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MINISTRY OF FINANCE AND ECONOMIC AFFAIRS

A STUDY ON INTEGRATION OF EMPLOYMENT ISSUES IN DEVELOPMENT FRAMEWORKS

PREPARED
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EXECUTIVE SUMMARY

1. Since Tanzania attained its independence in 1961 there have been four phases of policy formulation of which employment issues were observed to change. Tanzania recorded its first phase of policy formulation in 1961 when country adopted the growth strategy between 1961 and 1967. During growth strategy (1961-1967) employment was reported to grow as from 4.1 as 7.5% of force was employed. The second phase came in 1967 when the Government adopted Arusha Declaration which landed the socialism and self reliance policy. Within five years of socialism and self reliance period (1967-1973) employment grew up to 89.7% of labour force.

2. In 1973, Tanzania started to experience economic crisis caused by; oil crisis, drought, Kagera war, fluctuation of coffee price and collapse of the first East African community. During 1973-1980s country experienced economic slump and unemployment was noted to increase significantly. In 1986, Tanzania adopted the third phase of policy formulation by accepting World Bank and IMF based macro-economic reforms under the name of Economic Recovery Programme I&II as preceded by locally based economic survival programmes frameworks under the name of National Economic Survival Programme 1981-1983 and Structural Adjustment Programmes 1983-1986. The first two homemade programme brought very little impact, thus in 1986 country decided to adopt the World Bank and IMF based Macro economic reforms under Economic Recovery Programme (ERP) I and ERP II. Such measures and other were reported to influence economic growth by 4.2% however criticism is that very little was done in relation to social development as again unemployment rose up to 21% by 1990.

3. Between 1990-1997, Tanzania economy continued to suffer and employment sector experience high retrenchment of workers from Parastatals and Public service. Also there was cut of subsidy in agriculture and other productive sectors. As an attempt to mitigate negative impacts of SAPs, Tanzania entered in the forth phase of policy formulation by adopting the first series of Poverty Reduction Strategies under the name of National Poverty Eradication Strategy (NPES) of 1998, this was followed by Development Vision in 2000 and Poverty Reduction Strategy, and 2000 as the operational strategy of NPES. During the period 2000/01 to 2005/06 employment was reported to grow by 17.6%.

4. In 2005 developed National Strategy for Growth and Reduction of Poverty (NSGRP) succeed PRS with the motive of reducing poverty but also unemployment by 6.9% in the year 2010. NSGRP or MKUKUTA is expects to phase out in 2010. The NSGRP has recorded critical improvements in terms of economic growth from 4.6 in 2000/01 to 7.2 in 2008 and reduced unemployment to 11.3 in 2008 however its target of reducing unemployment by 6.9% in 2010 is uncertain to be reached. When there is difficult situation in achieving NSGRP target within remained time, aspect of mainstreaming has created serious dilemmas on what issues of
employment need to be mainstreamed? Who should do what? At which scale? so as to promote employment in Tanzania. These questions lack clear answers at this period when NSGRP need to be revised with clear made answers of those questions. Therefore this study has the main objective of reviewing Government strategies to determine the extent to which they have put employment at the centre of sectoral policies and programmes and to make recommendations. Specifically, the study aimed to; (i) assess the extent of progress made towards mainstreaming employment in various sectoral policies and sectors, (ii) assess the (actual) progress made on employment opportunities which have been created (iii) identify strategic areas which lacked progress and factors which acted as inhibitors and suggest how they could be addressed; (iv) assess the effectiveness of approaches used in mainstreaming employment, (v) analyze the lessons learnt and key challenges encountered, and (vi) provides a set of recommendations and propose way forward.

5. The methodology of the study involved adoption of desk review as the study design for data collection. It involved selection of secondary sources such ILFS, PHDR, HBS, ES, policy documents of various sectors and sectoral performance reports of sectors to capture information of employment. Tool Kit for mainstreaming employment issues in frameworks and ILFS (2006) were used to determine set of issues and indicators to be referred in the analysis. Analysis of data was done by using descriptive statistics and part of it was guided by a content analysis model. Study findings of objective one revealed that most of sectoral policies document have little attention on employment issues.

6. The content analysis of employment issues shows that word employment was featured in 17 policies out of 18, followed by environmental featured in 15 out of 18 policies. The least was the word private sector found in 3 out of 18 policies. Although the content analysis showed that some policy document has extensive coverage of employment issues but that does not guarantee better performance thus further analysis was carried out to assess actual implementation of employment issues in various sectors by considering set of selected indicators. Such indicators are; economically active population, wage income, time use, labour productivity, disability, youth development, HIV/AIDS, environment and climate change, private sector, employment services, standards and rights at work, human resource development, local economic development, migration, gender and development, heath and work and pension systems. At this part the study was able to establish the extent to which employment issues have been implemented. Generally study results show
that Tanzania have done some critical steps in implementation of employment issues, however serious work need to be done to reach desirable targets.

7. The study observed that several sectors like agriculture and SMEs constitute higher number of the labour force as they occupy 68.4% and SMES 20% respectively. Other sectors namely; trade, industrial, tourism, infrastructure development have relative medium number as they employ 6.1% to 17.6% of labour force. Mining and cooperatives are the least with 4.7 and 0.2 respectively. The study observed that apart from productive sectors, service sectors like education, information and communication has significant contribution in supporting employment however the need to sharpen their focus on employment creations inevitable. The study also observed that Tanzania education system still does not provide appropriate base for self employment promotion. Rather most of skill development programmes rely on promoting micro-enterprise business instead of macro-enterprises.

8. Assessment of strategic areas which need critical improvements indicated that low integration between public and private sector (public-private partnership) has compromised the national intention and targets of promoting employment. Lack of integrative framework and fragmentation of employment data and vague institutional set up create more difficulties in planning and monitoring of employment based initiatives within sectors. Other factors which constrain employment promotion are low involvement of local people and poor link between NSGRP. Also there was analysis on the lessons learnt and challenges. The study revealed that Tanzania has a clear and well defined document of employment creation however it was not well communicated among sectors. Again the nature of employment aspect for being a crosscutting provides larger room for many sectors to participate. Some of major challenges found include, low coordination within and between sectors, miss-link between MKUKUTA and sectoral policies, in accessibility and unreliability of employment information, scattered ness of employment information among sectors and absence of integrative employment promotion framework.

9. Basing from study findings it was concluded that mainstreaming of employment issues should not only consider policy content but also actual implementation, since Tanzania counts insufficiency achievements on employment creation. Also other critical issues such as Time Use, Labour Productivity, Wage Income, Standards and Rights at Work, Disability Rights, Employment Services, Gender, HIV/AIDS, Environment and Climate Change, Human Resource Development, Youth Development and Impacts of Migration rarely considered in sectors policies, plans and programmes. Employment sector
experience a disappointing the linkage between NSGRP and sectoral policies and inter–sectoral structures to support employment do not exist or work at a sufficient levels. Local Governments has inadequately involved in the all agenda of national employment promotion programme.

10. The study recommend that new approaches of mainstreaming employment issues should be adopted an integrative frame work to allow inclusion of all relevant sector and stakeholders in setting plans, commitments and ensuring good performance in employment creation. The NSGRP review should take consider study as relevant input in creating viable macro-economic indicator to analyze measure and manage employment issue in the NSGRP. Also employment being a cross-cutting issue should be re-fixed at it exact position that is a economically oriented goal with clear strategies, targets within NSGRP II and coming sectoral policy, plans, programmes and budgets.
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LIST OF ABREVIATION

AIDS Acquired Immune Deficiency Syndrome
ASDS (P) Agricultural Sector Development Strategy (Program)
ASMDP Agricultural Marketing System Development Program
BEST Business Environment Strengthening of Tanzania
DADP District Agricultural Development Plan
DANIDA Danish International Development Agency
EPZ Export Processing Zone
ERP Economic Reforms Programme
ETSDP Education and Training Sector Development Policy
EU European Union
GDP Gross Domestic Product
GoT Government of Tanzania
HBS Household Baseline Survey
HIPC Highly Indebted Poor Countries
HIV Human Immune Virus
HSSP Health Sector Strategic Plan
IA Irish Aid
ICT Information Communication Technology
IDA International Development Association
IFAD International Fund for Agricultural Development
ILFS Integrated Labour Force Survey
ILO International Labour Organization
IMF International Monetary Fund
JAST Joint Assistance Strategy for Tanzania
JICA Japanese International Cooperation Agency
LGCDG Local Government Capital Development Grant
M&E Monitoring and Evaluation
MAIR MKUKUTA Annual Implementation Report
MDA Ministry, Department and Agency
MITM Ministry of Industries, Trade and Marketing
MKUKUTA Mkakati wa Kukuza Uchumi na Kupunguza Umasikini Tanzania
MPT Mineral Policy of Tanzania
<table>
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<tr>
<th>Acronym</th>
<th>Description</th>
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<tr>
<td>MTEF</td>
<td>Medium Term Expenditure Framework</td>
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<tr>
<td>MLEYD</td>
<td>Ministry of Labour, Employment and Youth Development</td>
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<td>NCP</td>
<td>National Cooperative Policy</td>
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<td>NEP</td>
<td>National Employment Policy</td>
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<tr>
<td>NESP</td>
<td>National Economic Survival Program</td>
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<td>NMSF</td>
<td>National Multi-Sectoral Strategic Framework</td>
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<td>NPD</td>
<td>National Policy for Disability</td>
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<td>NPP</td>
<td>National Population Policy</td>
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<td>NSGPR</td>
<td>National Strategy for Growth and Poverty Reduction</td>
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<td>NSSP</td>
<td>National Social Security Policy</td>
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<td>NTMP</td>
<td>National Tourism Master Plan</td>
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<td>NTP</td>
<td>National Trade Policy</td>
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<tr>
<td>NYDP</td>
<td>National Youth Development Policy</td>
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<tr>
<td>PADEP</td>
<td>Participatory Agricultural Development and Empowerment Project</td>
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<tr>
<td>PEDP</td>
<td>Primary Education Development Program</td>
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<tr>
<td>PER</td>
<td>Public Expenditure Review</td>
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<tr>
<td>PHDR</td>
<td>Poverty and Human Development Report</td>
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<tr>
<td>PSI</td>
<td>Policy Support Investment</td>
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<tr>
<td>SAP</td>
<td>Structural Adjustment Program</td>
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<tr>
<td>SER</td>
<td>Socio-Economic Reforms</td>
</tr>
<tr>
<td>SEZ</td>
<td>Special Economic Zone</td>
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<tr>
<td>SIDP</td>
<td>Sustainable Industrial Development Policy</td>
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<tr>
<td>SMEDP</td>
<td>Small and Medium Enterprise Development Policy</td>
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<td>TANU</td>
<td>Tanganyika African National Union,</td>
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<tr>
<td>UNICEF</td>
<td>United Nation Children Fund</td>
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<td>URT</td>
<td>United Republic of Tanzania</td>
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<td>WGDP</td>
<td>Women and Gender Development Policy</td>
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<td>JAS</td>
<td>Joint Assistance Strategy</td>
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<tr>
<td>AGOA</td>
<td>African Growth Opportunity Arrangement</td>
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<td>SACCOS</td>
<td>Saving and Credit Cooperative Society</td>
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<tr>
<td>VETA</td>
<td>Vocational Education and Training Authority</td>
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CHAPTER ONE

1 INTRODUCTION

1.1 Overview

Tanzania has experienced an average economic growth rate of 7.2 percent since 2001 however the growth has not effectively translated into improvements in livelihoods, employment quality of life and social wellbeing. According to the Integrated Labour Force Survey (ILFS) 2000/01-2006, in 2006, Tanzania’s unemployment rate was 11.7 %, and was higher among young people with 13.4% of which women were 12.6%, compared to men with 10.7 %. Unemployment rates were higher in the urban areas, with 22.6% compared with 7.5 % in the rural areas. Employment in the informal economy has increased from 6.4% in 200/01 to 10.1% in the 2006. Migration from rural areas to urban areas has contributed to the higher unemployment rates in the urban areas. The migration has been driven by the low productivity and absence of regular income in the rural economy however the expectation of better standards in the urban areas has not been the case.

More disappointing the National Strategy for Growth and Reduction of Poverty (NSGRP) targets to reduce unemployment up to 6.9% by 2010 tends to be impossible due to the fact that, statistics of 2009 shows, rate of unemployment is still at 11.3% (MLEYD, 2009), thus to pave the greater challenge of reducing unemployment to 6.9% within of remained time.

While NSGRP targets on employment seem to be un-attained, there is a view that employment agenda have been considered as one of cross-cutting issues in national development frameworks such as NSGRP, National Development Vision and Sectoral policies enacted after NSGRP (2005). The PHDR (2007) shows that by year 2006 some sectors incorporated employment issues within their policies and programmes (URT, 2007). However, considering employment as a cross-cutting issue has created some dilemmas on what issues should be mainstreamed? who should do what? and at which scale? to promote employment in Tanzania (MLYD, 2007). This situation has led to low commitment on integration of employment issues in development frameworks, hence low contribution of employment in economic growth (HBS, 2008). As a result unemployment rate is still high at 11.3%. The bad story is that NSGRP of 2005 is phasing out in 2010, while there is no technical study to guide the process and approach integration of employment issues in the new NSGRP and other development frameworks.
In this regard, there is a need to review the content of the development frameworks with specific attention to the issue of employment but also to identify trends and status of employment at the sector level. In order to reach to that end, a team composing an individual consultant, technical team from MLEYD and Expert from ILO was set up to study the employment initiatives, programmes, and projects that the Government of Tanzania is currently pursuing within the context of the NSGRP.

1.2 Employment Frameworks in Tanzania

1.2.1 Post Independence Period (1961-1967)

The background of employment frameworks is traced from post independence period. Tanzania then, Tanganyika gained her independence from the British Colonialist in December 1961. Tanzania gained independence under the guidance of the Nationalist Part-Tanganyika African National Union (TANU), one year later, Tanganyika become one part state and Republic having an elected President. In 1964 Tanganyika and Zanzibar united and formed the United Republic of Tanzania (Omari, 1985). Cliffe (1972) and Iliffe (1971) noted that, Tanzania inherited a poor country at her independence whereby; in 1961 Tanzania was the poorest country among Eastern Africa states.

With regard to such situation, Tanzania adopted its first vision to achieve independence. Every Tanzanian understood and accepted that independence goal, which was a basic human right. However, having attained independence, it was realized that not everybody understood his or her consequent obligation; namely, “enjoying the fruits of independence implied hard work”. Hence, the post-independence catchword "Uhuru na Kazi" was adopted. The catchword intended to exalt the importance of hard work in realizing the development which was championed in the struggle for independence (URT, 2000). Under such philosophy of “Uhuru na Kazi”, the Government of Tanzania put a high priority on poverty alleviation. Together with ignorance and disease, poverty was considered to be one of the three ‘‘enemies of development’’. In respect to the vision, several development frameworks were adopted to one of the major growth strategy 1962 with large focus on agriculture intensification and industrialization (Mtatifikolo, 2001). Agriculture intensification and industrialization strategies paved for establishment of villagilization programmes, import-substitution industries and small scale industrial strategy (Bagachwa, 1995). During this period labour
intensive technology was the prime means of production as country capacity into capital intensive technology was rather costly and easily manageable (Mtatifikolo, 2001). Labour intensive technology was later supported by Word Bank and ILO through Basic Needs Strategy and Income Redistribution Strategy, respectively (Dutch Aid, 2004). These two strategies enhance people to engage in productive activities using local resources and technologies. During that period Tanzania managed to mobilize 76.2% of it’s labour force into productive activities using labour intensive technology in both rural and urban sectors. Between 1961 and 1967 there was an average income growth of 2% per annum (Dutch Aid, 2004). However, country poverty level remained high where as more than 75% of Tanzanians were under the poverty line (Msambichaka and Naho, 1985). The high level of poverty and weak economy, geared the Tanzania Government to revisit its vision and hence come with second vision based on socialism and self reliance.

1.2.2 Employment under Socialism and Self Reliance (1967-1980)

In 1967, Tanzania adopted the second national Vision under Arusha Declaration. The declaration articulated a philosophy of socio-economic liberation based on socialism and self-reliance as the long-term national goal of Tanzanians. The Declaration was accepted by the majority of Tanzanians and galvanized them behind its realization. Thus, since 1967, the development vision of Tanzania as well as the policies for social and economic transformation have been guided by the principles and programmes enshrined in the Arusha Declaration (URT, 2000).

Socialism and self-reliance philosophy put more emphasis on use of local resources in both agriculture and industrial sectors. Labour intensive technology was highly emphasized and utilized so as to ensure that every one who has ability to work must work. This was followed by various campaigns like Ujamaa villages, labour camps and promotion of small industries in both rural and areas (URT, 2004). During 1967-1972 about 89.7% of country’s labour force was engaged in productive activities while out of which 81.2 % was from agriculture based sector and 18.8% was from non-agriculture activities (Malima and Mbilinyi, 1983). During 1967-1972 rate of economic growth increased from 2% to 6.2%, (Mtatifikolo, 2001). However, in the followed years 1973-1980, Tanzania economy experienced serious decline due to number of problems such as; oil crisis in 1971, drought in 1972, failure of coffee price in 1970s, Kagera War 1974-1978, break down of the first East African Community in 1977. Due to these economics shocks and many others, rate of economic growth fall from 6.2 % to
2% between years 1973-1981 rate of unemployment reported to increase (Bagachwa, 1995). As results, by the 1980's, Tanzania was the world's second poorest country in GDP per capita terms while manifestation of such these problems were highly related to poor policies and structural weaknesses (Rweyemamu, 2003). It is from this turmoil Tanzania fall suit in adopting IMF stabilization and World Bank Structural Adjustment Programme (SAPs) through Economic Reforms Programmes (Wangwe, 2009).

