new employment and poverty reduction initiatives.

24 year old Sabina left her home in the village to seek employment in the city. Unemployed for two years, she is living off her relatives in the city. Sabina has a child and is considered lucky since she has previously worked in and out as a house-maid, earning between \$20 and \$35 per month. Sadly Sabina’s situation is quite common both in Tanzania and across the African continent. Sabina has no plans to return to her village as she sees more potential in her situation in the city than in what she had in the village. About 900,000 people mostly youth enter the Tanzanian labor market every year and many join Sabina in search for jobs and a better future. In a country where the unemployment stands at about 12% and roughly 36 % of the population lives below the basic-needs poverty line, the upshot of President Jakaya Kikwete’s promise to create one million jobs by 2010 is eagerly awaited.

Along with President Jakaya Kikwete, other African leaders have revealed their determination to change the situation. In that regard, the government of Tanzania recently participated with other African leaders to the eleventh meeting of the International Labour Organization (ILO) on Employment and Poverty Alleviation. At this gathering, African leaders promised to give priority to employment creation with a view to alleviate poverty and improve the living standards of African people. Since, the meeting was also meant to analyze policies and actual examples that are vital for providing quality employment on the continent, President Kikwete was invited to present best practices examples stemming from experiences in implementing his innovative measures for decent job creation.

Tanzania's kicks off bold programmes to address unemployment

The basis for optimism in the country is reflected in the draft National Employment Policy (NEP), which directly stems from the overarching framework to address poverty: the National Strategy for Growth and the Reduction of Poverty (NSGRP) or MKUKUTA in Swahili as it is popularly referred, which is in turn implemented through a draft National Employment Creation Programme (NECP). The latter programme comprises of four main pillars. The first addresses private sector development, the second, skills development, the third, employment-intensive works while the fourth focuses on strengthening the Ministry of Labor's ability to support and measure the labour market.

The culmination of these programmes intensified to a high-level joint ILO-UNDP Employment Advisory Mission to Tanzania in May (16-18th); intended to review the policy frameworks on growth, employment and poverty reduction and to make recommendations on the NEP and on the NECP in the context of the country's national overarching poverty frameworks for both Mainland and Zanzibar. In addition, one of the main goals of the mission was to provide advice towards the President's objective of creating one million productive jobs by 2010. The other objective, aimed at the UN agencies in the country, was to make recommendations for maximizing the work of the agencies as "One UN" in supporting growth, decent employment and poverty reduction plans in the country.

The Tanzania country offices of the ILO in collaboration with UNDP have been working side by side, since 2000 long before the One UN required Agencies to work closely together. The fruits of their collaboration include the Informal Sector Roadmap, an initiative that was jointly sponsored by ILO, UNIDO and UNDP which aimed to investigate and uncover the challenges confronting the informal sector in Tanzania and to explore what policy measures could be implemented to alleviate their conditions. Other UNDP-ILO initiatives and projects include the Social Dialogue project and the Support to the National Employment Policy & Programme (SUNEPP).

This long-established and strong partnership between ILO and UNDP in Tanzania was viewed as a pivotal asset for both the government of Tanzania and the Head quarters mission during the mission in May and responds to an agreement signed by the UNDP Administrator Kemal Dervis and the ILO Director-General, Juan Somavia, in February which aims to further cement the collaboration between the two institutions "for the common purpose of enabling countries to achieve their national and international goals".

While leading the 3 day mission in Tanzania, the ILO Executive Director, Employment Sector, Mr. Jose Manel Salazar-Xirinachs and the UNDP Director, Strategies and Policies for Poverty Reduction, Mr. Selim Jahan met and had discussions with President Kikwete, officials from the Ministries of Planning, Economy and Empowerment; Labour, Employment and Youth Development; the Association of Tanzanian Employers; UN representatives, academia, research institutions and independent consultants and the media. In Zanzibar, the team met with the Chief Minister, officials of the Ministries of Finance, Labour, Youth, Women and Children Development and the Zanzibar Trade Union Congress among others.

