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I. Background

The Economic and Social Research Foundation (ESRF) and Canada’s International Development Research Centre (IDRC) co-hosted a stakeholders consultation workshop on youth employment in Dar es Salaam, Tanzania on September 16 and 17, 2015. The workshop was part of a series of three such events supported by IDRC and the MasterCard Foundation as part of a wide-ranging initiative to define the role of research in supporting efforts to unlock the potential Africa’s youth. The other two workshops were held in Kigali, Rwanda and Lusaka, Zambia.

Youth employment in Tanzania

Youth unemployment and underemployment are areas of policy concern in Tanzania, where some 32 million people (over 60% of the population) are under 30 years of age, a number that is expected to double by 2035. Millions of young Tanzanians enter the labour market every year. Yet, they face difficulties finding work because of the limited growth in employment opportunities, skills mismatch and their lack of work experience. The lack of formal wage-paying jobs pushes many to create their own jobs by setting up businesses. Indeed the vast majority of Tanzanians – nine out of ten – are self-employed. They face multiple challenges including difficulty in accessing capital, finding business premises, and a lack of entrepreneurship skills. These problems are worse for youth in rural areas with limited educational and vocational training opportunities, and where access to essential resources such as land, financial institutions and technology leaves much to be desired. Finding solutions to the problem of youth unemployment and underemployment requires integrated approaches, with the participation of government and non-governmental stakeholders including young people themselves, to seek and to implement innovative strategies at all levels: local, regional and national.

Tanzania has experienced high economic growth over the last decade, averaging 7% per annum. However, poverty has declined slowly. This is because the sectors that are driving the economy do not employ most Tanzanians, and young people in particular are left out. Seventy five (75) percent of Tanzania’s youth are engaged in agriculture. High-growth sectors, such as construction, services (e.g., hotels), and communications, absorb only a small share of Tanzania’s labour force, and yet these are the sectors that offer higher incomes. Entry into the labour market is difficult for young people and the transition from, for example, wage employment to self-employment and vice versa is challenging. Young women are worse off. They are more likely to be self-employed than young men, more likely to be pushed into it out of necessity as opposed to seizing an opportunity, and earn far less than their male counterparts.
Formal education in Tanzania is deeply flawed. For example, 70% of standard three pupils (9-10 year olds) cannot read basic Kiswahili; 80-90% cannot read basic English nor do basic mathematics exercises, while 43% of primary school leavers (13-14 year olds) are below basic numeracy level. Despite these poor scores, vocational training is ill-considered, with the result that those leaving the educational system are ill-equipped for employment.

**The workshop**

It is against this backdrop that the National Stakeholders Consultative Workshop was held to clarify some of the challenges and opportunities; discuss the role of research in designing effective policies and interventions; identify evidence gaps and research priorities; and explore opportunities for co-ordination among key stakeholders to improve the livelihoods of young people. The workshop brought together government, youth organisations, development partners, academia, and the private sector.

The two-day workshop was designed to give voice to all those involved with youth – including the youth themselves – and their economic and social advancement through the world of work. With this in mind, the first day was dedicated to providing a space for young people to share their experiences and identify their priorities. Youth participants shared their collective experiences and recommendations at the multi-stakeholder sessions that followed the next day, with 80 participants. Workshop sessions were designed to facilitate open dialogue and to pave the way for a concerted effort to address the key challenges that hold young Tanzanians back from realising their full potential and prevent the country from reaping a demographic dividend.

This report captures some of the key insights from the workshop, with a particular focus on capturing lived experiences and perspectives of young people.

### II. Workshop Findings: Challenges to Youth Employment

**Underemployment** is a serious problem in Tanzania and one that deprives young people of the ability to reach financial independence. School leavers and high-school graduates are unable to find positions commensurate with their levels of education. The situation is even worse for the many that fail to complete formal education or who do so with insufficient grasp of the skills they need to enter the labour market with a decent wage. Some of the reasons for this lie with the expectations and preferences of young people, but failures of the education system and the rigidities of the jobs market also take their toll on the aspirations of young Tanzanians.
Skills mismatches are also an obstacle to youth employability. Tanzanian youth tend to look to white-collar jobs as the most desirable career option, but such positions are few and hard to come by. The areas that do offer opportunities, essentially but not exclusively, linked to agriculture are not sufficiently appreciated. Young people in Tanzania are especially short of “soft skills”: those that, for example, equip them to perform well in interviews, to present themselves as confident and competent, or to express themselves in the appropriate language. The private sector complains that young people have a relaxed attitude to work and waste time; young people feel “entitled”. Government says young people expect too much from public policy, but young people say government ignores their needs.

Education is a significant determining factor in employability for many jobs, especially technical and most white-collar positions. However, the current system in Tanzania produces graduates, who are limited in many ways including their lack of soft skills and critical-thinking abilities. These limitations hamper young people as they attempt to access the labour market or to set up on their own in the productive sectors of the economy. In particular, young people complain that the current training system focuses more on understanding theory, than on practical or hands-on experience. Furthermore, young people find that there is an apparent and significant gap (in terms of quality of education) between private and public schools, with the latter more likely to be of poorer quality than the former. The language of instruction (English) was also reported to be a major hindrance to the understanding for some students whose first language is different, thus they end up completing their studies without having achieved the desired level of knowledge either of the material or the language.