1.2.3 Economic Reforms and Employment in Tanzania

By the mid-1980s, the Government of Tanzania had realized that the past development policies and strategies were not adequately responding to changing market and technological conditions in the regional and world economy and were also not adapting to changes in the domestic socio-economic conditions (Wangwe, 2009).


After failure of home made survival programmes, IMF and World Bank intervened with Economic Recovery Programme (ERP I) adopted in 1986-1989, followed by Economic Recovery Programme II (ERP) II in 1989-1992. The aim of reforms was to achieve sustainable growth in real income and output. It was suggested that better pricing of crops, improved product and input marketing, promoting employment under private sector, increase in Government outlays for agriculture, privatization of inefficient investments, an increase in industrial capacity utilization by liberalizing raw material imports, a decrease in the balance of payments deficit through devaluation, export incentive schemes, and foreign exchange
liberalization, and better control of the budget deficit and money supply were thought to be the key ingredients necessary to achieve this goal (Mtatifikolo, 2001).

Criticisms grew however in early 1990s over the impact of adjustment programmes on the poor, state capacity to implement reforms, lack of ownership of the reforms and the relationship between conditionality and sovereignty of the state in pursuing its national development objectives. As a result unemployment rate in urban areas rose up to 21% and rural underemployment was even more serious due to disengagement of Government on agriculture subsidy and collapse of cooperatives (Mponzi and Twillage, 2002, Nkya, 2004).

As a matter of response to such challenges, IMF and Worlds Bank undertook a transformation in the reform agenda. Thus in the 1990s the reform programs became much wider and more intensive to cover all aspects of the economy including employment through business services and small scale enterprises development. Also social dimensions were incorporated into the reforms so as to achieve a broader socio-economic (Rweyemamu, 2003). Between 1990/91 to 2000/01 number of employed increased by 35.6%. Figure 1 shows employment trends between years 1990/01 to 2000/01.

![Figure 1: Trend of Employment by Sector between 1990/01-2000/01](image-url)
1.2.4 Employment and Poverty Reduction Strategies in Tanzania

In 1998, UNICEF called a World Summit to discuss new dimensions of poverty in Copenhagen, Denmark. The summit came up with New Poverty Agenda that is inclusion of social aspects of poverty (Temba, 2005). In respect to Copenhagen Summit resolutions, World Bank and IMF introduced Poverty Reduction Strategy Papers to all Highly Indebted Poor Countries (HIPC) to guide countries efforts towards poverty reduction (Semboja, 2005).

Tanzania as a member of HIPC countries, adopted World Bank and IMF directives of adopting poverty reduction strategies, In 1998 National Poverty Eradication Strategies (NPES) was developed and followed by National Development Vision 2025. In 2000 Tanzania adopted the three years (2000-2003) Poverty Reduction Strategy as a medium strategy to implement national vision and NPES. Within years 2000/2001-2005/2006 there was employment growth by 17.6%. Figure 2 shows employment trend between years 2000/01 and 2005/06.

As an attempt to foster poverty reduction initiates countries adopted National Strategy for Growth and Reduction of Poverty (NSGRP) to carry over the poverty reduction initiatives. The NSGRP is informed by the aspirations of Tanzania’s Development Vision (Vision 2025). It is also committed to the Millennium Development Goals (MDGs), which are internationally agreed targets for reducing poverty, hunger, diseases, illiteracy, environmental degradation and discrimination against women by 2015. The NSGRP is implemented under
all social and economic sectors in the country. In respect of Development Vision 2025 and NSGRP (2005), the Government of Tanzania formulated various employment policies so as to promote employment, youth development and decent work agenda in the country. Such policies include National Employment Policies (2008), National Youth Development Policy (2007), National Employment Creation Programme (2007), National Youth Employment Action Plan (2007), Labour Institution Act (2004), National Social Security Policy (2008) and adoption of International Labour Organization’s decent work indicators in 2005. Later it was realized that employment issues should be considered as a cross-cutting issues that need to be integrated into various development frameworks (MLEYD, 2007).

Despite of having good policies of employment promotion data from national survey like; ILFS (2007), PHDR (2007), HBS (2008) and ES (2008) suggest that employment issues have not adequately mainstreamed in development frameworks. Nevertheless, implementation of employment issues per sector in a disintegrated approach has caused insufficiency results on employment creation and decent work conditions (World Bank, 2008).

More disappointing, employment sector is featured by inadequate information which weakened the process of mainstreaming of employment issues in development frameworks. Thus the existence of these shortcomings called for a need to conduct a study to assess extent to mainstreaming of employment issues in employment and recommends for further steps especially with the ongoing NSGRP (MKUKUTA) review.

1.3 Objectives of the Study

This assignment was intended to review Government strategies to determine the extent to which they have put employment at the centre of sectoral policies and programmes and to make recommendations.

Specifically, the study aimed to;

(i) assess the extent of progress made towards mainstreaming employment in various sectoral policies and sectors,

(ii) assess the (actual) progress made on employment opportunities which have been created,
(iii) identify strategic areas which lacked progress and factors which acted as inhibitors and suggest how they could be addressed;
(iv) assess the effectiveness of approaches used in mainstreaming employment,
(v) analyze the lessons learnt and key challenges encountered, and
(vi) provides a set of recommendations and propose way forward.

1.4 Organization of the Study

This study has organized into six chapters. The first chapter covers introduction part of the study while chapter two covers the methodology used in data collection, analysis and presentation. Chapter three presents assessment of the progress made towards mainstreaming employment in various sectoral policies. Chapter four presents assessment of progress made in job creation. Chapter five presents strategic areas which lacked progress and show the effectiveness of various approaches used sectors to mainstream employment issues in their policies, lessons learnt and key challenges encountered and (vi). Chapter six presents the conclusion, recommendations and the way forward. Annexes include term of references, copy of appointment letter and list of persons attended the stakeholder’s workshop.
CHAPTER TWO

2 METHODOLOGY OF THE STUDY

2.1 The Study Process
The study process started with development of an inception report which describes what needed to be done by a study team. Thus prior to that a team composed of a consultant, research fellows and expert from ILO discussed on the study process, methods, tools and set of data to be used by the study. Therefore the following is the process agreed during inception phase as it followed by approaches and methods of data collection and analysis.

Figure 3: The Study Process

In order to guide the study process an inception report showed set of activities and commitments for each key actor was cleared marked. The inception report indicated six objectives and one outputs (study report) as per Terms of References. The report showed methods of data collections, tools of analysis and set of data to be used by the study. During inception phase 31 employment related policies or plans, and programmes were identified from different sectors for the purpose of analysis. The inception report showed an action plan to be used during actual survey so as to meet the study objectives within agreed timeframe. Also commitments of each actor were narrated and approved respectively. Lastly, each key actor in the team signed a declaration statement to accept responsibilities under the study.

2.2 Study Design
In order to assess the integration of employment issues in development frameworks relevant data were to be collected and analyzed. Desk review approach was used capture data for this study. Various secondary sources (see 2.2) were visited and data obtained were analyzed accordingly. Content analysis framework (see box.1) was developed to guide analysis of
employment issues mainstreamed in selected policies and actual progress made in employment creation per sector since 2005. The study also involved preparation of interim report as a way of disseminating and sharing this study results with stakeholders. Stakeholders’ analysis established critical issues, to be considered in the study and comments of stakeholder were included as a matter of achieving participatory based out put.

2.3 Sources of Data
This study used secondary data sources such as; Poverty and Human Development Survey Reports, MKUKUTA Annual Implementation Reports, Household Budget Survey, Economic Survey, Integrated Labour Force Survey, Disability surveys, Gender profiles ILO reports, sectors reports, policies, strategic plans, budget guidelines and actual budgets. Data were abstracted these reports and used for analysis. Some of data were adopted from world economic indicators and analysis accordingly.

2.4 Selection of Development Frameworks
The study adopted purposive sampling procedure in selecting policies to be used in this study. From 31 development policies, the study sampled and analyzed 18 policies/ plans/ programmes related to employment. The idea behind such sampling was to capture policies which came about after NSGRP, however during the study it was observed that many of sectoral policies in Tanzania pre dated NSGRP, thus the study combined both pre and post NSGRP policies/ programmes. Thus basing on the criteria of policy relevance to employment issues and time factor 18 policy/development frameworks were selected of which 2 of them were national policies, 8 crosscutting policies and 8 were sectoral policies. Table 1 show policies/plans/programmes used in the study.

Table 1: List of Policies/Plan/ Programmes used in the study

<table>
<thead>
<tr>
<th>Policy/Programme Category</th>
<th>Type of Policy/Programme</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Level</td>
<td>Development Vision</td>
<td>2000</td>
</tr>
<tr>
<td></td>
<td>NSGRP</td>
<td>2005</td>
</tr>
<tr>
<td>Cross-cutting Policies</td>
<td>Women Gender Development Policy</td>
<td>2002</td>
</tr>
<tr>
<td></td>
<td>National Employment Policy</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>National Youth Development Policy</td>
<td>2007</td>
</tr>
<tr>
<td></td>
<td>National Social Security Policy</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>National Policy for Disability</td>
<td>2004</td>
</tr>
</tbody>
</table>
2.5 Understanding Mainstreaming of Employment Issues
This study defined employment issues by using selected indicators of employment and decent work as stipulated in the Tool Kit for mainstreaming Employment and Decent Work and the Integrated Labour Force Survey. On the other hand, the study defined mainstreaming as the process of documenting employment aspects in development frameworks, implementing such issues and assessing them accordingly (Wangwe, 2001 and UNCEA, 2004). Therefore, this study adopted number of employment and decent work indicators as per Tool Kit.

2.5.1 Tool Kit for Mainstreaming Employment and Decent Work Indicators
The Tool Kit was adopted in 2005 at the World Summit of the United Nations General Assembly, where as heads of State and Government of more than 150 countries made a commitment to implement a wide-ranging international agenda requiring global, regional and national action (ILO, 2008). The aims of the Toolkit are to:
(i) Serve as a “lens” that users can look through to see how their policies, strategies, programmes and activities are interlinked with employment and decent work outcomes and how they can enhance these outcomes, including through action plans;
(ii) Promote knowledge management and sharing of tools for mainstreaming employment and decent work. Raise awareness and develop capacity, including through training, so that multilateral agencies, the international development community, national constituents and

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<tr>
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<tbody>
<tr>
<td></td>
<td>National Multi-Sectoral Strategic Framework- HIV</td>
<td>2007</td>
</tr>
<tr>
<td></td>
<td>Information and Communication Policy</td>
<td>2003</td>
</tr>
<tr>
<td>Agriculture Sector Development Programme</td>
<td>2006</td>
<td></td>
</tr>
<tr>
<td>Small Medium Scale Enterprises Development Policy</td>
<td>2002</td>
<td></td>
</tr>
<tr>
<td>Health Sector Strategic Plan III</td>
<td>2005/19</td>
<td></td>
</tr>
<tr>
<td>National Tourism Master Plan</td>
<td>2002</td>
<td></td>
</tr>
<tr>
<td>National Trade Policy</td>
<td>2003</td>
<td></td>
</tr>
<tr>
<td>Education Sector Development Programme</td>
<td>2001</td>
<td></td>
</tr>
<tr>
<td>Mineral Policy of Tanzania</td>
<td>1997</td>
<td></td>
</tr>
<tr>
<td>National Cooperative Policy</td>
<td>1997</td>
<td></td>
</tr>
<tr>
<td>Sustainable industrial development Policy</td>
<td>1996 -2020</td>
<td></td>
</tr>
</tbody>
</table>
civil society better understand and are able to implement more effectively the Decent Work Agenda; and

(iii) Branch out at country level and assist the UN Country Teams, national constituents and stakeholders and other development partners to mainstream employment and decent work in national development frameworks (ILO, 2008).

The application of Tool Kit at county level can be made on the following areas:

(i) Assess how the development assistance/ programming framework, such as the United Nations Development Assistance Framework (UNDAF), Poverty Reduction Strategy Papers (PRSPs) or One UN Programme, impacts directly or indirectly on employment and decent work outcomes and how to optimize these outcomes;

(ii) Share knowledge, practical experience and lessons learned for promoting employment and decent work, determine strategic division of labour and strategic collaboration based on respect for respective agency mandates and competencies, and promote coherent and mutually supporting multidisciplinary and multi-sectoral approaches to effectively deliver as One UN on employment and decent work; and identify and have a practical basis for collaboration with a wide range of economic and social actors, importantly the key actors in the world of work

(iii) Ministries of Labour and employers’ and workers’ organizations, to achieve the shared and common goal of employment and decent work. National stakeholders like Government ministries, employers’ and workers’ organizations and other development partners to review the national development frameworks, such as policies, country’s five-year or medium-term development plan, in terms of its impact and implications for employment and decent work. The Toolkit can be used, for example, to promote coherence of the policies of the different national actors so that the overall environment is conducive to full and productive employment and decent work for all (ILO, 2007).

2.5.2 Integrated Labour Force Survey
The Integrated Labour Force Survey (ILFS) is Government document conducted by the Tanzanian Government in collaboration with development partners and other stakeholders. The survey has repeatedly in four time. Issues covered in survey may vary from one round to another for instance the, 2006 ILFS for the first time included a Time Use module in order to meet the demands of stakeholders concerns such stakeholder such as the International Labour Organisation (ILO) and Tanzania Gender Networking Programme (TGNP). The 2006
ILFS is also conducted so as to meet the monitoring data needs of cluster one of the National Strategy for Growth and Reduction of Poverty (NSGRP) or MKUKUTA in respect of growth and reduction of income poverty.

The ILFS of 2006 was implemented on behalf of the Government by the National Bureau of Statistics (NBS) in collaboration with the Ministry of Labour, Employment and Youth Development. This survey was funded by the Government of Tanzania through by then the Vice Presidents Office, Poverty Eradication Division in collaboration with development partners. Currently the Poverty Eradication Division is under the Ministry of Finance and Economic Affairs (MoFEA).

In respect of these international and national sources, Tool Kit and ILFS, respectively, the study was able to drew some issues of employment and decent work which have reflection with Tanzania policy context. About 17 issues were selected and expanded into 69 disaggregated indicators. The aim of analysis was to evaluate the extent to which employment issues and their disaggregated indicators have appeared in various national and sectoral policies. Table 2 shows list of selected employment issues used in the analysis.

<table>
<thead>
<tr>
<th>S/N</th>
<th>Employment Issues</th>
<th>Disaggregated Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Employment Creation</td>
<td>Employment Size</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Employment rate</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Education</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Age</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Geographical Location</td>
</tr>
<tr>
<td>2</td>
<td>Unemployment</td>
<td>Unemployment Size</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Unemployment rate</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Education</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Age</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Geographical Location</td>
</tr>
<tr>
<td>3</td>
<td>Underemployment</td>
<td>Underemployment Size</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Underemployment Rate</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Geographical Location</td>
</tr>
<tr>
<td>4</td>
<td>Economic Active population</td>
<td>Size of active population</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Trend of active population</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Inactive population size</td>
</tr>
<tr>
<td>5</td>
<td>Wage Income</td>
<td>GDP Contribution from Wage Income</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Paid Employee</td>
</tr>
<tr>
<td>6</td>
<td>Time use</td>
<td>Time distribution by activities</td>
</tr>
<tr>
<td>7</td>
<td>Labour Productivity</td>
<td>Growth rate to Labour productivity</td>
</tr>
<tr>
<td>8</td>
<td>Disabilities</td>
<td>Disability rate</td>
</tr>
<tr>
<td>9</td>
<td>Youth Development</td>
<td>Number of Youth Unemployed</td>
</tr>
<tr>
<td>10</td>
<td>Informal Sector</td>
<td>Local Employment on Non-tradables</td>
</tr>
<tr>
<td>11</td>
<td>HIV/AIDS and Employment</td>
<td>Related problem</td>
</tr>
<tr>
<td>12</td>
<td>Environment/Climate Changes</td>
<td>Programs</td>
</tr>
<tr>
<td>13</td>
<td>Employment Services</td>
<td>Labour Markets</td>
</tr>
<tr>
<td>14</td>
<td>Entrepreneurship and Private sector</td>
<td>Support to Employment</td>
</tr>
<tr>
<td>15</td>
<td>Standards and Rights at Work</td>
<td>Rights at a work place</td>
</tr>
<tr>
<td>16</td>
<td>Decent Jobs</td>
<td>Good Jobs</td>
</tr>
</tbody>
</table>
2.6 Data Analysis

Analysis of data involved descriptive statistical methods where as content analysis model was also applied on objective one only. Content analysis refers to systematic, research method for analyzing textual information in a standardized way that allows evaluators to make inferences about that information. (Weber, 1990, and Krippendorff, 1980, Conversely, content analysis provides a simple terms of assessing integration of various issues in the policy document or development framework and later its allows evaluator to measure the impact of such concept in the ideal environment (Weber, 1990) The analysis process involved classification process, or “coding,” consists of which creates “categorical variables/issues” (Table 2.), that represented the original, or related information. The coding process can resulted from policies, strategic plan and programmes. In light of the content analysis model this study used Microsoft Content Analysis Package to capture pre-determined employment issues from policy documents. The result of each of the mined pre-determined employment disaggregated indicators related to policy were analyzed and tabulated into percentage. The analysis of the employment issues were carried out to filter the issues which are not covered in analyzed policies. Further, analysis was on the filtering disaggregated employment issues. Filtering was done by removing the disaggregated not covered by any policy. The result of this analysis is presented in graph showing relation between policy coverage for each disaggregated issue against all policies analyzed. This was carried out for all 18 policy documents. Percentage of policy coverage was calculated for each disaggregated variable for all 17 employment issues. Each of the remaining employment issue after filtering was used in the scores analysis for each of the policy. The score for each employment issue was from 0 to 4 derived from the total percentage of all disaggregated variables. Box 1 shows the assessment methodology used in this study. Average score was calculated for each employment issue, where each policy was considered to have equal weight for each score.