On his part while speaking to the team, the President sounded his approval over the UN's efforts in supporting government with the unemployment issue. "Unemployment among youth is one of the priorities of our government. I am pleased to hear that the international community through UNDP and ILO has shown interest to support the government in addressing this problem", said Mr. Kikwete. The meetings brought to light a number of critical observations that were shared with the government and other stakeholders. They include:

- The need to integrate growth strategies with sector-specific job creation strategies for poverty reduction in order to boost job-rich growth
- The need to fully distinguish and transform into practical action the fact that employment is a cross-sectoral challenge that requires the effort of all Ministries and not just the Ministry of Labour, Employment and Youth Development, as is currently the case. The implication is that each Ministry should integrate the employment and decent work impacts of its policies, programmes and activities.
- The need for a body for example a National Employment Council with authority above the line Ministry, in order to manage the cross-sectoral response.
- The non discrimination between formal and informal jobs in the draft NECP even as the President's target is concerned with achieving "gainful, productive and decent jobs".
- The need for further emphasis on the requirement for inter-ministerial coordination and strong participation of decentralized stakeholders, such as civil society, social partners and academia.
- The need to encourage the private sector and civil society to participate in further developing the NECP, since the MKUKUTA and NECP both aim to strengthen the private sector's role in economic growth.

Mission Recommendations

The completion of the mission resulted in a number of recommendations that if implemented will surely place Tanzania at the forefront of addressing unemployment.

- The first recommendation was to incorporate employment into the first pillar of the MKUKUTA. There are three pillars within Tanzania's National Strategy for Growth and Reduction of Poverty: "Growth and Reduction of Income Poverty Reduction", "Improvement of Quality of Life and Social Well-being" and "Governance and Accountability". The recommendation is to include employment into Cluster 1 so that it is at the center of effective economic and social policies.
- The second recommendation called on the President to maintain directives to all line Ministers to assimilate the employment and decent work impacts of their policies and programmes into sectoral interventions and within the decentralized framework of district priorities. This would make it more effective to implement the National Employment Creation Programme.
- The third recommendation called for the establishment of a National Employment Council -with the key ministries as members of the council- which would serve as an instrument to help set in place implementation and monitoring mechanisms for the employment creation programme and to meet the President's employment targets.

- Recommendations were further made to the UN agencies in Tanzania. While the UN's plan to embark on an employment pilot programme in Mtwara and Lindi in the two districts South of Tanzania was acknowledged, the mission strongly encouraged that an effort had to be made to fully support the President's target to create employment. This would in turn support the four components of the NECP as a means to implement the MKUKUTA.
- Finally, the mission also urged for the completion of the joint UN programme on Wealth Creation, Employment and Economic Empowerment. Seminars on the importance of employment for members of parliament in Mainland and Zanzibar are planned for the future.

UNDP programme on Pro-poor policy development and wealth creation

While this mission provides just one casement to some of the joint work of the UN in Tanzania, there is more to it than meets the eye. UNDP in Tanzania continues to work beside the government, responding to their national policies. In the current Country Programme Action Plan for 2007-2010 that outlines the Pro-poor policy development and Wealth Creation programme, UNDP will address both Pro Poor Policy Development and Monitoring (Equitable Growth) and Wealth Creation (through Empowerment). In the first part of the programme on equitable growth, UNDP will work within a framework of national systems and processes for planning, budgeting, monitoring, reporting and improving advocacy and communication. The spotlight will be on promoting strategies for pro-poor growth by strengthening research and analysis, monitoring and communication and enhancing effective participation by non-state actors. The second component of the programme, empowerment, will complement national efforts to accelerate growth and create employment by empowering the poor and vulnerable groups to participate in and benefit from emerging opportunities.

One of the Country Office's achievements is its assistance in boosting and improving the national capacity for poverty monitoring. This has helped to visibly transform the national review of the Poverty Reduction Strategy (PRS) and the dialogue on poverty reduction. Similarly in Zanzibar, a Poverty Monitoring System and a Secretariat have been established to coordinate the implementation of the PRS and the preparation of the Zanzibar Strategy for Growth and Reduction of Poverty.

The other achievement is UNDP's current support to the Millennium Village Project in the Tabora region in mid-western Tanzania. This unique project is part of the African Millennium initiative that is working to put in place practical interventions that are essential to achieve the Millennium Development Goals in rural Tanzania and to boost economic growth. Comprised of 15 administrative villages that are divided into six millennium hubs, the villages stand to benefit from the introduction of efficient agriculture techniques, access to education programmes, the promotion of gender equality, environmentally sustainable practices, access to safe, clean water and energy. Additionally, improvements in maternal and child mortality rates as well as the impact of malaria, HIV/AIDS are expected.