Representatives of the private sector and from the youth present at the workshop cited the mismatch between the education offered in the formal education system and the needs of the workplace. The system in Tanzania should aim at producing graduates who are job creators, rather than job seekers. Students need to be taught practical entrepreneurship skills, said the young participants, and should be taught to understand the challenges and opportunities provided by self-employment. The neglect of soft skills further disadvantages youth who do not wish to setup on their own but who are neither equipped intellectually to obtain employment elsewhere, despite their having the practical ability to do the work. The disconnect between the quality of education offered by the private-sector institutions and state schools needs to be addressed, especially since most youth attend the latter and are, thus, further disadvantaged. This problem is seen by young people as a government responsibility, since it depends, in part, on the allocation of public resources and the identification of quality education as a public priority. Some young participants lamented the disappearance of special and technical schools and their replacement by institutions designed to train young people for white-collar jobs that do not exist. Others stressed the inadequacy of the current technical and vocational training programs (TVETs) to prepare them for the needs of the labour market. All agreed that more needs to be done to raise the level of education available in Tanzania and to improve its adaptation to the needs of the economy. A key part of this is finding out what works, how to enhance the effectiveness of TVETs and other skills training programs, and how successful efforts can be scaled.

The transition from school to work is an important determinant of young people’s future livelihoods. The International Labour Organization’s school-to-work transition survey (SWTS) revealed
that overall, males are twice more likely than females to be in regular employment, and females are nearly twice as likely to be unemployed. If self-employment remains dominant among young workers in Tanzania, wage employment is now the largest category among young male workers, although most lack formal contracts. Students emerging from the educational system lack soft skills, such as time-management capacity, interpersonal skills, language proficiency, computer literacy, analytical and problem solving ability, innovativeness and creativity, and willingness to learn.

As noted earlier, generally, educational attainment remains low and young people with a tertiary degree are the most likely to enjoy steady employment but the mismatch between young people’s skills and the needs of employers remains high. This is one of the major challenges faced by young Tanzanians that could be tackled by establishing partnerships between employers and educational institutions. Such partnerships could be underpinned by offering demand-driven programmes, such as those required by the Inter-University Council of East Africa (IUCEA). In addition, young people need to take advantage of the technology to learn what employers want. Experience from the private sector presented at the workshop confirmed that there is employment potential in the oil and gas sector but more qualifications and experience are required. To fill the gaps in tertiary education graduates’ knowledge, the private sector offers new recruits education and training abroad to bring them up to the standards required and, incidentally, offer them a career path. Not all recruits are required to have such high qualifications; the oil and gas sector also needs capable people who can perform tasks such as welding, painting and other maintenance and support jobs. While there are some examples where the private sector is stepping in to close the skills mismatch gap, how far these efforts extend, whether these can be emulated elsewhere or scaled up, and what the implications are for improved livelihoods and for long term employment prospects of the youth remains unknown.

The agricultural sector remains the major source of employment in Tanzania and, therefore, the obvious place for young people to seek employment. However, it emerged from several interventions from participants that the sector is treated with some disdain by young Tanzanians. While there may be some willingness on the part of youth to enter agriculture, few would be prepared to emulate the working lives of their elders as poor subsistence farmers. Having generally better education than their parents, young people expect – and indeed are expected by their parents and society at large – to escape the drudgery of traditional agriculture. Such expectations and perceptions – coupled with the
lack of transformation of the agriculture sector – is a key barrier that prevents the youth from productively engaging in agriculture. Agriculture needs to be made more attractive and emphasis needs to be placed on agro-related activities in public policy. This could represent a win-win situation for economic policy, since it could lead to the modernisation and rationalisation of the agricultural sector, while providing employment to young people in the rural areas and enhancing the efficiency and profitability of the sector.

The informal sector appears to employ a significant part of the population in the country, but does not offer productive jobs to meet the needs of young people. Young people who attempt to set up on their own as an alternative to seeking paid employment find that they face great difficulties in obtaining start-up and running finance. The financial institutions are not prepared to lend to young people because they lack collateral and experience. Youth feel they are distrusted by both the older generation and by Tanzanian institutions including, besides the financial institutions, the state and the private sector generally. Young entrepreneurs attending the workshop, and those aspiring to become one, mentioned the hurdle of obtaining finance alongside inadequate business and financial education as a key challenge. Yet, stories of successful entrepreneurs reveal that passion, determination and hard work are essential at the start-up phase, and access to finance becomes a critical factor that can determine business growth potential.

Corruption, nepotism and bureaucracy were cited by some young people as obstacles to obtaining employment. Several noted that, even when corruption was not a major problem, the extent and complexity of the bureaucracy deterred them from establishing a business in the formal sector. Research among young Tanzanians and statements made at the workshop indicate that there are occasions where getting a job depends more on graft on the part of officials or senior staff than on the suitability of a candidate for a position. Where corruption is not a problem, nepotism – “who you know” – can influence the granting of employment. When young people go outside the search for paid employment and attempt to set up on their own, the bureaucracy can be slow and cumbersome and take an unnecessary time to grant, for example, a licence to exploit a forest for wild honey extraction, as a young bee keeper remarked. When poor levels of education are added to the mix, overcoming the hurdles of bureaucracy becomes a very daunting challenge that can deter young people from creating an enterprise. Since there is no alternative paid employment, many young people remain under-utilized and frustrated.