The logic behind content analysis is to assess whether policy documents put any weight on the need to promote employment. This has arose due to the fact that most of policy are being formulated and assessed without considering their commitments to promote aspect of development, it the policy document itself (Thrope et al, 2005)
The analysis of other objectives 2-5 have involved descriptive analysis where as percentages, ratios, rates and arithmetic mean were used. To supplement analysis the study uses qualitative information largely from routine information systems and national periodic surveys, and also from independent research activities.

**2.7 Limitation of the Study**

During the study the consultant experienced serious problem on combining data of employment since they were lacking continuity from one year to another as major sources of data were periodic surveys such as HBS, ILFS, ES and PHDRs. More seriously, the study faced problems on availability of employment related data especially at the sector level. Nevertheless, the numbers of employment indicators defined in various sources and M&E framework are very limited compared to the nature of employment sector which is cross-cutting issue. Time allocated for this study was inadequate, since 30 days were too short to realize the intensity of analysis required by the study. Also data published in most of National and MDA’s websites were noted to be outdated, incorrect and some were difficult to retrieve.

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**Box 1. The Assessment Methodology**

Criteria 1 (Issue): Were employment, youth development, labour law administration, employment by gender, employment by age, employment by income, employment by education, and employment by geographical location have been included in the development framework

Each of the two criteria were given a numeric value (Score) where;

- 0 = not at all (0%)
- 1 = Policy coverage between 1 – 25%
- 2 = Policy coverage between (26 – 50%)
- 3 = Policy coverage between (51 – 75%)
- 4 = Policy coverage between (76 – 100%)
CHAPTER THREE

3 MAINSTREAMING OF EMPLOYMENT ISSUES IN DEVELOPMENT FRAMEWORKS

3.1 Introduction
This chapter presents discussion on the mainstreaming of employment issues in development frameworks by assessing; (i) the content of employment issue in development frameworks and (ii) actual implementation of employment issues at the national and sectoral levels. Content analysis has been carried out in 18 polices by considering 17 employment issues as disaggregated into 69 indicators. Likewise, the assessment of actual implementation of employment issues has made in respect to issues as they have drawn from Tool Kit (2005) and ILFS (2006).

3.2 Content Analysis of Employment Issues in Development Frameworks
This section presents content analysis results of employment issues found from policy documents. The analysis was made by using policy coverage percentage and scores criteria. The result of content mining is shown in Appendix 1 where the frequency of appearance of each disaggregated employment issue appearing in every policy was obtained. In the filtering process the results showed that two employment issues were filtered out, these are decent jobs and social security as they are new thus not appearing completely in the current policies/development frameworks. The content analysis considered document review by looking on situation analysis, objectives issues strategies, targets of policy. During the analysis it was observed that some issues were not seen completely in the selected 18 policy thus out of 17 issues only 15 employment issues it respective, disaggregate indicators were found in policy documents. The result of the filtered disaggregated employment issues are shown in Table 3.
Table 3: Removed Disaggregated Indicators after filtration

<table>
<thead>
<tr>
<th>Employment Issue</th>
<th>Removed Disaggregate</th>
</tr>
</thead>
</table>
| Unemployment                      | • Number of job out of work  
                                   | • Jobless                                                  |
| Underemployment                   | • Underemployment trend  
                                   | • Number of out of jobs  
                                   | • Jobless                                                  |
|                                   | • Gender                                                   |
|                                   | • Education                                                |
|                                   | • Age distribution                                         |
| Active Economic Population        | • Trend of inactive population  
                                   | • Size of inactive population                               |
| Wage Income                       | • Income of urban agriculture  
                                   | • Proportion of unemployment of people living below poverty line  
                                   | • Domestic worker salary  
                                   | • Gender, and  
                                   | • Age distribution                                         |
| Youth Development                 | • Regional Cooperation                                     |
| Labour laws                       | • Labour Economic and Social Councils  
                                   | • Commission for Mediation and arbitration  
                                   | • Wage boards  
                                   | • Labour Officers  
                                   | • Labour courts                                           |

The results are shown in Figure 4 where the highest employment issue is employment which featured in 17 policies out of 18, followed by environmental and climate change featured in 15 out of 18 policies. The least was private sector 3 out of 18 policies. It should be noted that results on Figure 4 show general situation the extent at which the employment issues is covered in the development frameworks but detailed analysis was carried out to cover the disaggregated indicators as they presented from Figure 5-19.
3.2.1 Employment

Employment by itself was one of 17 issues analyzed in this study. The results from Figure 5 shows that among 18 selected policies, the National Employment Policy (NEP) of 2008 had contained high number of the word employment and its disaggregated indicators (employment size, rate of employment, gender, education, age and geographical location). The NEP has acquired high percentage (at more than 20 percent) for all above disaggregated indicators, except that of education which has higher mentioning in the National Strategy for Growth of Poverty (NSGRP). Results shows that if we consider the extent of mainstreaming of word employment and it disaggregated indicators within policies, the NEP is leading by having high percentage of more than 20 in all disaggregates and NTP is the lowest as it has 2 percent of word employment and mentioning nothing on other disaggregated indicators. Figure 5 shows percentage of coverage won by other policies in respect to employment status as an issue of employment.
Figure 5: Policy coverage of employment disaggregates to 18 policies

3.2.2 Unemployment

Analysis was made to identify the extent of mainstreaming of unemployment issues in 18 policies by considering unemployment as one of employment issues. Likewise unemployment was disaggregated into other several indicators called unemployment size, unemployment rate, education, age, and geographical location. Results on content analysis showed that unemployment size as an indicator of unemployment issues was highly emphasized in National Youth Development Policy (NYDP) with coverage of 24 percent and followed by National Strategy for Growth and Reduction of Poverty (NSGRP) with 16 percent. Among remained 16 policies National Multi-Sectoral Framework of HIV/AIDS II (NMSFHIV) was the least with only 2 percent of word unemployment size. On the part of disaggregated indicators unemployment rate again NYDP is the leading policy with more than 40 percent and followed by National Employment Policy (NEP) which has 29 percent of disaggregated indicator ‘unemployment rate’. Again the NMSFHIV was the least with only 2 percent of word unemployment rate. Results for other unemployment disaggregated indicators such as; education, gender age and geographical location were noted to receive common treatment from all policies. Figure 6 shows the detailed on the distribution of each disaggregated indicators under unemployment issue.
3.2.3 Underemployment

Analysis was made to identify extent of mainstreaming of underemployment issue in the 18 selected policies. The analysis results showed that underemployment as one of employment issues has only been mentioned in four polices which are NSGPR (2005), NYDP (2008), NEP (2008), and SMEDP (2002). The word underemployment was disaggregated into several indicators of which three remained after filtering; these are underemployment size, underemployment rate and geographical location (Figure 7). The issue of underemployment in these four policies was mentioned more as underemployment size which accounted for 80 percent coverage in NEP (2008) and 20 percent in SMEDP (2002). Underemployment size is not mentioned in the rest of the analyzed policies. Other indicator which has been mentioned high is the underemployment rate which accounted for 75 percent on NEP (2008) and 25 percent in NSGPR (2005). There is no mentioning of the similar word or indicators in the rest 16 policies. The disaggregated geographic location is mentioned in NEP (2008), NSGPR (2005) and NYDP (2008) with coverage of 60, 20 and 20 percent, respectively. The results shows that the underemployment issue and its disaggregated indicators are not common in most of the policies accept for NEP, NYDP, NSGPR and SMEDP. Therefore, the issue of underemployment is not well mainstreamed in most of the selected policies.
3.2.4 Economic Active Population

The analysis was made to assess the extent of mainstreaming of the economic active population in policy document. As an employment issue the economic active population was disaggregated into three indicators namely size of active population and trend of active population.

Results of analysis show that economic active population was rarely mentioned by some policies and in some not mentioned at all (Figure 8). The policy which covered most of the disaggregated indicators is NEP (2008) at the varying coverage where trend of inactive population and active population coverage was 43 and 8 percent respectively. Other policies which both disaggregated indicators are Vision 2025, NSGPR, NPP and NPD, where coverage was less than 20 percent. The size of active population was highly covered in the HSSPIII where it accounted for 22 percent. Other remained policies have shown poor mainstreaming of economic active population.
3.2.5 Wage Income
The analysis of wage income was made after categorizing wage income into four disaggregated indicators namely, GDP contribution from wage income, paid employee, self employment and low wage. Among 18 policies analyzed 10 had featured the wage income as an employment issue (Figure 9). Among 10 policies which featured it NEP (2008) which has a high coverage followed by WGDP (2002), these policies covered all the disaggregated indicators. In the NEP, the low wage appearance was 80 percent, followed by self employment which covered 33 percent. In the NSGPR the wage income featured as self employment by 25 percent and paid employee by 14 percent. Policies which mainstreamed the wage income issue are such as ICT and MTMP, however to a less extent and on few indicators. Generally the wage income is not well mainstreamed in other policies.
3.2.6 Time Use

Time Use is another issue analyzed so as to measure its extent in development frameworks. Time use is disaggregated into two indicators which are time distribution by activities carried out and people participation rate. The results of analysis show that it is only two policies (NPD and Vision 2015) which considered both time use disaggregated indicator and three (NTMP, NSGPR and NEP) which featured one of the disaggregated indicator and the rest 13 policies do not have anything (Figure 10). In the NPD the coverage of time use is 54.5 and 33.3 percent for people participation and time distribution, respectively. While the Vision 2025 the time use covered people participation with 13.6 percent and time distribution with 20 percent. Time use in particular is not well mainstreamed in most of policies document. The ILFS (2006), shows that time use is one of the important indicator in employment, however it has not been give due consideration.
3.2.7 Labour Productivity
The analysis of assessing the extent of mainstreaming employment into development frameworks, considered labour productivity. The results shows that labour productivity appeared in 7 out of 18 policies, where 5 policies were having both disaggregate (Figure 11). The labour productivity disaggregated indicator considered are growth rate to labour participation and employment to population ratio. The employment to population ration was high at 27 percent in both NSGPR and SMEDP. The growth rate to labor participation was observed to be high in NEP which has 40 percent followed by ICT with 20 percent. The NSGPR, SMEDP and WGDP had coverage of growth rate to labour participation indicator at 10 percent. Therefore, labour productivity is now well mainstreamed in most of the policies.
3.2.8 Disability

In the analysis the disability has been categorized into four indicators of namely disabilities rate, job for disabled, gender and age distribution. In 18 policies analyzed 9 included the issue of disabilities in varying coverage. Two policies i.e. (NSGPR and NPP) featured all four disaggregated indicators of disabilities featured (Figure 12). The disability rate was covered mostly in the NPD which accounted for 50 percent while NSGPR and NPP accounted for 25 percent each. In the NPP the job for disabled disaggregated indicator was high at 38.9 percent. Age as one of the indicators is also considered in NSGPR by 28.6 percent, NPP by 28.6 percent and SMEDP by 14.3 percent.
3.2.9 Youth Development

Also analysis was made to assess the extent of mainstreaming of Youth Development issue in 18 selected policies. The result shows that 8 out of the 18 policies have mentioned issues of employment (Figure 13). Further analysis was carried out of the disaggregated indicators of youth development which are related to employment. The disaggregated indicators include, number of youth employed, employability skill, prospective sectors for employment, regulation for youth employment and participation and good governance. The results have shown that the number of youth employment was spoken in 6 policies out of the 8 covered youth development issues. Policies which contained all five disaggregated indicators are NSGPR and NYDP. Other policies highlighted only some of the indicators. For example the NYDP, considered number of youth employed by 9.1 percent, prospective sectors for youth employment by 43.8 percent; Employability skills by 28.6 percent; participation by 27.3 percent and regulations for youth employment (33.3 percent). At the national level policy, both Vision 20025 and NSGPR have included all the disaggregated indicators (Figure 13). It is evident from this analysis that the youth development issue is not well mainstreamed in various policies hence need attention for the youth to contribute substantially in employment.
3.2.10 Informal Sector

The analysis to assess how informal sector is addressed in development frameworks was carried out with consideration on two disaggregated indicators namely local employment to non tradable and nontraditional employment. Results of analysis show that 5 out of 11 policies mentioned both indicators, whereas 6 only mentioned one indicator (Figure 14). The results further show that the highly mentioned indicator in these policies is local employment on non tradable (31.6 percent) in NSGPR policy. On average, nontraditional employment is mentioned in 8 out of 10 covered policies; however, this is less than 50% of all analyzed policies. This is one of the indications that the mainstreaming to address problem of informal sector is still questionable in all policies and hence it requires serious attention.
Figure 14: Policy coverage of informal sector disaggregate to 18 policies

3.2.11 HIV/AIDS
The analysis on assessment of how HIV/AID issues have been mainstreamed was carried out in all 18 policies. The results show that the issues of HIV/AIDS are mentioned in 12 policies out of 18 (Figure 15). In this analysis the HIV/AIDS has three disaggregated indicators namely programs, impact and education. The results further shows that out of the 12 policies mentioning HIV/AIDS issue 10 policies covered all the three disaggregated indicators. It is evident that the mainstreaming is higher on the HIV/AIDS issue as compared to other employment issues. For example the NPP policy covered 36.4 and 29.7 percent on programs and impact indicators, respectively. The issues of HIV/AIDS have been mentioned substantially in NSGPR, ETSDP, HSSPIII and NEP. Though the HIV/AIDS seems to be covered in many policies, its extent of mainstreaming is still low as it is one of the cross cutting issue which has an impact on employment.
3.2.12 Environmental/ Climate Change

The analysis results show that environmental degradation and climate change have mentioned in 13 out of 18 policies analyzed and it included both indicators for 9 out of 13 policies (Figure 16). The disaggregated indicators for environment degradation used are namely programs and natural resources management. Environmental in relation to employment have been mentioned mostly on the NMP and NTMP which are above 15 percent. However, other policies which environmental issues have been mentioned with the coverage of above 10 percent are NSGPR, HSSPIII and NPP. It is obvious that Environment as a cross cutting issue is expected to be covered in more policies but the results has shown that is not the case. Therefore more is need to make sure that environmental as cross cutting need to be more mainstreamed.
3.2.13 Employment Services

Employment services have been categorized to two disaggregated indicators which are labor markets and Resources/Business which support employment. The results show that out of 18 policies analyzed 7 have mentioned both labour markets and business support at varying coverage (Figure 17). However, the labour market is more covered in the NEP (57.1 percent). In the NYDP and SMEDP, the results show that the coverage of support to employment is 17.3 percent. The policies coverage was less then 10 percent for 7 policies namely Vision 2025, NSGPR, NPD, NTP, HSSPIII, NPP and ICT, while the rest of policies mention nothing on employment services. The results indicates that the issue of employment service is not well articulated in various policies hence there is a need of reviewing the policies to create enabling environment for employment creation.
Figure 17: Policy coverage of employment services disaggregate to 18 policies

3.2.14 Private Sector

The analysis was made to assess mainstreaming of private sector in policies documents. The private sectors consist of four disaggregated indicators namely support to employment, employment rate, infrastructure development and labour based technology. The results show that the NSGPR document has more employment issue compared to the rest of the policies, closely followed by NEP (Figure 18). NSGPR document contain 57.1 percent of labour based technology related word which is the highest in the document. Out of 18 policies analyzed its only three policies (NSGPR, NEP AND MPT) which consisted on all four disaggregated indicators. This suggest that the mainstreaming of private sector issue is an issue which need to be looked upon to as private sector is more likely to create more chances of employment in all sectors.
3.2.15 Standards and Rights at Work

Analysis carried out to assess mainstreaming of standard and rights at work place which has only two disaggregated indicators which are right at work place and recognition of freedom of association. The results show that there is a very low mainstreaming of the labor laws issue in most of the policies analyzed. Out of 18 policies its only 6 and 10 which consist the right at the work place and freedom of association, respectively. Six polices documents (NYDP, NEP, NPD, NPP, MPT and NMSFHIV) of both indicators (Figure 19). Coverage of the right at work place was 30 percent of the NPP document. Polices which did not mention any of these disaggregated indicators area SDP, ETSDP, SMEDP, ICT, NCP, WGD AND NTMP. Therefore, one can conclude that the standards and rights at work have not adequately mainstreamed in many of policy documents.
3.3 Importance of Employment Issue in Development Framework

To capture the importance of each issue in the development analysis, the study deployed further analysis of employment issue content scores for each of the policy document. While the study had analyzed 18 development frameworks, under categories of national; cross-cutting and Sectoral policies, very few issues of employment have been mentioned in policies documents. Level of integration of issues mentioned varies from one policy to another. Although employment is considered as a cross-cutting, thus to be given special weight in development policy formulation, there is no guarantee that employment issues will be equally reflected in various development frameworks. Due to this fact, the study hypothesized that number and frequency (level of repeatability) of employment issue in the policy document partially, justifies the sectoral commitment in implementing employment issues. Rather it was observed that employment issues differ in context and positions in the employment atmosphere. Thus, the study has treated each issue separate from the other as well as each of disaggregated indicators from the other. The summary of score by employment issue (in all 18 policies) is as shown in Table 4.
<table>
<thead>
<tr>
<th>Employment Issues</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment (18)</td>
<td>ASDP,NPD,NTP,ETSDP,SMEDP,HSSPIII,ICT,NSSP,NCP,NMSFHIV,NTMP</td>
<td>VISON 2025,</td>
<td>NYDP,</td>
<td>NSGPR,</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td></td>
<td>VISION 2025, ASDP, NPD, NTP, ETSDP, SMEDP, HSSPIII, ICT, MPT,NTMP</td>
<td>NPP</td>
<td>NPP</td>
<td>NEP</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>VISION 2025, ASDP, NPD, NTP, ETSDP, SMEDP, HSSPIII, ICT, MPT,NTMP</td>
<td>NSGPR</td>
<td>NSGPR</td>
<td>NEP, NMSFHIV</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Underemployment (18)</td>
<td>VISION 2025, ASDP, NPD, NTP, ETSDP, SMEDP, HSSPIII, ICT, MPT,NTMP</td>
<td>NSGPR</td>
<td>NPP</td>
<td>NEP</td>
<td>0.44</td>
<td></td>
</tr>
<tr>
<td>Economic active population (18)</td>
<td>VISION 2025, NYDP, ASDP, ICT, MPT, NCP, NTMP</td>
<td>VISION 2025, NSGPR, NPD, NTP, ETSDP, SMEDP, HSSPIII, NSSP, WGDNP, NMSFHIV</td>
<td>NPP</td>
<td>NEP</td>
<td>0.83</td>
<td></td>
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<tr>
<td>Wage Income (18)</td>
<td>VISION 2025, NYDP, ASDP, NPD, HSSPIII, NPP, NSSP, NCP</td>
<td>NTP, SMEDP, MPT, NMSFHIV, NTMP</td>
<td>NSGPR, ETSDP, ICT</td>
<td>WGDNP</td>
<td>NEP</td>
<td>1</td>
</tr>
<tr>
<td>Time use (18)</td>
<td>SMEDP, HSSPIII, NPP, ICT, MPT, NSSP, NCP, WGDNP, NMSFHIV</td>
<td>NSGPR, NYDP, NPP, ASDP, NCP, WGDNP, NMSFHIV</td>
<td>NPD</td>
<td>0.5</td>
<td></td>
<td></td>
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<tr>
<td>Category</td>
<td>Plan</td>
<td>Key Initiatives</td>
<td>Indicators</td>
<td>Score</td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------------------</td>
<td>------------------</td>
<td>-------------------------------------------------------------------------------</td>
<td>-------------------------------------</td>
<td>-------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Labour productivity (18)</td>
<td>VISION 2025, NYDP, ASDP, NTP, ETSDP, HSSPIII, MPT, NSSP, NCP, NMSFHIV</td>
<td>NPP, WGD, NTMP</td>
<td>NSGPR, NEP, SMEDP, ICT</td>
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<td>Disabilities (18)</td>
<td>ASDP, NTP, HSSPIII, MPT, NSSP, NCP, WGD, NMSFHIV, NTMP</td>
<td>ETSDP, ICT</td>
<td>VISION 2025, NYDP, NEP, SMEDP</td>
<td>1.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth Development (18)</td>
<td>ASDP, NTP, HSSPIII, MPT, NSSP, NCP, WGD, NMSFHIV, NTMP</td>
<td>SMEDP, NMSFHIV</td>
<td>VISION 2025, NEP, NPP</td>
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<td></td>
</tr>
<tr>
<td>Informal sector (18)</td>
<td>VISION 2025, NYDP, ETSDP, MPT, NSSP, NCP, WGD, NTMP</td>
<td>NEP, ASDP, NPD, NTP, HSSPIII, NPP, WGD, NMSFHIV</td>
<td>NSGPR, SMEDP, ICT</td>
<td>0.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HIV/AIDS and employment (18)</td>
<td>VISION 2025, MPT, NSSP, NCP, WGD, NTMP</td>
<td>NYDP, ASDP, NPD, NTP, SMEDP, ICT, NMSFHIV</td>
<td>NSGPR, ETSDP, HSSPIII, NEP</td>
<td>1.1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Environmental Degradation (18)</td>
<td>VISION 2025, ETSDP, NSSP, NCP, NMSFHIV</td>
<td>NYDP, NEP, ASDP, NPD, NTP, SMEDP, HSSPIII, NPP, ICT, WGD</td>
<td>NSGPR, MPT, NTMP</td>
<td>0.9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment services (18)</td>
<td>ASDP, ETSDP, NPT, NSSP, NCP, WGD</td>
<td>VISION 2025, NSGPR, NYDP, NPD, NTP, HSSPIII, NPP, ICT, NMSFHIV, NTMP</td>
<td>SMEDP, NEP</td>
<td>0.83</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private sector (18)</td>
<td>NPD, NSSP, NCP, WGD</td>
<td>VISION 2025, NTP, ETSDP, SMEDP, HSSPIII, NPP, ICT, NMSFHIV, NTMP</td>
<td>NYDP, ASDP, MPT</td>
<td>1.2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
3.4 Analysis of Actual Implementation of Employment Issues in Tanzania

This part presents analysis and discussion on actual implementation of employment issues in Tanzania. The analysis was done with consideration of number of indicators as defined by Tool Kit for Mainstreaming employment and decent work and Integrated Labour Force Survey (ILFS). The use of two sources (Tool Kit and ILFS) had sharpened the analysis and discussion to focus on pertinent issues of employment. However section this has not included all Tool Kit and ILFS indicators, rather adequate number of issues have been adopted and analyzed accordingly.

The study had assessed number of public and private sectors frameworks, budgets and programmes so as to establish a link of employment promotion and development from such sectors and agents. Employment issues analyzed include; (i) Economic active population, (ii) Time Use (iii) Labour productivity, (iv) Disability, (v) Youth Development, (vi) HIV/AIDS, (vii) environment and climate change, (viii) Private sector, (ix) employment services, (x) standards and rights at work, (xi) human resource development,(xii) local economic development, and (xii) gender and development, (xiii) human resource development and (xiv) Local economic development.

3.4.1 Economic active population

Economically active population expresses the capacity of a country in human resource base and labour productivity. Country which has high ratio of economically active population has good base of productivity than that with low number of economically active population. Measurements of economically active population is done by considering persons who were employed or available for work for six months or more over the previous twelve months were classified as usually active (ILO, IPEC, 2002).

In respect to the need to assess Economic Active Population, Integrated Labour Force Survey (ILFS) of 2005/06 reports that, the economically active population in the country has increased up to 18.8 million compared to 15.5 million in 2000/01. The survey also indicates
a labour force average growth of 800,000 people or 4.1% annually. Of the active population in 2006, 16.6 million were employed reflecting 88.3% employment rate or 11.7% unemployment rate as compared to the unemployment rate of 12.9% in 2001. A noticeable increase in the number of those employed is recorded in the private sector whereby the share has increased from 13% to 19.1% years 2005/06 and 2007/08 (Komba, 2008). The employment in the Government and parastatal Organizations has remained to be low at around 2.5% during this period. The share of the traditional Agricultural sector (crop farming, livestock keeping, fishing and forestry) which is the main employer, has decreased from 81% to 75%, while the share of other sectors, especially the mining, construction, services have increased during the period.

For 2010, an economically active population of is projected at 23,089,000 or 67.2% while 1,783,000 are respected to be children between 10-14 years representing 31.7% of children in that age group are expected to be economically active. While more than half (52.4%) of the children engaged in economic activities are males. This means the economy led substantial number of children who work for survival. This is a serious problem which need special offer.

The observed growth of economically active population is the result of serious Government interventions as per National Employment Creation Programme of 2007, Integrated Youth Employment Strategy, and improvement as on social services and protection in terms of food security, education and improved health conditions such by reduction of HIV/AIDS has from 6.67 by 2004 to -12. 50, by 2009 and reduction of other diseases such has Malaria and Tuberculosis. Also drop of disability rate and vulnerability and increased ability of elderly to work in the elderly age, thus to maintain number of economically active population in Tanzania (MDGs, 2009).

Despite of remarkable efforts of promote growth of economically active population Tanzania still faces high mismatch between the active labour force and available decent jobs. Number of decent employment opportunities is far low if it is compared by demand for jobs as stimulated by high growth rates of labour force. Statistics shows that people joining the labour force are close to 800,000 per year (NER, 2008). The past experience shows that employment opportunities generated in the formal economy amounts only to 40,000 per annum. This implies that the private sector including the informal economy has to absorb the
remaining 760,000 job seekers each year (Komba, 2008). The recent initiatives have not managed to absorb 760,000 job seekers thus to show uncertainty of achieving NSGRP target of reducing unemployment by 6.9% by the year 2010 and failure to reduce human poverty.

3.4.2 Time Use

The study made an analysis on Time Use as it is also regarded as one of important aspect of employment but also active determinant for growth. Time Use is the emerging issues in Tanzania which emphasizes on consideration of Time Use on measurements of productivity by assessing time used in socio-economic or productive activities against that used in unproductive activities. For accounting and valuation purposes, human activities are often categorized on the basis of the System of National Accounts (SNA) which defines the rules that countries must use in calculating gross domestic product (ILFS, 2006).

On this basis, human activities can be divided into three categories: (i) activities which are included in the production boundary of the SNA; (ii) those which are recognized as work, but fall outside the SNA production boundary (extended SNA, or unpaid care work) and (iii) non-productive or non-work activities. The SNA activities are those that determine whether a person is categorized as employed or not (ILFS, 2006). The prime idea behind use of Time Use is to ensure employment studies and plans consider categorization of activities performed by individuals and their contribution in the economy. The ILFS of 2006 was the first survey to include Time Use aspect in the analysis of employment issues. Since then there was no further study thus there is no sufficient data to report what has been made in relation on Time Use and people distribution either SNA, extended SNA or non-productive work. However, ILFS of 2006 reports that, many of Tanzanians spend most of their time on non-work activities. Overall, non-work activities consumes 73% of the 24 hour day compared with about 17% spent on SNA production and the least time (10%) on unpaid care work. This implies the Tanzanians engage on SNA activities (productive activities) by 17% as a result economy experience low productivity.

Although Time Use is a newly adopted issue, but it carries larger importance in employment policies as it embraces the need for adoption of strategies to stimulate efficient use of time by venturing in SNA or productive activities than non-work activities. On the other hand patterns of work and Time Use have high correlation with economic growth as it can be concluded that low engagement of Tanzanians in SNA activities between years 2005 to 2008,
has subsequently cause very slight difference of economic growth that is 6.8 in 2006 and 7.1 in 2008. This situation indicates that Tanzania has high work load to change working patterns from non-work to SNA so as to enhance economic growth. Rather serious strategies inform of economic support and cultural change should be emphasized.

3.4.3 Labour Productivity
Ideally, labour productivity is an important concern of employment agenda as it indicates the role played by human capital in economic growth. Conceptually, economic growth is the function of Labour growth, capital growth and technological change (Mbele, 2005). Therefore for an economy to grow there is a need for enhancing labour productivity so as to excel within the defined production system. The National Employment policy defined labour productivity as efficient use of labour as an input usually given as the ratio of input to output. Labour productivity, focus on the efficiency of labour use in production of output (NEP, 2008). Similarly, one of NEP objective is to stimulate national productivity, to attain gainful and freely chosen productive employment in order to reduce unemployment and underemployment rates and enhance labour productivity. More specifically, one of NEP policy issues stresses on promotion of human capital development as part of national strategic objective for growth, employment and poverty reduction. The policy embraces education, skills development and human development as key factors of labour productivity which are measured against growth rate to labour productivity and employment population ratio as important issues of labour productivity (NEP, 2008).

Even though there has been a seemingly impressive achievements in economic growth rates from 6.8 in 2005 to 7.1 in 2007 (ES, 2008), but level of labour productivity in Tanzania has remained low at an average of 34.7 % of required capacity (ILO, 2004). Statistics show that contribution of labour in Tanzania economy had grown from 0.7% in 1965-1966, 1.3% in 1967-1985 and later fall to –0.9 in 2000, 0.3 in 2005 and 3.1 in 2009. Percentage change for labour productivity from 1965-2009, is presented in Figure 20.
Figure 20: Status and Trends of Labour Productivity between 1965 and 2009

Figure 20 provides critical evidence that Labour Productivity is directly related with economic growth, since it locates the role of human resource in production function. Despite of the recorded growth of labour productivity from year to year, the country capacity to raise GDP using labour productivity is very limited due to the fact that many of Tanzanians lack the sufficiency skills and modern technologies to promote production and growth. This means that, for Tanzania to develop economically and reduce human poverty needs to invest substantial resource in productive sectors than non productive one on human shall be given greater attention (Choudluo, 2009). Also, serious investments should be directed on the agriculture sectors which provide high range at human employment and labour productivity in particular.

3.4.4 Employment for People with Disability

Recent disability is scoring large position in development policy spoken by disability policy and thus to create enough position on policy agenda Disability is an issue of development that needs special treatment when dealing with employment issues (NDP, 2004). The disappointing fact is that rate of disability has been growing in higher figures, very little is being done to address its impact. During the national census of 2002 there was number of disabled persons was 2% of total population (URT, Census, 2002). Since then number of disabled person has increased up to 5% in 2004 (NBS, 2004). Again the recent projections show that disability constitutes 6.3% of total population (URT, 2008).
Both, National Employment Policy (NEP) of 2008 and National Disability Policy (NDP) of 2004 consider disability as one of the issues which needs special attention from development frameworks. The NEP need to see disabled are facilitated with employment opportunities and productive resources. The NDP states that the Government in collaboration with other stakeholders should assist disabled people with working tools and seed money (capital) to enable them to establish income generation projects. Also it indicates the need for review of Employment Act no.2 of 1982 so as to expand the level of employability and rights of disabled. Other policy measures proposed are; improved health services to disabled, information sharing, education, skill development, mental health, pro-disability institutions, financial support, technical aid, human rights and legal protection, sport and care, research for disabilities and international support. As cross-cutting issue, it was expected that many sectors would engage and implement pro-disability interventions as proposed by the Disability Policy and employment policies. However, statistics of 2008 shows that number of persons with disabilities raised to 7% by (NBS 2008). In 2009 number of disability person increased to more than 3 millions or 9% of the total population (ILO, Irish Aid, 2009). This was 1% increase with one year.

Likewise WHO report (2009) indicated that Tanzania had a total of 3,456,900 disabled persons. This is a total of various categorizes of disability found in the country. Table 11 shows that out of 3456,900 disabled persons 28% were physical handicapped, 27% were blind and 20% were Deaf. Mentally handicapped, Multiple- handicap and others were 8%, 4 % and 13% respectively.

![Distribution of Disability by Types and Percentage in 2009](image)

**Figure 21: Distribution of Disability by Types**
While number of disabled in Tanzania is still high, the level of employability of disabled persons is just at all disabled 36% while 63.1% of them are male and 36.9% are females. The level of wage employed for disabled was only 32.6% while self-employed disabled was 62.1% of total disabled (NBS 2008). The ILO’s Fact Sheet of 2009 shows that more than 20% of disabled in Tanzania are living on less than 1 USD per day thus are absolute poor (ILO and Irish Aid, 2009). Again in recent years there have been killing of Albinos where by 2009 more than 28 Albinos were killed under with craft grounds. Infrastructures such as roads, railway crossing, houses and large building do not favour disabled to work independently. This situation calls for serious initiatives towards management of disabled affairs and their security in Tanzania. On the other hand it analyzes that sectors have not played sufficient job to absorb problem of unemployment to disabled person in the country.

3.4.5 Employment Services

Employment services consider economic social and the technical support to employment creation. Such support may include labour markets, resource market such as banks, stock exchange markets, technical services, health’s insurance coverage and Government services on business or entrepreneurship. Employment services also consider the role of labour offices in supporting employment creation and employees rights at the local level.

As a part of effecting employment services, the Ministry responsible for Labour developed the National Employment Policy (2007) which is implemented through the National Employment Creation Programme which promotes job creation and equal access to decent employment opportunities for men and women, including vulnerable groups such as youth, the disabled and people living with HIV/AIDS. Conversely, Youth Employment Action Plan aims to promote youth’s employment through increases in investment and the provision of a favourable regulatory environment (MoFEA, 2008). Such initiatives involved establishments of labour markets in form of private recruitment agencies, labour agencies and media leading with employment information. Recent statistics shows that recruitment agencies are selling more than 40,000 jobs annually (NBS, 2007). However more than 80% were located to urban people and living rural based youth with little number of employment opportunities.

On the other hand, the Government established the Occupational Health and Safety Authority (OHSA) in 2001, which is mandated to promote, oversee and enforce workplace health and safety practices. Again national heath insurance was established in 1993 with the aim of
covering medical demands of workers in Tanzania. About 5.3 percent of the total population with respect to year 2002 population census are benefiting with health insurance services (NHIF, 2007).

The major challenge on employment service is that, rural sector is not well covered by both information and products of employment service such as financial services, news centers, labour markets and agents are relatively concentrated in urban than in rural areas. The most recent statistics show that Dar es salaam alone has 64 financial institutions while other regional urban centers has 123 financial institution and rural areas which accommodate larger population of Tanzania (more than 80%) have only 84 financial institutions. Also Urban centers have noted to possess high access to information and job recruitment agencies than rural areas. These challenges call for a need to come up with comprehensive package of employment services which effectively reach all people in the economy. Local Governments are not well involved in the implementation of national targets to promote employment services, knowledge of labour markets and functions of labour offices as a result local people remained inferior group in the employment arena. Table 5 shows distribution of employment services by geographical location.