Young women suffer from significantly more serious challenges than young men from earliest stages of life and into adulthood. Culture and tradition can restrict them to domestic duties and limit the enthusiasm of their parents to send them to school. This obviously limits their ability to participate in the labour market and confines them to low-level, low-paid, uninspiring jobs. Young Tanzanian women are more likely to be unemployed or self-employed than men and tend to occupy the lower rungs on the employment ladder in low-paid service positions doing routine, unskilled tasks in low-growth sectors. In addition, young people reported discrimination against females in the workplace that could amount to sexual harassment. Despite a number of success stories from women entrepreneurs, overall, young women remain victims of sexual and physical abuse. This was an issue that young female participants
voiced strongly. They are, therefore, doubly disadvantaged in that they are less well-prepared for well-paid employment or setting up their own businesses, and they are discriminated in the workplace when they do manage to find a position.

III. Workshop Findings: Opportunities for Youth

Workshop participants – and in particular young people themselves – also reflected on opportunities for tackling the youth un- and underemployment challenge. Stories from successful young entrepreneurs were particularly illuminating and helped shed further light on some of the struggles of young people and how some have managed to beat the odds and succeed.

The established network of financial institutions could be vital for youth to establish themselves in the economy, according to young people who attended the workshop. In order for youth to access the formal financial sector, however, favourable policies and regulations (such as creating the conditions for the granting of soft loans) need to be implemented. If this were to be the case, young people would be able to access capital for starting business ventures instead of remaining unemployed.

Innovative new ideas put forward by talented young people, who may not necessarily have higher education but follow their passion and dreams, play a critical role in how employment challenges are addressed. Indeed, businesses based on innovative products or approaches to doing business, or both, could create enterprises that provide opportunities for job creation, especially for young people. Support from the government for this type of endeavour could be critical to the success of an enterprise. Specifically, lowering bureaucratic barriers to enterprise creation would not only support existing initiatives but would also encourage others to enter the field. Good policies to support innovation would also include ensuring the protection of intellectual property rights.

Agriculture, which employs the vast majority of Tanzanians, is seen by young people as both a challenge and an opportunity for employment and improved incomes, as well as financial and economic independence. The country enjoys abundant supplies of good arable land that could be used to provide livelihoods for the youth. Indeed, one of the successful young entrepreneurs invited to share their experiences at the workshop is engaged in agro-business. Tanzania lacks agro-processing industries, and this represents potential to attract young people back to agriculture in a way that also helps modernise the sector. There is a huge untapped potential in services to agricultural activities such as farming, animal husbandry and fishing.

Ms. Johari Sadiq, Chief Executive Officer, Binti Africa Company Ltd, sharing her success story with peers during the workshop.
that today’s un- or underemployed youth can take advantage of. Workshop participants noted that there are also many parts of the country that produce fruit, such as mangoes and oranges, where much of the crop ends up being rotten because of the lack of processing services. There is an obvious gap here for young people to set up their own agriculture-linked enterprises for the benefit of the entire community.

Recognising the potential of agriculture for employing young people and raising income levels, Soikone University of Agriculture (SUA) is the basis for the SUA Graduate Entrepreneurs Co-operative (SUGECO) – one of the best examples of an initiative through which graduates from training and education gain experience and self-employment opportunities in business. Students at SUA are prepared to become entrepreneurs from the first year of study. For that reason, during the course of their studies, they gain theoretical and practical skills for entrepreneurship through class lectures and practical training and/or internship in various organisations. After completion of studies, students use their academic certificates to acquire credits from a bank. In this sense, SUGECO operates not only as an advisory organisation but also monitors how bank loans are used and reports progress to the bank. In this way, it provides confidence to the lending institution and thus increases the likelihood that a young entrepreneur will be able to access start-up and operating finance.

Self-employment, generally, is perceived by many young people in Tanzania as a possibility for achieving financial independence and economic stability. In the absence of the availability of white-collar jobs and, indeed, the frequent lack of qualifications among young people on the jobs market, creating an enterprise, while perhaps not the first choice, is a valid one. Including the areas of innovation and agriculture, mentioned above, openings are anticipated and already observed in natural-resource exploitation – mining and oil and gas extraction – but other sectors can also offer opportunities. The growth in the use of new technologies and social media among the youth gives them a certain advantage over earlier generations in sharing new ideas and establishing relationships outside their immediate circles. This can also bolster attempts to establish an enterprise through reaching out to a wide client base, as one of the young successful entrepreneurs had done, thus increasing the profitability of the business. Young Tanzanians present in the workshop recognised that the failings of the formal educational system could be overcome through on-the-job training and work experience that could also contribute to their ability to create enterprises of their own.

Representation in governance structures is one area that could present an opportunity for youth. The workshop heard from several young people who thought that there should be some sort of body established to represent Tanzanian youth’s views and interests on the national and local stages. A
reflection of feelings of exclusion, the role of such a body would be to give value to youth as a group and to validate their claim to be a part of the national scene alongside their elders. Young people feel that they are often treated with disdain, ill-considered in terms of competence and generally thought of as lazy and incompetent. They feel they are not listened to, especially by the state, but also by their communities that are presided over by the older generation. This leads some young people to conclude that they remain unemployed at least partly because their elders do not trust them to be reliable employees. A youth council would work to correct these negative impressions of young people and act as an influencer in the public arena to create conditions that would be more conducive to getting young people into the world of work and keeping them there.