Table 5: Distribution of Employment Services by Geographical Location

<table>
<thead>
<tr>
<th>Type of Service</th>
<th>Dar es salaam</th>
<th>Other Urban</th>
<th>Rural Ares</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Institutions/Banks</td>
<td>64</td>
<td>123</td>
<td>84</td>
</tr>
<tr>
<td>Job/Recruitment Agencies</td>
<td>36</td>
<td>12</td>
<td>-</td>
</tr>
<tr>
<td>Information Centres</td>
<td>29</td>
<td>16</td>
<td>3</td>
</tr>
</tbody>
</table>

Source: URT, BoT, MLEYD, 2008

3.4.6 Standards and Rights at Work

Standard and right at work is one of important aspects in promotion of workers’ welfare. As a condition for decent jobs, standards and right at work contributes to the set of basic human rights and define a universal social basis of minimum standards in the world of work (ILO, 2007).

Tanzania has been exercising standards and right at work since it’s independence its 1961. However, standards and right of work agenda became more serious when the Government ratified all eight ILO core labour conventions (UNDP, 2007). Such conventions includes ;
freedom of associations, elimination of discrimination in respect of employment and occupation, the right to organize and collective bargaining, elimination of forced labour, abolition of child labour and forced labour. These fundamental principles and rights at work are considered to be the foundations for decent work, and all ILO member States are bound to respect them (ILO, 2007).

Since 2000 when the Government of Tanzania ratified the ILO convention of standards and right at work, there have been many respects in-terms of formulation of labour laws such as; Labour Institution Act of 2004, Security of Employment Act. Also there have formulation of policies like National Employment Policy of 2007, National Employment Creation Programme of 2008, Youth Development Policy of 2007 and National Social Security Policy of 2008. These laws and policies aimed at promoting employment and decent work conditions at a work place (URT, 2008). Other initiatives include, exercising freedom of association and collective bargaining by strengthening trade unions through establishment of worker councils and imposition of the Security of Employment Act, which prohibits discriminatory activities by an employer against worker and trade unions member. On the other hand there have been considerable efforts to reduce child labour and forced labour through awareness campaigns and promotion of the role of Non Governmental Organization which advocate for decent jobs. In the period between 2000/01 to 2007/08 child labour decreased by 32.3 % with significant improvement of primary school enrollments which increased from 57% in 2002 to 94.8 in 2006 (URT, 2006). Also there are critical improvements on the reduction of forced labour since most of employers are required to adhere to labour standards under the supervision of Register of Labour and Labour offices found in every region and some of districts. In recent years 2007-2009 there have been several worker strikes such as Primary School Teachers, Tanzania Railway Limited Workers and many others which indicate freedom of association and bargaining.

Despites of recorded improvements on standards and right at work, there are some challenging issues which make standards of work difficultly realized. Such issues include low control of labour laws on the behaviour of private sector. Still there is substantive room for underpinning actions of private sector employers as it works in the public sector. Forced labour is realized in the form of prolonged working hours without relevant compensation. Also women abuse is still active in mining sites, plantations and factories. The study by TGNP (2006) reports about increasing rate of 6.3% between 2000/01 to 2004/05 for women
and girls abuse in place of work and schools respectively. Internal women and girls trafficking is still high, since large number of women and girl are moved from rural to urban areas to work in bars and restaurants and domestic workers with very low wage (ILFS,2006). Again the ILFS (2006) shows that rural people are more vulnerable since they are featured with insufficient knowledge on labour rights. There fore this situation calls for multi-stakeholders approach to ensure labour standard and right are equally shared by all citizens.

### 3.4.7 Social Protection

Provision of social security in employment is important in ensuring the well-being of workers when faced with various contingencies such as illness or loss of income (Wangwe et al, 2003). While study results shows that no policy which included social security as one of the policy issues, available data suggest that, workers in Tanzania particular those in the agriculture and informal sectors, have little, if any social protection. The available social security scheme such as NSSF, PPF, LAPF and Government pension final considers which social coverage to formal employment security. Data from the 1995 DISS show that only about 8 people in every 100 operators and employees in the informal sector were covered by some form of social protection such as provident and pension funds, medical care support and private insurance. Lack of such formal protection against loss of income/wages contingency has resulted into the emergence of informal schemes within the informal sector, including rotating savings and credit schemes, Savings and Credit Co-operatives (SACCOS), NGOs, self-help organizations and producer co-operatives. The most common form of informal protection against loss of income in the DISS was the rotating and savings and credit scheme known as Upatu. Therefore social security aspect needs a considerable attention so as to ensure sustainability of workers welfare even after retiring age (Help Age, 2006).

### 3.4.8 Child Labour

In the 2000/2001 labor force survey for Tanzania, reported that 39.6 percent of children ages 5 to 17 were economically active, while 47.8 percent were engaged in housekeeping. About 97% economically active children are unpaid and some working for family members. Children work on commercial tea, coffee, sugar cane, sisal, cloves, and tobacco farms, and in the production of corn, green algae (seaweed), pyrethrum, rubber, and wheat. Although child labour problem affect both boys and girls but high incidence is noted on the part of girls. The study by ILO-IPEC (2006) adds that, children participating in prostitution ranged from nine to 17 years of age. At least 1,200 girls between the ages of seven to 18 years were found to be
living in the streets, brothels and guesthouses. This problem becomes serious in urban areas rather than in rural areas.

The informal sector is estimated to employ about two million people countrywide, while 60,000 of them are children aged below 15. For instance, children engaged in informal sector activities are estimated to be 4,920 in Arusha, 4,982 in Dar Es Salaam and 1,703 in Mwanza. On the other hand, UNICEF estimates show that there are 2 million child orphans, most of whom orphaned by AIDS. Also, it is indicated that numbers of street children in Tanzania have been increasing tremendously due to rural-urban migration and economic hardships in most of households in urban areas. The ILFS (2006) also report that there is significantly existence of bad jobs especially for women and girls in most part of moving sites. This situation has made Tanzania in decision of adopting decent work conditions in, however its appropriateness in implementation is questionable mainstreaming is still elusive (World Bank, 2008). The Government together with NGO’s has established and support various centers aimed at reducing child labour through provision of primary, secondary education and vocational training, but these efforts are constricted by local firewood resource and human resource to absorb larger group of street children and orphans who are main players of child labour.

3.4.9 Population growth and Employment

Population growth and dynamics have crucial effect on the management of employment plans. From estimates of 2007, the country’s population was at 39,446,061, of which 20,093,581 equivalent to 51.0 percent were female while 19,352,480 equivalent to 49.0 percent were male. These estimates are based on the population growth rate of 2.9 percent per annum observed during the 2002 Population and Housing Census. Also, it is estimated that by 2009 population growth will raise by 3.1% due to reduction of malaria and HIV/AIDs diseases rates (WHO, 2008) . Youth population will be more than 44.0 percent of the total population . Due to such growth serious demands of jobs are except to occur in 2010-2015. On the other hand the National Population Policy was developed in 2006 so as to contain population growth and management of such population. Serious measures are required so as to reduce growth rate of population hence to contain unemployment rates in the economy. In order to achieve this, the Government in collaboration with partner organizations should work together to create awareness on family planning, management of natural resources through family planning and resource economic planning. On the other hand the Government is expected to work with private sector so as to absorb the unemployment levels hence reduce
human pressure on resource (Mbonile, 2005). Repeat situation shows that Government has achieved to absorb significant amount of unemployed population, however still level of jobs and demands do not match at all due to high population growth rate.

3.4.10 Women, Gender and Employment

Women and Gender Development Policy aims at reducing the inequalities between men and women and specifies issues for particular action, including education of girl child, ownership and inheritance of property, unbearable cultural prejudices related to nutrition, violence, genital mutilation and job and pay discrimination. Similar National Employment Policy of 2007 emphasizes equal access to employment opportunities of men and women. The National Employment Creation Program and the National Youth Employment Action Plan also aims to ensure gender balance or unemployment. Additionally the Government also continues to strengthen its capacity to implement National Policies and Plans of Actions on gender equality. All these efforts have earned serious change in relations between men and women (M.GWD)

ILFS (2006), reports about 38.3% of women in Tanzania had wage employment. This figure is relative high if it is compared by 17.2% of 2001 (ILFS, 2001). Furthermore, the current efforts towards balancing gender relation had achieved not only to change people perceptions about gender relations but also changing position and commitments between men and women (Sosovele, 2005). Recently, there is a significant number of women are holding potential positions in both public and private sectors. The number of women entrepreneurs has noted to grow by 24.8 % between 2000/01 and 2007/08 (MITM, 2008). The MDG report of 2007 indicates substantial increase of women in political and leadership position with a motive to achieve 50% in the year 2010.

Despite of such improvements also some challenges still exist when gender is disaggregated by rural and urban as rural women noted to suffer more than their urban counter part, there has been a weak and unclear framework of analyzing and reporting gender issues at all levels (PHDR, 2007). As a result, there are weak monitoring systems and overall inability to track down employment issues in relation to gender, discrimination, harassment of women, excessive workload, impoverishment and harassment of widows, etc. All these challenges make women at disadvantage positions. Recently, 42.6% women do not possess qualities for
formal employment while only 54% of those employed in the formal sectors are involved in decision making (URT, MAIR, 2008).

### 3.4.11 Health and HIV/AIDS

Tanzania has recorded notable improvements in health service which provides another base of achieving a better and productive community. Since 2005 there have been reports of health improvements like reduced maternal deaths 16.2 in 2004/05 to 9.7% or from 942 live death in 2004/05 to 578 live death by 2009 (MoH, 2009). Also life expectancy at birth is 51 years for both males and females, up only marginally from 50 years. The stability of health status among Tanzania increase labour productivity and competitiveness in employment and income generation (PHDR, 2007).

However HIV/AIDS is still a national pandemic which need special attention when it comes to employment creation and health at a workplace. HIV/AIDS policies need a fair treatment to all infected persons. Also there is a need to ensure people are aware on the spreading and preventive ways. Although Tanzania is experiencing considerable decline of 5.6% between 2003/04 and 2007/08 but still stigmazation and unprotected environment in relation to HIV/AIDS infection have remained as major challenges in a place of work (URT, NACP, 2008). HIV/AIDS not only affects the size of labour force, but also the quality of labour itself. People infected with HIV/AIDS are vulnerable not only for illness but also psychological, economic and social effects (NACP, 2001).

### 3.4.12 Environment and Climate Change

Sustainability growth of any economy needs sustainable treatment of environment and natural resources in particular.Mduma (2007) argued on negative relationship between off-farm employment and soil conservation. It is stressed that off-farm employment compromises the adoption and intensity of adopting labour intensive soil conservation technologies, because such technologies entail additional labour requirements whose return is in distant future. Also it has been noted growth of informal sector as part of employment creation has led to environmental degradation in form of air and land pollution. Urban agriculture, fire burning and mining activities along roads have remained as serious agents of environmental degradation, hence climate change in most of (Kikula, 2006). Tanzania is recorded as on out country with high degradation of environment where as human activities take more than 76% of total degradation (URT, MONRT)
Due to these challenges, the need for proper mainstreaming of environmental and climate change aspects in employment creation programmes is inevitable. This is confirmed by various measures taken by Government through National Environmental Management Council (NEMC) and Environmental Commission to administer and provide technical guide on environmental issues in the country (URT, NEC, 2006). Recently, the green jobs agenda is very apparent in both rural and urban parts of Tanzania. Serious measures have involved removal of cattle and other domestic animals in highly environmental damaged areas such as Shinyanga, Kilosa and, Dodoma and adopting environmental friendly methods (Mwamfupe and Mung’ongo, 2004).

### 3.4.13 Human Resource Development

Another aspect of employment is Human Resource Development. Human Resource Development not only refers to skills development but also it refers to ability of manpower/labour force to manage development (Kuntz 1981). Basically, good or decent jobs can be created through high investment on labour force. The National Employment Policy put more emphasis on the need to generate high quality labour force. Other efforts involved the review of national policies so as to expand the role of private sector in education and skills development. This involved the introduction of primary and secondary schools in earlier 1990s. The process was extended to the engagement of private sector in provision of tertiary education and professional training. Recent there are about 32 higher learning institutions providing diverse courses of professional skills. Since inclusion of private sector in education service, number of enrollment in post secondary education has increased significantly. About 52.6% of post secondary student are accommodated by private sector. In 2004 the Government started to finance higher learning education even in private institutions through loan scheme. Statistics from Ministry of Education and Vocational Training show that number of pupils and students in primary schools, secondary and higher learning have increased. In 2005 there were 7,541,208 pupils in primary schools who increased to 8,441,553 in 2009. Number of student in secondary schools was 524,325 in 2005 which increased to 1,466,402 in 2009. Students in higher learning institutions were 42,735 in 2005 and increased to 58,413,672 in 2009. Despite of such increase education sector experiences challenge on the marketability of graduating students. Still many employers prefer to recruit experienced personnel thus to raise capabilities of graduating students. Such competition is expected to become high when Tanzania has ratified the East African labour market protocol.
of liberalizing labour markets. Therefore Tanzania is expected to apply more initiatives so as to compete and maintain employment opportunities of its people.

<table>
<thead>
<tr>
<th>Table 6</th>
<th>Education and Skills Development between 2005 and 2009;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education Levels</td>
<td>2005</td>
</tr>
<tr>
<td></td>
<td>Females</td>
</tr>
<tr>
<td>Primary School</td>
<td>3,685,498</td>
</tr>
<tr>
<td>Secondary (Form1-6)</td>
<td>244,571</td>
</tr>
<tr>
<td>Higher Learning</td>
<td>14,645</td>
</tr>
</tbody>
</table>

Source: MoEVT (2009)

### 3.4.14 Local Economic Development

Local Economic Development (LED) or community development takes place within a specific territory or area. The size of the targeted localities can vary from a town or village to a much larger region or province, involving a whole range of local actors. The “local” aspect of LED implies that development is inspired, owned and managed by actors within a given locality through the identification and mobilization of local resources. LED promotes participation in the process of policy making to shape development that has a direct impact upon the lives of the people concerned (ILO, 2007).

The major strength behind LED approach is that it stimulates promotion of local economic development. The emphasis is made on utilization of local resources such as; land and human resources are highly attracted under LED approach. Employment creation and productivity are stimulated using local technologies. In Tanzania, LED approach has been used to identify regional and district potential by using high involvement of people. Various programmes and interventions such as TASAF, PADEP, RFSP and SIDO have been working towards stimulation of local capacities and labour intensive technologies. Recent statistics show that more than 22.3% of non-agricultural products are generated by the SMEs (UNIDO, 2008). However in many cases production of local based products is done by informal sector as a result local products are inferior in quality if are compared by imported goods.

Therefore, the LED approach needs to be maintained with critical support in form of technical support and finance. Informal sector need to be reduce by conversion most of
informal economic structures into formal. As it is known that majority of informal actors are characterized by low skills in production, product management and marketing thus recently training should look on expanding person ability in production and marketing. Tanzania is expected to use the *Kilimo Kwanza* (Agriculture First) agenda to stimulate local production and rural transformation.

3.4.15 Migration

Rural-urban migration is a common problem as affecting rural sector. About 17.4% of rural youths are migrating in urban areas annually. Rural-urban migration not only affects labour force in rural setting but also contribute to the increase of unemployment rate in urban areas. In the period between 2005 and 2009, Tanzania has counted more than 2.2 millions youth migrating to urban areas (NBS, 2009).

Efforts towards reduction of rural-urban migration have been improved of rural conditions in terms of business support. With entrepreneurship and empowerment programme every region allocated with 1billion (Tsh) so as to support investments in rural areas. The Government has been working to promote rural markets by improving rural infrastructures inform of roads and telecommunication. Recently rural subscribers constitute 36% of mobile users in Tanzania (MITM, 2008). Government infrastructure budget has increased up by 7.4% from 2005 to 2009. Again education and skills development has been taken as part of ILO, TASAF, PADEP, SIDO and other programmes mission to support in rural development. Local Governments have been working hard to improve rural conditions. Recently, every LGA has been located with TASAF Funds and Road Fund. More than 32 councils are supported with Micro enterprises services (MFIs) through Rural Financial Service Programme. Despite of However still rural migration has not well controlled in Tanzania how to accurate urban unemployment trends to grow annually.

3.4.16 Youth Development

Youth development is a crucial aspect of employment creation. This is due to the fact that youth is the most suffering group as far as employment creation and conditions are concerned. The National Youth Development Policy defines a youth as “a boy or girl who is in transition from childhood to adulthood”. The policy adopts the definition of youth as declared by the United Nations, which defines a youth as a person aged between 15 to 24 years. There is, however, a country specific definition that is frequently used by stakeholders
and policy makers, where the upper age limit is extended to 35 years. The analysis of youth employment in this publication is based on both age groups to allow comparisons with other countries.

ILFS (2006) report that youth group constitutes 82.3 % economically of active population. The major problem with this group is that is the most affected group in terms of employment and poor living conditions. About 67.3% of youth have employed in the informal sector thus dealing with indecent jobs. About 26% of females at age of 14-25 are engaged in prostitution while 37.3% of males of the same age group are found jobless in most of urban areas. Most of youth are unskilled, in access to capital and education opportunities. This has made youth group to remain in the vulnerable condition despite of its larger contribution in the labour force.