The participation of young people in governance is considered critical for their individual development and for their communities. However, the youth are not given opportunities to take part in governance, partly due to negative attitudes that some leaders have towards young people, and, as a result, significant decisions about their lives are made without their participation. At the same time, existing national policies, visions, and plans are not well known to the youth because of insufficient communication from the state. Hence, young people are unaware or have insufficient understanding of them. A Tanzanian youth council, it was felt by some, could also contribute to disseminating information from the state about youth programmes and opportunities. It could also enhance political stability, which is an important enabling factor that can attract foreign investors and create employment opportunities for the youth.

IV. Discussing Interventions

Support for young people seeking entry to the labour market also comes from civil society organisations and specialised institutions of which a number made presentations at the workshop. The overall impression is that these perform a very useful role in helping young people overcome the shortcomings of the educational system by supplying them with formal training and soft skills to make them more attractive to employers or more capable of setting up on their own. They cannot and do not substitute for the public sector roles, but may set an example of what can be achieved on a wider scale. The various experiences shared by workshop participants point to many success stories, even when working with socially disadvantaged young people. They were, for example, able to communicate the relevant skills and achievements of their young associates with employers directly and thereby place them in positions of employment that may otherwise have passed them by. However, these are mostly small interventions. What remains unknown is whether and how these localised successes can be scaled.
State programs and initiatives that aim to improve youth livelihoods are a priority for the Tanzanian government. Workshop participants stressed that while having good policies is important, they need to be implemented, and for this they need to be communicated and understood, especially by the youth. Some of the interventions include the:

i. National Employment Policy 2008;
ii. National Youth Development Policy 2007;
v. Draft National Youth Employment Creation Program; and

Assessing policies and programs that are youth-focused is important for determining the extent to which they were successful. A lack of rigorous analysis hampers evidence-based decision making. Anecdotal evidence points to some success. These include the establishment of the Youth Credit Fund, the Small Enterprises Policy, with its increasing number of vocational training centres, and the Labour Exchange Centre. Young people have been involved in the preparation of the Poverty Reduction Strategy Program and the National Youth Development Policy, while the creation of the National Youth Week is evidence of official concern with the conditions of young people. Rural Youth Information and Communication Technology (ICT) centres have been set up and young people have been actively encouraged to participate in local government structures.

Despite these notable achievements, however, there have been a number of challenges that have hampered full realisation of the desired impacts of the policies and plans. These relate to insufficient preparation of implementation strategies and overall lack of resources, both in the plans themselves
and among the beneficiaries. There was also a claim from young participants in the workshop that there was insufficient effort spent on communicating the existence and impact of state initiatives to young people. This hampers successful implementation of programs.

V. What is the role of research?

A major objective of the workshop was pinpointing areas where research could make a difference and contribute to tackling the problem of youth unemployment and underemployment in Tanzania. In other words, where are the knowledge gaps, what kind of evidence is needed to improve the impact of interventions, and what role can research play?

The Deputy Permanent Secretary of Ministry of Information, Youth, Culture and Sports identified four fundamental elements of youth development that could guide how future research and evidence can be conceptualised: marketing, employment, empowerment, and employability. How can young people market themselves and their products? How can the labour market absorb new entrants seeking employment and what can the education system do to provide students with marketable skills? How can young people be provided with the skills to empower them to become financially and economically independent? How can young people with “hard skills” be made more employable?

With this in mind, the workshop discussions highlighted a number of areas where further research would help improve the effectiveness of youth-focused interventions.

• Impact evaluation: building the evidence base on what works and what does not
The workshop heard that there is no lack of interventions targeted at youth in Tanzania – be it government, donor or private-sector led. Many initiatives aim to enhance the skills and employability of young people. Technical and Vocational Training programmes are a key part of that. Rigorous impact evaluations of these programmes are almost non-existent. There is an urgent need to learn what works and what does not in order to identify effective skills training programmes for young people. There is also a gap in knowledge about which approaches and interventions are likely to be most effective in helping young Tanzanians develop “soft skills” as they make the transition to the world of work or strive to improve their livelihoods.

• Addressing gender gaps
Better evidence is needed to help tackle the barriers faced by women in the work and market places. The gender gaps in earning and the segmentation of young girls in low productivity and low paying sectors need to be better understood. Innovations that help address the barriers need to be identified. There is also a need to address measures that can help address societal norms and values that undervalue women and girls or ascribe domestic responsibilities to them disproportionately.
• **Facilitating transitions into the labour market**

Factors that affect transition into the labour market are multifaceted. It is necessary not only to understand the levels of influence of each of these factors but also how young people can overcome the hurdles. The problem of skills mismatch was the most frequently mentioned in the workshop and there was wide agreement that the educational and training system does not equip students with the skills they need to achieve decent levels of income either in wage employment or as entrepreneurs. The question is what can be done to change that incoherence in the system? Meanwhile, there is an entire generation of graduates from the educational and training system who are looking for reasonable incomes; what can be done to help them in the meantime? Is there a role for distance learning, state support for retraining or other initiatives designed to help the current generation of job seekers, young wage earners and youth entrepreneurs?