Government intervention towards youth development involved provision of education and vocational training through school, VETA and higher learning institutions. Also there has been attempt to increase youth access to credits and business services such as entrepreneurship skills, business management. The Private Sector Foundation has been working to provide soft loans and grants so as to stimulate youth ability in productive activities. Despite of all efforts still youth development in Tanzania need serious consideration. The Youth Development Policy provides a clear road map of solving youth problems in the country. Thus initiatives towards youth development need to be aligned with the policy which has started to show positive results.
CHAPTER FOUR

4 EMPLOYMENT CREATION IN TANZANIA

4.1 Introduction
This chapter assesses trend and progress of employment creation by 7 employment creating sectors which are: agriculture, trade, industry, tourism, cooperative sector SME and mining. Also sectors which support employment creation were analyzed accordingly. Such sectors include public service, education, information and communication and infrastructural development.

The analysis of employment creation reflects the international definition of employment which indicates that, employed population includes all persons above a specified 15 age or above who did some work in the reference period either for pay in cash or in kind (paid employees) or who were in self employment for profit or family gain, plus persons temporarily absent from these activities but definitely going to return to them, for example those on leave or sick (ILFS, 2006). This definition may include the self employed persons who work to earn their income without being employed by some one else. In Tanzania, employment refers to all persons who are marginally attached to employment activities. Excluded in this category are persons temporarily absent from work during the reference period due to economic reasons such as no suitable land for cultivation, off-season and lack of capital. This makes more sense for this group of persons to be included in the unemployed category rather than being included in the employed category since they are not working but available for work.

4.2 National targets and actual progress
In the context of Tanzanian definition on employment, the Government of Tanzania has set target of creating 1 million jobs between 2005 and 2010. The National Employment Report of 2007 indicates that each year about 200,000 jobs will be created in both public and private sectors. On the other hand “MKUKUTA” targets to reduce unemployment rate from 2001/01 rate of 12.9% to 6.9% by 2010. Again, as a matter of emphasizing job creation Tanzanian President’s pledged creation of 1 million jobs between 2005 and 2010.

According to the ILFS (2006) 89.6% of all people in Tanzania Mainland aged 15 years and above were economically active. Over three-quarters 79.2% of the population of this age was
employed and 10.4% were unemployed. The proportion of the economically active population aged ten years and above living in urban areas increased from 19.2% in 2001 to 25.9% in 2006, reflecting rural-urban migration. The female percentage of the economically active population aged 10 years and above remained more or less constant over this period at 50.9% in 2001 and 51.3% in 2006. This was 18,821,525 persons out of which 9,054,172 were males and 9,767,354 were females. There was a total 16,162,133 of employed persons while out of which 8,086,329 were males and 8,540,809 were females. About 2,194,392 were unemployed out of which 967,847 were males and 1,226,545 were females. Out of 18,821,525 persons there were 15,334,555 fully employed persons and 1,292,581 were under employed, out of which 661,190 were males and 631,391 were females.

In order to achieve national goal of 1 million jobs by 2010, the National Employment Creation Programme was established in 2007 (NECP, MoLEYD, 2007). The National Employment Creation Programme has four Programme components namely; (i) individual enterprises employment creation, (ii) labour based infrastructure development, (iii) human resource, education, private sector job creation and (iv) Employment supporting Programme with sub-components of (a) capacity enhancement, (b) employment centre and (c) steering committees of employment creation activities. The first three components provided targets of employment creation while the fourth component cut across other components. Table 7 indicates national employment creation targets by component.

<table>
<thead>
<tr>
<th>S/N</th>
<th>Programme components</th>
<th>Targets (Jobs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Individual enterprises employment creation</td>
<td>2,737,000</td>
</tr>
<tr>
<td>2</td>
<td>Labour based infrastructure development</td>
<td>1,080,000</td>
</tr>
<tr>
<td>3</td>
<td>Human resource, education, private sector job creation</td>
<td>1,101,000</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>4,918,000</strong></td>
</tr>
</tbody>
</table>

Source: National Employment Creation Programme, 2007

The implementation of national employment creation agenda of 2005 and the employment creation programme were also realized in national budget guidelines for preparation of Medium Term Plans of 2005/06-2007/08 and 2007/08-2009/10. Both guidelines shows that the Government of Tanzania will continue to support employment creation target of 1000,000 jobs by 2010 through (i) empowering of small entrepreneurs, (ii) developing and implementing macro, sectoral and micro policies that will contribute to accelerating the economic growth to such levels that will reduce national unemployment and under
employment and (iii) create employment opportunities through increased investment in the productive sectors, strategic economic, infrastructure and social services.

Since 2005 when serious strategies of employment creation started to work in Tanzania, employment has grown from 4.6% in 2005 to 6.7% in 2008. Unemployment rate has decreased from 10.8% in 2007 to 10.1% in 2009. Other employment indicators such as underemployment and rate of out of jobs were noted to decrease from 23.7% and 13.1% up to 22.6% and 9.3%, respectively (NER, 2008). Figure 22 shows employment status by several indicators in the period 2005-2009.

![Figure 22: Employment creation between 2005 and 2009.](image)

Analysis from Figure 22 shows that country target to raise 200,000 annually is realistic and achievable as since 2005 employment has been growing at the more than 20% or 256,329 of total employment in the previous year. This target (200,000 jobs) was easily achieved due to fact that informal sector has been included in the employment accounts without considering quality of employment (jobs); whether bad or good (World Bank, 2008). Therefore, one of the challenges in the employment measurement in Tanzania is to demarcate types of jobs which should be preferred as good jobs to be created by the economy. This situation raise a concern that most of jobs created during 2005-2009 where from informal sector thus compromises the need to achieve adequate number of decent jobs

**4.3 Employment creation in Productive Sectors**
This section provides detailed information for each of the sectors as obtained from the field. Firstly, analysis was made on eight sectors which generate employment in the country. Such sectors included; (i) Agriculture (ii) Industrial (iii) Trade, (iv) Co operatives (v) Tourism, (vi) Small and Medium Enterprises and (vii) Mining.

4.3.1 Agriculture Sector

4.3.1.1 Agriculture Sector employment targets
The agricultural sector plans on employment issues are guided by the Agriculture and Livestock Policy of 1997 which needs to be reviewed to so as to meet current and future demands of the sector. Thus, alternatively the study used Agriculture Sector Development Programme to target and measures the progress on employment creation. The Agriculture Sector Development Strategy was developed in 2001 with major aim of creating enabling environment for improving agricultural productivity and profitability, improving farm incomes, reducing rural poverty and ensuring household food security. Its specific targets are to reduce population below the poverty line to 20.4% by 2010 and increase agricultural growth rate to at least 5%. The responsibility to update, articulate and spearhead the strategy rests with the ASDP Secretariat within the Government of Tanzania. The ASDP is proposed to be increasingly supported by Development Partners through a basket fund arrangement, which is integrated into the Medium Term Expenditure Framework (MTEF). The interest to support the ASDP basket has been expressed in principle by Danish International Development Agency (DANIDA), Japanese International Cooperation Agency (JICA), the European Union (EU), Irish Aid (IA), and the International Fund for Agricultural Development (IFAD) and the International Development Association (IDA through basket fund under the guideline of Joint Assistance Strategy (JAS).

Although ASDP has no clear employment targets but implicitly, its objectives shows some concerns of employment creation. ASDP objectives are: (i) to enable farmers to have better access to and use of agricultural knowledge, technologies, marketing systems and infrastructure, all of which contribute to higher productivity, profitability, and farm incomes, and (ii) to promote private investment based on an improved regulatory and policy environment. Also, the ASDP has five strategic areas of intervention which complements with employment creation agenda. These intervention areas are; (a) strengthening the institutional framework (b) creating a favorable climate for commercial activities (c) identifying public and private sector roles (d) strengthening marketing efficiency for inputs
and outputs (e) mainstreaming planning for agricultural development in other sectors. In order to make agricultural sector employment targets justifiable, the NECP (2007) foresee creation of 802,000 employments by 2010.

4.3.1.2 Actual employment creation in Agriculture Sector
Within years 2005 to 2008, agriculture activities grew by 4.6 percent in 2008 compared to 4.0 and 3.8 percent in 2007 and 2005, respectively. This growth was mainly due to an increase in the growth of crop sub activities from 4.0 percent in 2006 to 4.5 percent in 2007 and good rainfall in 2007/08. Conversely, the Macroeconomic Policy Frameworks for the Plan/Budget 2006/07-2008/09 reports that the formal sector has capacity is to create 30,000 jobs per year, while the informal sector creates between 50,000 and 60,000 jobs per year. Taking agriculture sector alone, the sector has the capacity of creating 52% of all jobs per year (ILFS, 2006). Taking into consideration the on going investment potentials in agriculture sector, there exists great opportunities for employment creation. Additionally, the ongoing program in promoting exports by establishing SEZs and EPZs are among the potentials in employment creation. Again Government efforts through National Employment Creation Strategy (2007) have promoted sectoral performance in employment also creating an enabling environment for promoting private sector development, including promotion of SME activities and vocational training, in order to enhance self employment opportunities.

ILFS (2006) indicates that share of agriculture sector in the national employment base has been declining. In 2005 agriculture constituted 84.0% of total employment and declined up to 68.4% by 2009 (MoAF, 2009). Unemployment has been increasing from 4.2 in 2005 to 6.4 by 2009. Underemployment rate within the sector has remained high with slight changes of 26.3% in 2005 to 28.4 % in 2009. Number of people who vacate from the sector (out of job has increased by 1.5% between years 2005 and 2009. Also low productivity in the agriculture limits it capacity to expand range of employment opportunity. Various programme such as PADEP, DASP, RFSP and IFAD were expected to foster more production in the sector. Rather Kilimo Kwanza (Agriculture Fist) campaign is expected to stimulate sector productivity and employment in the marginalized areas. Table 8 shows trend of employment creation indicators in agriculture sectors between 2005 and 2009.

<table>
<thead>
<tr>
<th>Table 8: Employment status and trends in the Agriculture Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employment</strong></td>
</tr>
<tr>
<td>----------------</td>
</tr>
</tbody>
</table>

58
<table>
<thead>
<tr>
<th>Indicators/Years</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Size of employment</td>
<td>84.0</td>
<td>86.1</td>
<td>76.5</td>
<td>65.3</td>
<td>68.4</td>
</tr>
<tr>
<td>Unemployment</td>
<td>4.2</td>
<td>6.3</td>
<td>7.1</td>
<td>4.5</td>
<td>6.4</td>
</tr>
<tr>
<td>Underemployment</td>
<td>26.3</td>
<td>23.1</td>
<td>32.1</td>
<td>23.4</td>
<td>28.4</td>
</tr>
<tr>
<td>Out of job</td>
<td>1.7</td>
<td>2.3</td>
<td>1.9</td>
<td>2.2</td>
<td>3.2</td>
</tr>
</tbody>
</table>

Sources: ILFS (2006) and URT (2009)

### 4.3.2 Industrial Sector

#### 4.3.2.1 Industrial Sector employment targets

Industrial sector objectives towards, employment creation are explicitly defined by the Sustainable Industrial Development Policy SIDP (1996-2020). The goal of the policy is to achieve human development and creation of employment opportunities; economic transformation for achieving sustainable growth; external balance of payments, environmental sustainability and equitable development. In order to achieve the above goal, the industrial sector is expected to undergo a continuous structural orientation and enhancement of sustainable competitive technological progress. Specifically, the policy aims to; (i) contribute to human development and creation of employment opportunities (ii) contribute to economic transformation for achieving sustainable economic growth (iii) contribute to external balance and (iv) contribute to equitable development.

The implementation of SIDP is made under various priorities divided into three phases. The first phase was between 1996 and 2000. (i) First phase one priority was to rehabilitate and consolidate existing capacities, through financial, capital and management restructuring. (ii) The second phase (2000-2010) is considering creation of new capacities. The focus will be on establishment of capacities in areas of with clear potential for gaining competitive advantages through the process of learning and application of efficient technologies. (iii) The third phase will focus on using domestic capital and capability earned over the first two phases, go into fully fledged investments in basic capital goods industries. The SIDP (1996-2020) have set employment as the first objective to be considered in the implementation of the policy. On the other hand NECP (2007) expect industrial sector to create 140,000 employments by 2010.

#### 4.3.2.2 Actual employment creation in Industrial Sector
According to Economic Survey (2008), the growth rate for industrial sector or manufacturing sub activity increased to 8.7 percent in 2007 from 8.5 percent in 2006. This growth rate was attributed to an increase in manufacturing; the Government’s efforts to ensure accessibility of power supply to industries; and increased investment in Export Processing Zones. The contribution of manufacturing to GDP in 2007 was 7.8 percent, the same as it was in 2006 (MITM, 2008).

The contribution of industrial sector on employment creation has remained low due to inadequacy of sector contribution in the economy or because of insufficient labour intensive activities (Shitundu, 2000). Despite thus 2005 there has been preferably growth of employment in the industrial sector. Employment volume had changed from 1.4% in 2005 to 4.6 in 2009. There has been notable decrease of unemployment rate as by 2005 there were 14.6 of unemployed persons which noted to fall up to 4.9 % by 2009. Underemployment rate rose from 1.6 in 2005 to 4.2 in 2009. Also there has considerable increase of number of out of jobs from 1.8% in 2005 to 3.8 in 2009. These statistics indicates that industrial sector needs to apply considerable efforts to ensure substantial contribution to the GDP. Table 9 provides detailed information of employment and unemployment trends within industrial sector.

Table 9: Employment status and trends in the Industrial/ Manufacturing Sector

<table>
<thead>
<tr>
<th>Employment Indicators/Years</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Size of employment</td>
<td>1.4</td>
<td>2.7</td>
<td>3.2</td>
<td>3.3</td>
<td>4.6</td>
</tr>
<tr>
<td>Unemployment in the sector</td>
<td>14.6</td>
<td>12.6</td>
<td>8.7</td>
<td>5.1</td>
<td>4.9</td>
</tr>
<tr>
<td>Underemployment</td>
<td>1.6</td>
<td>2.3</td>
<td>4.7</td>
<td>3.1</td>
<td>4.2</td>
</tr>
<tr>
<td>Out of job</td>
<td>1.8</td>
<td>2.9</td>
<td>3.7</td>
<td>3.6</td>
<td>3.8</td>
</tr>
</tbody>
</table>


4.3.3 Trade Sector

4.3.3.1 Trade Sector employment creation targets
The trade sector activities are guided by the trade policy of 2003. The policy aspires on realization of the national goal of poverty eradication will be attained through the structural transformation of the economy and enhanced productivity that will in turn contribute to the process of international competitiveness and lead to rapid economic growth. The goal of trade
policy is to raise efficiency and widening linkages in domestic production and building a diversified competitive export sector as the means of stimulating higher rates of growth and development.

Specifically, the policy aims to (i) stimulate a process of trade development as the means of triggering higher performance and capacity to withstand intensifying competition within the domestic market. This includes the establishment of improved physical market-place infrastructure and stimulating dissemination of market information and increasing access to the market, (ii) to involves economic transformation towards an integrated, diversified and competitive entity capable of participating effectively in trade (iii) to stimulate encouragement of value-adding activities on primary exports as a means of increasing national earnings and income flows even on the basis of existing output levels (iv) to promote investment flows into export-oriented areas in which Tanzania has comparative advantages as a strategy for inducing the introduction of technology and innovation into production systems as the basis for economic competitiveness and (v) to foster attainment and maintenance of long-term current account balance and balance of payments through effective utilization of complementarities in regional and international trading arrangements as a means of increasing exports combined with initiatives for higher efficiency in the utilization of imports. With regard to such objectives of trade policy, the study outlined trade sector commitment to employment creation.

4.3.3.2 Actual progress of Trade Sector in employment creation
Contribution of internal trade on Gross Domestic Product has shifted from 8.4 % in 2006 to 9.2 % in 2008 (MITM, 2008). This situation shows substantial growth of trade sector in the economy as transaction of trade has noted that by 2005 the volume of trade to other East African Community members increased at an average of 22.6 between 2005 to 2008, thus to increase number of persons dealing with trade in the economy. Either there has been slight growth of 1.3 % in AGOA market thus to stimulate a limited number of people in that trade pattern. The study results in Table 8 show status and trend of employment in the trade sector between years 2005-2009. It has been shown that by 2005 there were 7.4% of people employed in the trade sector as it is compared by other sectors. At that time total number of employed was 16,914,805 (NECP, 2007). Unemployment within the sector was noted to fall from 14.6% in 2005 to 4.9% in 2009. Underemployment was a bit low if it is compared by agriculture sector. The industrial sector had only 3.6% underemployed in 2005 which
dropped to 2.8% in 2009. There were 4.8% of people who left jobs between in 2005 which reduced to 3.9% in 2009.

Table 10: Employment status and trends in the Trade Sector

<table>
<thead>
<tr>
<th>Employment Indicators/Years</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Size of employment</td>
<td>7.4</td>
<td>8.7</td>
<td>9.2</td>
<td>9.3</td>
<td>7.9</td>
</tr>
<tr>
<td>Unemployment in the sector</td>
<td>14.6</td>
<td>12.6</td>
<td>8.7</td>
<td>5.1</td>
<td>4.9</td>
</tr>
<tr>
<td>Underemployment</td>
<td>3.6</td>
<td>3.3</td>
<td>4.7</td>
<td>3.1</td>
<td>2.8</td>
</tr>
<tr>
<td>Out of job</td>
<td>4.8</td>
<td>2.9</td>
<td>3.7</td>
<td>3.6</td>
<td>3.9</td>
</tr>
</tbody>
</table>


4.3.4 Cooperative Unions

4.3.4.1 Employment creation targets in cooperatives

Plans and commitments of cooperative are guided by cooperative policy of 2002. The cooperatives have a long history in Tanzania. The first co-operative was established in 1925 and legislation in 1932. By 1960s, there were close to 900 co-operatives, whose primary activity was crop marketing. These co-operatives were owned and controlled by their members and successfully operated under export marketing boards.