• **Linking young people with employers and to employment opportunities**

Lack of paid employment is a grim reality facing many of the youth transitioning into the labour market. The Tanzanian economy is not providing enough jobs to absorb all the new entrants into the labour market. Where jobs are available, job seekers and employers both noted the difficulty in matching candidates to available positions. Linked to this is a shortage of practical work placements for young people that would enable them to have contact with potential employers before they come into the jobs market. The workshop heard that employers were reluctant to accept placements because they saw them as a cost, rather than an investment. Young people warned the potential of this being regarded as merely cheap labour, with no commitment to prepare them for real jobs. Is this actually the case, and what can be done about it? What works to link young people with employers and with employment opportunities? How can technology be harnessed to address the information gap? What incentives work to expand on the job training and placement programmes that help young people gain employable skills? What sectors are most promising to provide employment opportunities for young people?

• **Boosting livelihoods for rural youth**

Agriculture can play an important role in providing sustainable livelihood option for young Tanzanians. Yet, as noted earlier, this is not the sector that appeals to the youth. Many young people fail to grasp the opportunities available to them as noted earlier. How to harness the potential of agriculture is a key challenge facing many developing-country governments, including Tanzania, and where research can play an important role.
VI. Conclusion

A clear message that emerged from the workshop is that efforts to address youth employment – including research – needs to involve youth themselves as active participants. There needs to be more research with young Tanzanians as opposed to research on them. The lack of inclusion of young people in research activities leads to a set of conclusions that may be out-of-step with reality and, thus, less likely to influence policies in a positive fashion to support the employment trajectories of young people. If opinion-based policy making is to be replaced significantly by evidence-based public policy, then research must be demonstrably liked to a reality communicated to researchers by young people.

As Professor Elisante Ole Gabriel, Deputy Permanent Secretary, Ministry of Information, Youth, Culture and Sports stressed, that dealing with the problem of youth un- and underemployment in Tanzania requires first and foremost a mind-set change: of the youth, of policy makers, of religious leaders, of development partners, and of everyone involved in the fight to secure brighter future for the youth and for society as a whole. System-wide thinking is essential: government cannot do everything; youth cannot do everything; donors cannot do everything. Employment is a cross-cutting issue that requires taking into account a wide range of policy frameworks, including macro-economic policy, employment policy, youth development policy and many others.
## Annex A: Workshop Agenda

### NATIONAL STAKEHOLDERS CONSULTATIVE WORKSHOP ON YOUTH EMPLOYMENT IN TANZANIA

16-17 September 2015

*Double Tree by Hilton Hotel, Dar es Salaam*

**PROGRAM**

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<th>TIME</th>
<th>ACTIVITY</th>
<th>RESPONSIBLE PERSON</th>
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<tbody>
<tr>
<td>08:00-09:00</td>
<td>Arrival of Guests and Registration</td>
<td>ALL</td>
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<tr>
<td>09:00-09:20</td>
<td>Welcoming Remarks</td>
<td>Dr. Tausi Mbaga Kida, Executive Director, Economic and Social Research Foundation (ESRF)</td>
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<td></td>
<td>Statement from IDRC</td>
<td>Dr. Arjan de Haan, Program Leader, Employment and Growth program, IDRC</td>
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<td></td>
<td>Statement from ILO</td>
<td>Dr. Annamarie Kiaga, Youth Employment Technical Manager and UNDAP Coordinator, ILO</td>
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<tr>
<td>09:20-09:50</td>
<td>Introduction</td>
<td>All</td>
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<td>09:50-10:10</td>
<td>Presentation on “Innovative Approaches to Creating Opportunities and Incorporating Young Youth into East Africa’s Labour Market: Understanding the impact of Government Policies on Youth Employment Outcomes in East Africa”</td>
<td>Dr. Georgina Ole Saibul, Principal Research Fellow, Economic and Social research Foundation</td>
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<tr>
<td>10:10-10:30</td>
<td>Presentation from TAMASHA on “Social and Other Services from a Youth Perspective’ (including livelihood and participation opportunities) Findings from a research with young people in 32 communities</td>
<td>Mr. Richard Mabala, Executive Director, TAMASHA</td>
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<td>11:00-12:30</td>
<td>Breakaway Session with Successful Youth Entrepreneurs</td>
<td>Group Facilitators:</td>
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<td>Issues for discussions include: lessons on what works and what challenges are youth face in getting jobs or setting up or running their businesses; youth perceptions/ motivations/aspirations; the type of skills youth believe they need to have good jobs or to run successful businesses; youth experiences of the types of interventions and support structures that work for them or that they need; the role of youth in agriculture.</td>
<td>Johari Sadik, Founder Binti Africa</td>
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<td>Lawrence Ambolikile, Senior Officer Employment and Livelihood Component, Restless Development</td>
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<td>Plus 2 more TBC</td>
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<td>12:30-13.00</td>
<td>Feedback from breakaway sessions</td>
<td>Group Facilitators</td>
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<tr>
<td>13:00-14:00</td>
<td>Lunch Break</td>
<td>All</td>
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### Session 1

**14:00-14:30**  
**Presentation on “Why Research is Important and how Youth Could/Should be Involved”**  
Mr. Richard Mabala, Executive Director, TAMASHA

**14:30-15:30**  
**Group work on areas for research and how the research can be carried out**  
Feedback and Discussion on research and preparation for Day 2 presentation  
ALL

**15:30-16:15**  
**Feedback from the groups and consensus building around priority issues for youth the most important areas of research.**  
ALL

**16:15-16:30**  
**Closing Remarks**  
ESRF & IDRC

**16:30-17:00**  
**Evening Tea and Logistics**  
All

### Day 2: Multistakeholder Consultation (September 17, 2015)

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<td>08:00-09:00</td>
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</table>
| 09:00-09:30| Welcoming Remarks                     | Dr. Tausi Mbaga Kida, Executive Director, Economic and Social Research Foundation (ESRF)  
Dr. Arjan de Haan, Program Leader, Employment and Growth program, IDRC  
Honorable Eric Shitindi, Permanent Secretary, Ministry of Labor and Employment  |
|            | Statement from IDRC                   |                                             |
|            | Official Opening Speech               |                                             |
| 09:30-09:40| Overview of Tanzania Youth Employment Landscape | Ms. Mahjabeen Haji, Economist and Freelance Consultant |
| 09:40-09:50| Complimentary remarks                 | Dr. Georgina Ole Saibul, Principal Research Fellow, Economic and Social Research Foundation |
| 09:50-10:10| Discussion                            | All                                         |
| **10:10 – 10:30** | **Tea Break & Group Photo**         | All                                         |
| 10:30-12:00| Challenges and Opportunities for Youth Employment | Chaired by Mr. Richard Mabala, Executive Director, TAMASHA  
Panelists  
Ms. Nancy Kaizilege, Secretary General of United Nations Association Tanzania (UNA - Tanzania)  
Joachim Fanuel, General Secretary, Singida Youth entrepreneurs and Consultants Cooperative Society (SYECCOS)  
Lawrence Ambolikile, Senior Officer Employment and Livelihood Component, Restless Development  
Brian Paul, Hub Manager, Buni Hub  
Q&A |
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<th>Time</th>
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<tr>
<td>12:00-13:30</td>
<td>Designing Successful Interventions to Improve Youth Employability</td>
<td>Chaired by Mr. Hanif Tuwa</td>
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<td><strong>Panelists</strong></td>
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<td></td>
<td>Ms. Eliflorida Mushi, Monitoring and Evaluation Officer, International Youth Foundation (IYF)</td>
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<td></td>
<td>Roy van der Drift, Senior Advisor and Programme Manager, SNV-Netherlands Development Organization-Tanzania</td>
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<td>Atiba Amalile, Senior Program Manager-Tanzania, TechnoServe</td>
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<td>Jean Van Wetter, Tanzania Country Director, Africa Private Sector Development Advisor, VSO International</td>
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<td></td>
<td>Dr Anacleti Kashuliza, Founding Trustee of Tanzania Entrepreneurship and Competitiveness Centre (TECC), Kijana Jiajiri Programme</td>
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<td></td>
<td><strong>Q&amp;A</strong></td>
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<td>13:30 – 14:15</td>
<td>Lunch Break</td>
<td>All</td>
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<tr>
<td>14:15 – 15:45</td>
<td>The Role of Policy/Government in Improving Employment Prospects for Youth</td>
<td>Chaired by Mr. Hanif Tuwa</td>
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<td><strong>Interviewees</strong></td>
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<td></td>
<td>Mr. Ali Msaki, Director of Employment, Ministry of Labour and Employment</td>
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<td>Ms. Ester Liwa, Assistant Deputy Permanent Secretary, Ministry of Information, Youth, Culture and Sports</td>
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<td>Mr. Johnstone Ndayasaba, Director of Policy and Planning, Ministry of Labour and Employment</td>
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<td>Mrs Rehema Binamungu, Assistant Director Labour Market Planning and Development, VETA</td>
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<tr>
<td>15:45-17:00</td>
<td>The School to Work Transition: Issues and Opportunities</td>
<td>Chaired by Dr. Annamarie Kiaga, Youth Employment Technical Manager and UNDAP Coordinator, ILO</td>
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<td><strong>Presenter</strong></td>
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<td>Ms. Flora Nyambo-Minja, NPC Employment Policies, ILO</td>
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<td><strong>Panelists</strong></td>
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<td>Mr Kabeho Solo, Board Member, Association of Tanzania Employers</td>
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<td>Mr. Deogratius Rwisuka, Senior Researcher &amp; Learning Advisor, World Vision East Africa</td>
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<td>Kate Sullam, Social Performance Manager, BG-Group</td>
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<td>Dr. Iris Macculi, Economic Affairs Officer, Social Development Policy Division, UNECA</td>
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<td><strong>Q&amp;A</strong></td>
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<td>17:00-17:45</td>
<td>Building an Effective Evidence Base for Interventions</td>
<td>Chaired by Prof. Fortunata Makene, ESRF</td>
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<td><strong>Panelists</strong></td>
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<td>Richard Mabala, Executive Director, Tamasha</td>
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<td>Dr. Annamarie Kiaga, Youth Employment Technical Manager and UNDAP Coordinator, ILO</td>
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<td>Dr. Donath Olomi, CEO, Institute of Management and Entrepreneurship Development</td>
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<td>Prof. Elisante Gabriel Ole, Deputy Permanent Secretary, Ministry of Information, Youth, Culture and Sports</td>
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<td>Prof. Godius Kahyarara, Principal, College of Social Sciences, University of Dar es Salaam</td>
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<td>17:45</td>
<td>➤ Closing Remarks</td>
<td>• IDRC Representative</td>
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<td>• ESRF Representative</td>
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<td>18:00</td>
<td><strong>Evening Tea and Logistics</strong></td>
<td>All</td>
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Annex B: List of Participants