The potential of the co-operative sector in the creation of employment is that the sector act as the market points of not only farm products but also agriculture sector wide based product such as fisheries, forest products, livestock and others. However, the performance of the co-operative sector has been disappointing. One of the reasons advanced for the dismal performance of co-operatives is their non-accountability to their members in part because Government established them. Co-operative leadership was alienated and became accountable, not to the members but to the Government. Therefore, the objectives of the 2002 Co-operative Development Policy are: (i) to encourage the establishment and continuous operation of member–owned and member-controlled co-operatives (ii) to encourage the establishment of economically strong co-operatives that are capable of operating as viable independent business entities; (ii) to support the establishment of viable co-operatives financial institutions; (iii) to encourage internal co-operative capital formation;
(iv) to recognize and support small producer group initiatives with the view of transforming them into future economically strong co-operatives; (v) to protect co-operative business operations against unfair competition from private traders; (vi) to ensure existence of good co-operative leadership and management that is capable of managing the co-operative in a business-like manner and which is accountable to co-operative members; (vi) to foster an efficient and effective co-operative movement structure; (vii) to support and encourage the provision of co-operative education, training and research services that focus on member empowerment; (viii) to widen the scope of operation and development of co-operatives by ensuring that (ix) to present co-operative members respect interests of future members and of the whole community; and (x) co-operatives carry out activities that respect gender equality and environmental protection.

4.3.4.2 Actual employment creation in Cooperative Sector

Cooperative Sector policy there is no clear statement mentioning employment creation target but, the cooperative sector by itself it has been noted as serious agent of employment especially at the rural sector. This involved recognition of various actors such as middlemen, officials, administrators engaged in cooperative activities. The study results show that there has been considerable revival of cooperatives as number of people employed in the sector has been increasing considerably. From 2005 there has been considerable growth of employment trends in the cooperative sector from 1.4% to 2.9% of total employed in the economy. This involved both wage income and non-wage employees as per estimates made in World economic indicators. Unemployment in the sector was noted to increase from 0.6 in 2005 to 2.5 in 2009 while underemployment was considerable high in 2005 by 16.6% but in 2009 dropped to 7.8 % (Figure 23). There were no statistics of number of people out of job, 2005-2009.
4.3.5 Tourism Sector

4.3.5.1 Employment creation targets in Tourism Sector
Like other sectors, tourism sector plans and commitments are guided by the National Tourism Policy of 1999. However, the policy itself had pre-dated National Strategy for Growth and Reduction of Poverty by 6 years. Meantime the sector implements its activities under the National Tourism Master Plan of 2002. With regard to need to link the sector policy and NGSRP of 2005 the study used the later policy document since it is time-closer to NSGRP than the Tourism Policy of 1999.

Tourism Master Plan is a comprehensive plan of tourism sector which narrates objectives and priorities to be carried out by the sector in promoting tourism and economy at large. The Tourism Master Plan of 2002 was developed under major motive of accommodating sectoral demands and challenges took place in 2000 (MNT, TMP, 2002). Therefore, the Master Plan had identified areas of which sectors efforts are adhering to. Such areas include: (i) improving knowledge and know how, attracting investment capital, enhancing and expanding tourism products, improving security in tourism site, creating greater market awareness and strengthening institutions and linkages. Again the plan had mentioned sector significance by identifying several targets such as; (i) generation of hard currency foreign exchange, (ii) creates jobs, (iii) generates tax revenues for Government (iv) impact on regional economic activity (v) attraction of small and medium sized enterprises and consequently can foster an
enterprise economy (vi) strong linkages to other sectors of the economy (vii) bring economic benefits to local communities, and (vii) potential for expansion and increased value added.

4.3.5.2 Actual employment creation Tourism sector
Although tourism sector had not shown targets of employment creation but, NECP targets 100,000 by 2010 from the sector (NECP). The study findings have not captured employment status and trends in tourism sector but it has reported that Government in collaboration with the private sector to promote country’s tourist attractions in both domestic and international markets. In addition, earnings from tourism activities increased to USD 1,037.3 million in 2007 from USD 950.2 million in 2006, equivalent to an increase of 9.0 percent. This information is the reliable indicator to support an idea that sector employment base has been expanding. The ILFS (2006) pointed out that tourism is employing 4.7% of labour force. Nevertheless, report of measures of economic has indicated that the volume of economic activity of tourism sector in Tanzania dropped by 16.4 % in 2006-2008 (HBS, 2008).

4.3.6 Small and Medium Enterprises (SMEs)

4.3.6.1 Employment creation targets in SMEs
In Tanzania the SME sector has been recognized as a significant sector in employment creation, income generation and poverty alleviation as a base for industrial development. The sector is estimated to generate about a third of GDP, employs about 20% of the Tanzanian labour force and has greatest potential for further employment generation (URT, SME, 2003) However, Tanzania has never had a specific policy focusing at the development of SME sector. The different policies have various uncoordinated programmes and interventions aimed at supporting the sector with limited impact. This has resulted in a number of gaps leading to inability to address the core constraints inhibiting the growth of the sector. This has made it difficult to exploit the existing potentials for acceleration of SME development and limits its ability to exploit the exiting potential of SMEs to accelerate growth.

In respect of demands small and medium entrepreneurs, SMEs policy was developed with aim of fostering job creation and income generation through promoting the creation of new SMEs and improving the performance and competitiveness of the existing ones to increase their participation and contribution to the Tanzanian economy. The policy has identifies four priority areas so as to achieve the policy goal. Such areas are: (i) creation of the enabling business environment; (ii) developing the infrastructure; (iii) strengthening financial and non-
financial services; (iv) establishing and strengthening institutions supportive to SME development.

According to NECP (2007), the SME sector is expected to create 1,020,000 employments by 2010. This target could be reached after through support of SME sector through training, financing, facilitate SACCOS, strengthening lending capacity of micro-enterprises and capacity building of borrowers (NECP, 2007).

4.3.6.2 Actual employment creation in SMEs
Since 1990s SMEs sub-sector has been taking important position in employment creation and contributing 11% of GDP. By 2008 it was reported that 30% of GDP originates from SME sector. The sector has more than 1.7 million people. Recently, the SME sector occupies about 20% of total labour force. SIDO (2008) report shows that, 92% of school leavers (at all levels) are potential observed by SMEs. There are about 700,000 new entrants in the SME sector every year. This means national targets of creating 1,020,000 employments by 2010 is reliable for achievements, however major challenge in the sector is that most of actors in SME sector have insufficient skills and capital to produce competitive goods (Saigurani, 2007).

4.3.7 Mining sector

4.3.7.1 Employment creation targets in Mining Sector
The Tanzania economy recognized the importance of mining sector in enhancing economic growth. Due to this importance, Tanzania developed mining policy in 1997 to guide mining activities in the country.

The objective of mining policy is to attract and enable the private sector to take the lead in exploration, mining development, mineral beneficiary and marketing. The role of the public sector will be to stimulate and guide private mining investment by administer, regulating and promoting the growth of the sector. Specifically, the policy aims to; (i) stimulate exploration and mining development, (ii) regularize and improve artisanal mining, (iii) ensure that mining support sustainable economic and social development (iv) harmonize or eliminate the adverse social and environmental impact of mining development (iv) promote and facilitate mineral and mineral based product market arrangement (v) Promote and develop Tanzania as the
gemstone center of Africa and (vi) alleviate poverty especially for artisanal and small scale miners.

In addition NECP (2007), targets 405,000 employments from mining, fisheries and forest sectors by 2010. Either mining sector alone is expected to generate 1800 licenses to small miners in the various mines in the country. Vocational institutions such as Mining Resource Institute and VETA are expected to train more youth to engage in mining activities.

**4.3.7.2 Actual employment creation in Mining Sector**

ILFS (2006) reports that by 2005 there were 29,233 or 0.2% of the total labour force engaged in mining activities. By 2008 there were 0.8% of people employed in mining activities where as 0.7 were self employed at small scale level. The sector contribution in GDP increased from 1.4% in 1998 to 2.7% in 2007 but with slight drop of 0.1% in 2008 (PHDR, 2007, ES, 2008). From statistics mining sector has small contribution in the GDP as compared to other sectors such agriculture, trade, industry, SMEs and tourism but in real terms the sector is criticized for wastage of substantial revenues due to poor management of taxation policies in the sector and low investment made to small miners (MITM, 2006).

**4.4 Service Sectors and Employment Creation**

The study considered analysis of service sectors frameworks which support employment creation in the economy. Such sectors include (i) Public Service or Administrative sector (ii) Education, (ii) Health, (iii) Information and Communication and (iv) Infrastructure and Transport. Support of service sectors in employment creation is very important as these provide enabling environment for productive sectors i.e. agriculture, trade and industry to achieve the targets.

**4.4.1 Public Service**

Basically, both central and local Governments have the critical role of facilitating employment creation. However, public service sector by itself has remained as potential employer having 444,020 public servants by 2005 (ILFS, 2006). Government efforts for employment creation are much directed at facilitating private sector development as it is emphasized by current market structures which need the Government to roll back in employing instead it should create an enabling environment for employment creation. With regard to the need to support employment sector the Government of Tanzania developed the National Employment Creation Programme of 2007 which aim at creating 1,020,000
employment by 2010, National Youth Employment Action Plan of 2007 which target to achieve 607,153 whereas 22,028 will be direct and 585,125 indirect. To make realization of such targets the Government established various programmes like; Empowerment and Employment Creation Programmes by locating 1 billion Tanzania Shilling for every region, expansion and provision of tertiary education to youth, promotion of infrastructure development in both rural and urban. At the local level the Government has continued to support the Women Development Fund (WDF) so as to widen employment opportunities to local people. Due to these strategies the Government managed to create 1.2 million employments between 2006 and 2008 (MoLEDY, 2008). However it is criticized that, most of created employments have relied on petty activities of which in most cases are informal activities featured by low capita, unskilled and poor marketability thus low earning.

4.4.2 Education Sector and employment

Education enables a person to be predictive and acquire knowledge. The link between education improvement in the quality of human capital and increased productivity has been demonstrated by rigorous econometric work in the 1970’s such that Grilliches 1995 and Rairs et al, 2000 in Mbelle, (2005), which concluded that improvement of quality human capital enhance productivity and abortive capacity and that investment in the tertiary education has high payoff in terms of economic growth. In this respect the Government of Tanzania has been promoting primary education through Primary Education Development Programme (PEDP) and secondary education by establishing Secondary Education Development Programme (SEDP).

Since adoption of the PEDP in 2002, Tanzania enrollment rates went up from 57% to 94.8 % for Mainland Tanzania (URT, 2006). Also there are reported improvements caused by the abolition of primary school fees and other enrolment-related contributions from parents as well as the introduction of the Primary Education Development Plan (2002-2006) (PEDP) (URT, 2004). HBS data illustrates the impact of abolition of primary school enrolment fees has led to increase in 56 percent in 2000/01 to 84 percent in 2007, representing a 2.3 million increase in the number of children aged 7-13 years attending primary school over the time period. While children from poor households in particular have benefited, HBS data suggests that in 2007, some 1.1 million children aged 7-13 years were not in school, with these children coming disproportionately from the poorest households (HBS, 2008).
On the other hand Secondary Education Development Programme was established with similar purpose of promoting secondary education development programme. The overall goal of Secondary Education Development Plan is to increase the proportion of Tanzania youths who complete secondary education at the lower and upper levels with acceptable learning achievements” In order to realize this goal, the plan has five strategic priorities, namely: (a) Access improvement; (b) Equity improvement; (c) Quality improvement; (d) Management reforms; (e) Education management system improvement. The five SEDP components are built upon these strategic priorities

SEDP has achieved to raise enrollment by two-thirds (67.5%) of children leaving Standard VII made the transition to Form 1 in 2007. Such achievement has met the NSGRP of enrolling 50% primary school leavers by 2007 (URT, 2007). Also there is reported progress on the provision higher education. Several reports shows that gross enrolments in higher education institutions as increased by more that 15% since 2005/06. Recently, there are 75,346 students enrolled in 2007. Also number of female has been increasing considerably from 11.3% in 2001/02 to 35.6% in 2007.

4.4.3 Information and Communication
Information and Communication sector set the right support fro employment creation as opportunities are expected to vehicle information related to employment creation or potential resources which could be used to create. The Government of Tanzania has made considerable job in facilitating communication so as to increase information sharing. In the national financial budget of 2007, the Government softened import duty for tax for ICT facility. Also there have been deliberate efforts to ensure entire country is accessed by mobile phones technology by 2010 (Makale, 2006).

4.4.4 Infrastructure
Infrastructure development and investments provide higher conducive environment for investment. The National Youth Employment Action Plan of 2007 shows that infrastructure development constituted 5.7 % of labour force in 2005 (NYEAP, 2007). In 2008 there was increase by 8.2% of labour force (MoID, 2008). Although the sector it is growing very slowly but the nature of the sector to use labour intensive technology has made it significant in offering employment opportunities to many youth. However, many of youths engaged in the infrastructure sector have no skills and capital to provide quality services and competitive self employed activities (URT, NIR, 2007). Therefore such situation calls for deliberate efforts to
raise country commitment on infrastructure development as a matter of not only creating but also locate viable structure to stimulate other sector productivity through market, storage and transportations. Here the Government is expected to locate more investments in terms of trainings and financial support to infrastructure sector so as to promote local actors such as engineers, contractors and consultants thus to absorb the unemployment problem in the country.
CHAPTER FIVE

5 IMPORTANT ISSUES FOR FUTURE CONSIDERATION

5.1 Strategic Areas Lacked Progress

This part presents study observations on the strategic areas that lacked progress. The study observed that integration of employment issues in development frameworks would be effectively done if the number of issues could be considered. Such issues include; (i) enhancement of public-private partnership, (ii) local participation, (iii) employment creation schemes, (iv) integrated employment framework and (v) linkages between NSGRP and sectoral policies. These five areas were not effectively attended thus creates difficulties in achieving national employment and decent work targets.

5.1.1 Public-Private Partnership

The study observed that public-private partnership is insignificantly promoted in the course of employment creation. The National Employment Creation (2007) set targets for employment creation per sectors. The programme shows that by 2010 they should 1,020,000 jobs created by private sector which include SMEs and Informal sectors (exclude agriculture targets). On the other hand, the programme emphasized on the need to provide business services by 60 billions, financial services micro financing by 51.1 billion and training to micro operating operators while SACCOs is left to it own financing. The NECP targets are very competitive and useful, thus to provide appropriate directives on employment creation in Tanzania. One of disappointing fact is that, still Tanzania has weak structure to promote employment. Agriculture is insufficiently supported by Government and donors since, many of actors in the sector claims the need for better financial services. DASP, PADEP and TASAF have been made recommendable job in supporting local people initiatives. However, 72% of people do not have access to business services. MKURABITA was established in 2005 with aim of supporting validation of informal assets and production patterns of local people. Again implementation of MKURABITA is not successfully since many of financial institutions are rigid to change their lending conditions in favour majority poorer (Shitundu, 2005).
Also there has been a concern to know number of private sector’s actors enjoyed professional training as it compared to public sectors. The study shows that private sector received 23% of all professional training coordinated by Government. This figure is very low if Government aims to foster private sector participation in employment creation. Since private sector is marginalized in terms access to information then there is a need to review training programme so as to locate chances of the sector. As a matter of bridging the gap of knowledge, it is expected that new training programmes would favour private sector so as to meet national targets on employment creation.

5.1.2 Local Participation
Sustainable employment creation programmes need serious involvement of local people. The National Employment Creation Programme has stipulated the need to involve local Governments in providing resettlement and land uses which will enable poor to access land and other potential resources. It is believed that through infrastructure development rural-urban migration will be reduced (NECP, 2007).

The other disappointing fact is that current improvements on rural structures have not managed to influence significant change in terms of job creation and reducing rural-urban migration. Safety net programmes like TASAF, Rural Livelihood Programme, RFSP, PADEP and many others have tried to set viable conditions for rural development however these are recorded with very little impact since all programmes aims at bringing micro impact. Also some programmes have not achieved any impact due to the nature of planning framework which in most cases is top-down (Makalle, 2006). This situation calls for review of approaches used in involving people in development activities.

5.1.3 Employment creation schemes
Problems of unemployment in Tanzania need large scale investments. Although the market economy prohibit full involvement of Government in production but still employment problems in Tanzania needs substantial investment either by Government or under public-private partnership. The available Economic Processing Zones should not end at setting structures for trade rather they should locate viable investment to local people inform of direct employment of engaging them in the production chain. Therefore Government should foresee production schemes in respect to relevant sectors. Such projects could be managed by the Government of through partnership with private sector but the major priority being
employment creation. Here local people will be allowed to work and produced under competitive mechanisms.

5.1.4 Integrated Employment Framework
Since employment is a cross cutting issue, thus the use of an integrative framework for it’s promotion and management is inevitable. The disappointing issue is that recent there is no integrative framework which mobilizes sectoral efforts toward employment creation. The content analysis observed that only NSGRP has high scores of employment creation objectives but such NSGRP directives have scored very little attention in sectoral policies and programmes. This problem needs to be harmonized so that all responsible sectors put serious emphasize on employment creation and clear distribution of roles is made upon so as to avoid conflicts and duplication of efforts.