DAY 1

1. Adrian Kimaryo, ICT Expert, Open Mind Tanzania
2. Amina Shabani, Chairman, Haki Jamii Zanzibar
3. Angelicwigiza Kwigizile, Member, SIYB East Africa
4. Anna Emmanuel, Assistant Secretary, National youth Association
5. Annamarie Kiaga, UNDAP Coordinator, International Labour Organization
6. Arjan de Haan, Program Leader, Employment and Growth, IDRC
7. Azda Kash, Accountant, Youth of Africa
8. Chacha Mwita, National Youth Chairman, Scouts Tanzania
9. Dianarose Lyimo, Member, Tanzania Youth Vision Association
10. Dominica E. Mlelwa, Accountant, Tanzania Youth Vision Association
11. Elitira Munuo, Research Trainee, Economic and Social Research Foundation
12. Elly Ahimidwe Kimaro, Program Coordinator, Tanzania Youth Vision Association
13. Eric Crispin, Volunteer, VSO
14. Fatuma Jerecko, Member, Youth of Africa
15. Gidufana Gafufen, Program Coordinator, Help Foundation
16. Hassa Pukey, Chairperson, FEMINA
17. Humphrey William, Manager, Mronga Women Dairy Cooperative Society
18. Japhet Daud, Global Youth Association, Shinyanga Youth Organization
19. Jayneveva E. Mtiti, Chairman, Open Mind Tanzania
20. Joachim Fanuel, Member and Vice Chairperson, Singida Youth Entrepreneurs and Consultants Cooperative Society (SYECOS)
21. Joel Ramadhani, Facilitator, NYDT Kigoma
22. Joseph Mitimingi, Member, Utandawazi Computer Centre
23. Kamala Dickson, Chairman of Youth, East Africa Community
24. Lawrence Ambokile, Senior Officer, Restless Development Tanzania
25. Leticia Henry, Coordinator, CHIPUA (Institute for social transformation)
26. Lilian Paul, Professional Networker, Forever Living Product (FLP)
27. Martha Melesse, Senior Program Specialist, Employment and Growth, IDRC
28. Mohammed Mussa Haji, Secretary, KNN Cooperative Zanzibar
29. Emiliana Muchu, Liaison Officer, Youth Employment Initiative in Dar es Salaam (YEID)
30. Johari Sadiq, Chief Executive Officer, Binti Africa Co.Ltd
31. Mussa Mashishanga, Chairman, SIYB East Africa
32. Nalepo Sangale, Intern, International Labour Organization
33. Nyaindi Nyaindi, Senior Officer, VSO-Tanzania
34. Paul Okwi, Senior Program Officer, Employment and Growth, IDRC
35. Phaenas Philip, Facilitator, Chama Cha Kupambana na Athari za Ukimwi (CHAKUPAU)
36. Prof. David Nyange, Policy Advisor, Ministry of Agriculture, Food Security and Cooperatives,
37. Regina R. Lusanga, Program Planning, Tanzania Youth Vision Association
39. Richard Mabala, Director, TAMASHA
40. Rukia Ziara, Manager of the girls group, TAMASHA
41. Sadala Ismail, Facilitator, TAMASHA
42. Shadrack John, Director, Salama Foundation
43. Silas L. Qambawayda, Field Coordinator, Youth organization Pwani
44. Stela Mchala, Volunteer, VSO
45. Tembo Idd, Secretary, Junior Chamber International (JCI) Tanzania
46. Time Hamisi, Youth Facilitator, Kigamboni Community Centre
47. Wilharda S. Ndaisaba, Member, youth of United nations, Tanzania
48. Yusuph Kutegwa, Coordinator, Kigamboni Peer Educators Network
49. Zainab Suleiman Omary, Secretary, Haki Jamii Zanzibar

DAY 2
1. Abeid Sinkara, Accountant, Tanzania Environmental and Tourism Education in Tanzania
2. Adrian Kimaryo, ICT Manager, Tanzania Entrepreneurship Empowerment Council
3. Ajally Selemani, Accountant, Tanzania Sugarcane Growers Association
4. Ally A. Msaki, Director of Employment, Ministry of Labour and Employment
5. Altemus Milenga, Managing Director, Microfinance Investment
6. Angelica Kwigizile, Intern, Start and Improve your Business Association of East Africa
7. Ankiita Menta, M&E and Learning Advisor, Embassy of Ireland
8. Anna D. Lyimo, Director of Employment and Facilitation, National Empowerment and Economic Council
9. Arjan de Haan, Program Leader, Employment and Growth, IDRC
10. Atiba Amalile, Senior Manager, Techno serve
11. Awadh Milas, Country Project Manager, SNV Tanzania
12. Brian Paul, HUB Manager, BUNI HUB
13. Brown A. Kayange, Economist, Ministry of Land
14. Catherine Matasha, Project Assistant, International Organization for migration
15. Chacha N. Mwita, Youth Chairman, Tanzania Scout Association
16. Deodati Bernard, National Project Coordinator, UNIDO
17. Deogratius Rwisuka, Senior Researcher, World Vision
18. Dianarose Leonce, Member, Tanzania Youth Vision Association
19. Dr. Anacleti K. Kashiliza, Board Member, Tanzania Entrepreneurship and Competitiveness Centre (TECC), Katela Mseluka, IT Assistant, Tanzania Youth Alliance
20. Dr. Annamarie Kiaga, UNDAP Coordinator, International Labour Organization
21. Dr. Geogina Peter Ole Saibul, Research Associate, Economic and Social Research Foundation
22. Dr. Iris Macculi, Economic Affairs Officer, UNECA
23. Dr. Tausi Mbaga Kida, Executive Director, Economic and Social Research Foundation
24. Eliflorida Mushi, M&E Officer, International Youth Foundation
25. Eric Massinda, Program Officer, Embassy Of Denmark
26. Erick Crispin Nyoni, Youth Facilitator, Tanzania Youth Coalition
27. Ester Peter Liwa, Ass. Director Youth facilitator, Ministry of Information Youth Culture & Sports
28. Esther Solomon, Community Development Officer, President's Office Planning Commission
29. Flora Nyambo, Program Coordinator, International Labour Organization
30. Genos Martin, Youth Development Manager, Raleigh Tanzania
32. Gludness Saleh, Senior Lecturer, University of Dar Es Salaam Entrepreneurship Council
33. Guido Augustino Willamba, Human Resources Manager, Presidential Trust Fund
34. Habiba Shabani, Register Officer, Business Registrations and Licensing Agency
35. Haighet Kitala, Chief Executive Officer, Presidential Trust Fund
36. Hassan Pukey, Youth Facilitator, Femina Hip
37. Jean Van Wetter, Country Director, VSO
38. John M. Mtui, Lecturer/ Economist, High Learning Institution
39. Joseph Mutashubilwa, Planning Manager, Social Security Regulatory Authority
40. Joseph Nyamboha, Economic, JICA
41. Joseph S. Nganga, Director for Labour Employment, Ministry of Labour and Employment
42. Joseph S. Sululu, Research Officer, Tanzania Fisheries Research Institution
43. Jovin Sanga, Legal Officer, Tanzania women lawyers association
44. Kabeho Solo, Board Director, Association of Tanzania Employers
45. Kate Sullam, Social Performance Manager, British Gas Group.
46. Laurence Ambokile, Capacity Building Officer, Restless Development
47. Lilian Manga, Director of Finance & Administration, Confederation Of Tanzania Industrial,
48. Lilian Sumary, Economist, Ministry of Foreign Affairs & Int. Cooperation
49. Lugimbana Ro, Executive Secretary, Tourism Confederation Of Tanzania
50. Mahjabeen Hajji, Economist, World Bank
51. Maisory Chacha, Consultant, COWI Tanzania Ltd
52. Mariam Adam Miguma, Policy Analyst, Agricultural Non State Actors Forum
53. Martha Melesse, Senior Program Specialist, Employment and Growth, IDRC
54. Mihayo Musabila Maguta, Principal Research Officer, Tanzania Industrial Research Development Organization
55. Milly S. Sanga, Communication Officer, Agricultural Council of Tanzania
56. Mwajuma Shabani, Advocacy, Agricultural Non State Actors Forum
57. Mwanahamisi Nassoro, Administrative Assistant, Commission for Science and Technology
58. Ndayisaba John, Senior Economist, Ministry of Labour and Employment
59. Neema Risha, Assistant Research Fellow, Science, Technology and Innovation Policy Research
60. Ntengwa S.Y Mdoe, Professor, Sokoine University Of Agriculture
61. Omari Mavura, Assistant Chief Commissioner, Tanzania Scouts Association
62. Opiyo T. Mamu, Statistician, National Bureau of Statistic
63. Pius L. Mlingo, Senior Education Officer, Ministry of Community Development, Gender and Children
64. Paul Okwi, Senior Program Officer, Employment and Growth, IDRC
65. Prof. Cornelia K. Muganda, Acting Deputy Vice Chancellor, Open University
66. Prof. Elisante Ole Gabriel, Deputy Permanent Secretary, Ministry Of Information Youth, Sport and Culture
67. Prof. Fourtunata Makene, Head of Research and Publications Department, Economic and Social Research Foundation
68. Prof. Godius Kahyara, Professor of Economics, University of Dar Es Salaam
69. Rehema Binamungu, Curriculum Development Specialist, VETA
70. Said Hassan Juma, Assistant Program Office, Tanzania Council for Social Development
71. Sharifa Luhindi, PAFAO, Ministry of agriculture
72. Silas Lalaa Qambawayda, Field Coordinator, African Transformation Embassy Inc
73. Simon Flamand, Living Labs Coordinator, TANICT/ Commission for Science for Technology
74. Simon Ndembeka, Senior Program Manager, Plan International Tanzania
75. Sophia Mushni, Administrative Assistant, Tanzania Networking Gender Program
76. Sosthenes Kamanzi, Resource Mobilizer, Foundation For Community Resources
77. Thadeus Joseph, Researcher, REPOA
78. Tulamoga Matimbwi, HIV/AIDS Specialist, UNICEF
79. Wilbaforce Nyamrukwa, Bank Officer, Tanzania Federation of Cooperatives
80. Wilharda Ndaisaba, Member, United Nations Association