5.1.5 NSGRP and Sectoral Policies
Starting with NSGRP itself, it was observed that NSGRP treats employment as a crosscutting issue, but does not show how it will be linked to sectors like agricultural, industrial, and tourism and other production-oriented sectors. The NSGRP does not identify the challenges to implementing these sectoral projects or propose solutions. Again the NSGRP document lacks details on employment targets and how employment outcomes will be monitored. Furthermore, the NSGRP does not even put clear estimates of some critical issues of employment which are informal employment and agriculture which have large share of employment creation and contribution to the Gross Domestic Product.

In relation to sector policies it was seen that NSGRP is featured a very weak link with sectoral policies. Albeit some of reviewed policies predated NSGRP but even sectoral strategies and plans came after NSGRP show little linkage with NSGRP directives. Out of 16 sectoral and cross-cutting policies only 4 or 25% acknowledge MKUKUTA directives towards employment creation. Also it was observed that very few sectors uses NSGRP or MKUKUTA directives and indicators in the monitoring and evaluations of sectoral programmes and activities. Rather sectoral budget frameworks provide very little attention on employment creation as per NSGRP priority. The Public Expenditure Review Report of 2008 indicates that the general sector budget efficiency has scored 78% in terms of use of finance as per sector priority as defined by MTEF and MKUKUTA. This is more that 22% of
inefficiency in public expenditure (URT, 2008) as caused by miss-link between NSGRP and sectoral performance.

5.2 Approaches for Mainstreaming of Employment in Frameworks
The study had observed that mainstreaming of employment issues in the selected 18 frameworks is very low at both formulation and implementation levels. The Government of Tanzania through Ministry of Labour, Employment and Youth Development has a number of policies like; National Employment Policy of 2008, National Employment Creation Programme of 2007, National Youth Employment Action Plan of 2007, Labour Institution Laws of 2003, National Social Security Policy and National Youth Development Policy but such policies are rarely incorporated in the sectoral frameworks.

Ideally, mainstreaming of employment issues in sectoral frameworks can be effectively made by first documenting issues within the sectoral policy and later in the operational plan of the given sector. However, this preposition might be unrealistic since the nature of policy formulation do not provides a common timeframe for formulation of all country’s policy at once or at a given sequence since some policy are outdated because of scarcity of financial resources and human resource as policy formulation exercise need a substantial number of stakeholders to participate effectively in the process.

Therefore, in order to achieve an effective mainstreaming of employment issues the need to have an Integrated Employment Promotion Framework is very important. The proposed framework will ensures that all employment related sectors in public sector and private sector as well identify their potential, expose their commitments and attend their responsibilities. Since, in the recently time there some of sectoral policies which do not show the need to create employment, then adjustment can be done in their annual plans until they review time of the policy and operational plans. In order to make the Integrated National Employment Promotion Framework efficient they should be the deliberate efforts to achieve the following; (i) establishment of Employment Promotion Unit/Desk in Productive Sectors, (ii) establishment of a Multi Stakeholder Committee for Employment Promotion, (iii) the MLEDY should coordinate the implementation of National Integrated Employment Promotion Framework, (iv) Develop and monitor Action Plan for mainstreaming Employment Promotion agenda in sectors policies (v) budget for employment promotion in
MDAs should be determined and (vi) M&E for mainstreaming process should be established.

While the proposed framework can effectively adopted with immediate effect, in long run all employment creation related sectors will adjust their policies to reflect an Integrated Employment Promotion Framework and the next NSGRP targets. The next NSGRP shall therefore ensure that employment indicators are expanded and fixed in the new M&E framework.

5.3 Lessons Learnt

The study observed that National Employment Creation Programme (NECP) of 2007 has clear employment creation targets, however not well communicated to sectors. Therefore there is a need for increasing deliberate efforts towards promotion of NECP so as many actors public and private can engage and use the programme directives in their policies and programmes.

Also it was observed that the nature of employment aspect being a cross cutting issue creates multi-dimensional or multi-sectoral linkages which pave for chances for many sectors to participate. Therefore, national plans towards employment promotion should be comprehensive enough to allow many sectors and actors to participate. Lastly it was observed that employment has a better chance in poverty reduction efforts as it directs and locates people in productive activities.

5.4 Challenges

The study observed the following challenges which need special attention so as to meet the required change.

i. Most of policies do not link with the NSGRP since employment issues are rarely mentioned.
ii. There is no unified approach of mainstreaming employment issues that’s integrative thus to cause misconception of mainstreaming.
iii. Coordination problem on employment creation, some sectors are not aware of national targets and sectoral responsibilities on employment creation
iv. Labour force information is scattered into sectors thus to cause difficultness on their access.
v. Insufficient Public-Private Partnership in employment creation especially Government and donor funded support do not reach private sector substantially
vi. Low synchronization between sectoral policy objectives, plan and budgets
vii. Target of employment creation are not clearly stated in many of productive sectors
viii. Employment indicators are limited even in the National Poverty M&E Framework
ix. Decent work indicators and social security issue are completely missing in policy documents
CHAPTER SIX

6 CONCLUSIONS AND RECOMMENDATIONS

6.1 Conclusion

Generally, mainstreaming of employment issues in development frameworks had underscored little attention not only in sectoral policies but also in the NSGRP of 2005. The major weakness of National Strategy for Growth and Reduction of Poverty has no distinct broad outcome which emphasizes employment. Rather employment is not seen as one of core objectives of the policy framework.

The content analysis shows little integration of all 17 employment issues in the selected 18 policies. Where the highest employment issue is employment which featured in 17 policies out of 18 and the least considered is private sector in 3 out of 18 policies. Hence, based on study results, it can be concluded that employment was rarely mainstreamed in development frameworks since very few issues were found in policy documents.

The analyses on implementation of employment issues show a combination of different result from one issue to another. Tanzania has large problem of child labour and remain chronic since more than 80% of children between 5-14years are engaging in hazardous jobs such as garage work, fishing, fishing processing, mining, while girls are found in prostitution and bar and hotel services. The time use aspect is poorly considered only 17% of 24 hours of a day are used for productive work. Labour productivity is still low in Tanzania that only 31% of labour force utilizes its production capacity at required standard. Disability is another problem in Tanzania has only 36% of disabled are in position of being employed. Tanzania economy experience insufficient employment services, thus to constrain national efforts to promote employment and decent jobs. Standard and right at work is rarely considered since Government intervention in worker’s rights such as strikes in demonstration is still high. The study observed that serious efforts have been made to balance gender relations and opportunities at both education and employment areas. The study also observed that employees in formal sector enjoy social protection in terms of insurance, pension, and health securities than those in the informal sector.
Tanzania have made considerable job in employment creation as the national target was to create 1 million jobs per year. Since 2005 when that target was made employment has grown from 4.6% in 2005 to 6.7% in 2008. Unemployment rate has decreased from 10.8% in 2007 to 10.1% in 2009. Other employment indicators such as underemployment and rate of out of jobs were noted to decrease from 23.7% and 13.1% up to 22.6% and 9.3%, respectively. Agriculture sector has remained the high employing sector but with decreasing trend from 84% in 1998 to 68.4% in 2008. SMES sector constitutes 20% of total employment. Other sectors namely; trade, industrial, tourism, infrastructure development have relative medium number as they employ 6.1% to 17.6 % of employment. Mining and cooperatives are the least with 4.7 and 0.2 respectively. However, other sectors such as public service, education, health, information and communication and infrastructure are very potential in supporting employment creation.

Employment sector experience a disappointing linkage because link between NSGRP and sectoral policies is very weak and inter –sectoral structures to support employment do not exist or work at a sufficient levels. Local Governments have inadequately involved in the all agenda of national employment promotion programme. The employment is also featured by low public-private partnership in human resource development as public sector employee’s benefits more than private sector employees. There is no serious employment schemes to absorb unemployment problems in Tanzania and there is no clear framework to join sectoral efforts towards promotion of employment in Tanzania.

A lesson learnt in this study is that National Employment Creation Programme (NECP) of 2007 has clear employment creation targets, which have insufficiently communicated to other sectors. Again the nature of employment aspect being a cross cutting issue creates multi-dimensional or multi-sectoral linkages which pave for chances for many sectors to participate. Strength is that employment posse’s better chance in poverty reduction efforts as it directs and locates people in productive activities.

Low linkage between NSGRP and sectoral policies, lack of framework for integration of employment initiatives, unreliability of employment information, weak coordination, low public-private partnership in employment creation, low synchronization between sectoral policy objectives, plan and budgets, lack of sectoral targets on employment creation , in
sufficient employment indicators in plans and M&E frameworks as major challenges of in formulation and implementation of employment and poverty reduction policies.

6.2 Recommendations

6.2.1 General Recommendations
This study was conducted under the major objective of assessing the extent of mainstreaming of employment issues in development frameworks in the context of NSGRP. Therefore due to the nature of employment issues to be subjective that’s changing from one point of time to another, therefore the proposed recommendations are liable for review. The study recommends the need for establishing an integrated employment promotion framework which should be managed by Multi-Stakeholders Committee with inclusion of private sector and non Governmental actors who all together will focus on employment policy analysis and review, advising sectors and actors administering M&E in the employment area. Again the role of Tanzania employment agency and policy advocating institutions should not be undermined in the formulation of the inter-ministerial committee. Among other things the committee should ensure that employment related issues are incorporated in various policies, programmes and budget and respective review are being made accordingly.

6.2.2 Specific Recommendations

Specifically, this study came up with the following specific recommendations;

i. The current review of NSGRP should put more priority on employment so that the next NSGRP shall locate employment at its exact position of being an economic issues rather than broad crosscutting. Recently, employment is treated as a crosscutting issue. This perception, rather as undermined the status of employment to remain as economic parameter which has larger economic effect to human growth. Thus the need to re-define it location in NSGRP and sectors policies is very important

ii. The NSGRP review process should consider a need to expand employment indicators. In order to make this realistic they should be a study to explore, expand and adopt national employment issues and indicators which need to be mainstreamed in development frameworks. However the Tool Kit for mainstreaming of employment and decent indicators and ILFS could be the starting point for adaptation and localization of indicators in the coming M&E framework.

iii. They should be efforts to expand the bank of employment information in Tanzania. This due to the fact that recent Tanzania has insufficient and unreliable information on employment issues. Therefore it is recommended that National database and Poverty Monitoring and Evaluation Master Plan should expand employment
indicators and incorporate its information and made available for and easily retrievable.

iv. National budget guideline should put clear statements on employment creation within sectors. The inclusion of employment priorities within Budget Reviews and Plans. This could be realistic if employment information, targets and plans will be well communicated in national and sectoral expenditure frameworks.

v. The ILO and other development partners should continue to support national initiatives towards Integrated Employment Promotion Framework through both technical and financial services.

vi. The Government should ensures all employment and growth drivers such as infrastructures, ICT, education, health are enhanced with major focus of promoting self employment and investment creation. This will enhance productivity and economic growth in a competitive way.

vii. The coming development frameworks should focus on broader definition of employment by mainstreaming adequate number of employment issues. Recently, Tool Kit and ILFS could be relevant sources of which provide better definition of employment issues however in the future there is a need to have a comprehensive work to define and expand employment indicators in the Tanzanian context.

viii. The next NSGRP should ensure that agriculture sector is given high position in employment creation since the sector depends much on labour intensive technology. The Government and development partners should ensure that the sector continues to receive adequate support so as to create more decent and profitable jobs from the sector.
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APPENDICIES

Appendix 1: Content for each disaggregated employment issue for every policy

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<th>Employment Issues</th>
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| Employment Size  | 6 7 8 3 4 2 9 |   |
| Employment Rate  | 1 1 0 2 6 2 3 |   |
| Gender           | 1 3 0 5 0 0 2 |   |
| Education        | 1 4 2 0 0 0 0 |   |
| Age              | 1 3 1 1 0 0 2 |   |
| Geographical Location | 1 5 1 4 1 0 |   |

| Unemployment Size | 0 8 6 3 8 |   |
| Unemployment Rate | 0 2 1 1 2 |   |
| Gender           | 0 4 0 1 3 |   |
| Education        | 0 1 0 2 3 |   |
| Age              | 0 1 2 3 4 |   |

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| Geographical Location | 0 | 0 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Underemployment       | 0 | 5 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 8 |
| Underemployment Size  | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Underemployment Rate  | 0 | 4 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Geographical Location | 0 | 1 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Economic Active population | 2 | 2 | 3 | 7 | 0 | 3 | 9 | 4 | 1 | 8 | 8 | 0 | 0 | 3 | 0 | 3 | 2 | 0 | 5 |
| Size of active population | 1 | 1 | 0 | 3 | 0 | 2 | 4 | 1 | 1 | 8 | 7 | 0 | 0 | 3 | 0 | 3 | 2 | 0 | 3 |
| Trend of active population | 1 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Inactive population size | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Wage Income | 0 | 8 | 0 | 1 | 3 | 0 | 0 | 5 | 5 | 1 | 0 | 0 | 6 | 1 | 0 | 0 | 7 | 1 | 3 |
| GDP Contribution from Wage Income | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 1 | 1 | 3 | 1 |
| Paid Employee | 0 | 2 | 0 | 4 | 0 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 4 |
| Self employment income | 0 | 3 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 2 |
| Low Wage | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 5 |
| Time use                  | 6 | 4 | 6 | 1 | 1 | 1 | 8 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Time distribution by     | 3 | 0 | 1 | 1 | 0 | 5 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 |
| activities              |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| People                  | 3 | 4 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| participation rate      |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Labour Productivity     | 6 | 5 | 1 | 8 | 0 | 0 | 0 | 0 | 5 | 0 | 2 | 7 | 0 | 0 | 0 | 3 | 0 | 1 |
| Growth rate             | 0 | 2 | 0 | 8 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 4 | 0 | 0 | 0 | 2 | 0 | 1 | 2 |
| to labour               |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| productivity            |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Employment              | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| to population ratio     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Disabilities            | 3 | 6 | 7 | 7 | 0 | 5 | 0 | 2 | 4 | 0 | 1 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disability rate         | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Job for                 | 1 | 3 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| disabled                |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Gender                  | 1 | 1 | 1 | 2 | 0 | 1 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| Age                     | 1 | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 1 |
| Youth Development       | 9 | 1 | 4 | 6 | 2 | 2 | 0 | 0 | 0 | 0 | 5 | 0 | 1 | 4 | 3 | 0 |   |
| Number of               | 2 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 |
| Youth Unemployed        |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Prospective             | 3 | 1 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 |
| Sectors for             |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Employment              |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Employability           | 2 | 7 | 1 | 5 | 0 | 0 | 0 | 0 | 2 | 0 | 5 | 3 | 0 | 0 | 0 | 1 | 0 | 3 |
| Skills                  |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Participation           | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 1 |
| and Good Governance     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |

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| Resources/ Business support on employment Creation | 4 | 5 | 1 | 3 | 4 | 0 | 5 | 1 | 0 | 1 | 3 | 8 | 2 | 7 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 7 | 5 |
| Private sector                                   | 9 | 1 | 4 | 7 | 1 | 3 | 4 | 3 | 8 | 5 | 0 | 7 | 2 | 6 | 1 | 6 | 7 | 2 | 5 | 1 | 1 | 0 | 0 | 0 | 7 | 6 | 4 | 9 |
| Support to Employment                            | 4 | 1 | 5 | 8 | 1 | 1 | 2 | 0 | 7 | 3 | 6 | 4 | 2 | 5 | 5 | 0 | 0 | 0 | 5 | 2 | 8 | 9 |
| Employment rate                                  | 0 | 1 | 3 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 2 |
| Infrastructure Development                       | 3 | 1 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 3 | 3 | 6 |
| Labour Based Technology                          | 2 | 1 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 2 |
| Labour Laws                                      | 7 | 3 | 4 | 0 | 2 | 4 | 0 | 0 | 0 | 5 | 0 | 3 | 1 | 0 | 0 | 3 | 0 | 7 | 5 |
| Rights at a work place                           | 0 | 0 | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| Recognition of Labour Laws and Regulatory Reforms| 7 | 4 | 2 | 4 | 0 | 1 | 4 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 0 | 2 | 0 | 2 | 9 |
| Labour Economic and Social Council               | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Commission for Mediation and Arbitration         | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Decent Jobs                                      | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Good Jobs                                        | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Hazardous/Bad Jobs/Jobs to be Abolished | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Labour Force Participation | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Employment Opportunities | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Employment conditions | 0 | 0 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Rate of Child Labour | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Child Labour by Sex | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Child Labour by Geographical Location | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Adequate earning and Productive Work | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Decent hours | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Combining work, family and personal life | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Safe work environment | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Social Security | 0 | 7 | 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 5 | 4 | 0 | 7 |
| Social Dialogue | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 1 |
| Right to social security | 0 | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 8 | 0 | 1 | 9 | 2 | 0 | 4 | 0 |
|                                | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 9 | 0 | 0 | 1 | 8 |
| Informal Social Security       | 0 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Formal Social Security         | 0 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Liberalization of Social Security | 0 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Legal framework of Social Security | 0 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Social Security and Governance | 0 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| Coverage of Social Security    | 0 |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |   |
KEY
1. VISION 2025
2. NSGPR (2005)
3. NYDP (2007)
4. NEP (2008)
5. ASDP (2006)
6. NPD
8. ETSDP (2001)
10. HSSPIII (2009/15)
11. NPP (2006)
13. MPT (1997)
15. NCP (1997)
17. NMSFHIV (2008/12)
18. NTMP(2002)
19. Total