

TANZANIAN YOUTH: Assets & Opportunities

YouthMap, a program of the International Youth Foundation, is a four-year initiative to assess youth circumstances and support promising youth development programs and practices in eight countries in Sub-Saharan Africa.

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The International Youth Foundation (IYF) invests in the extraordinary potential of young people. Founded in 1990, IYF builds and maintains a worldwide community of businesses, governments, and civil-society organizations committed to empowering youth to be healthy, productive, and engaged citizens. IYF programs are catalysts of change that help young people obtain a quality education, gain employability skills, make healthy choices, and improve their communities.

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YOUNG TANZANIANS DISCUSSED WITH YOUTHMAP THEIR BACKGROUNDS, current circumstances, and plans for the future. They not only addressed their own lives, but shared their views on how best to move Tanzania forward. Tanzanian youth demonstrated determination to address their challenges, but also frustration with inherent obstacles. YouthMap utilized purposive sampling strategy to select and learn from 311 youth; 100 stakeholders from public and private sector, civil society, and education institutions across five USAID priority regions (Mtwara, Iringa, Morogoro, Dodoma, Dar es Salaam), which revealed some common critical issues. There is a disconnect between young people's skills and employers' demands, as many young people do not have the life skills¹ that the private sector is looking for, and furthermore, often do not recognize the value of these skills. While employers often stated that they do not expect any experience for their entry-level positions, young people struggle to secure formal employment, with 26 percent of YouthMap participants unemployed and looking for work. Youth shared that the current education system does not provide practical skills necessary for them to break into the labor market, a message reinforced by youth who served on the peer review committee.

Unable to overcome barriers to enter the formal sector, most youth are unemployed and inactive in rural areas. Many are running micro businesses to make ends meet and young women are disproportionately disadvantaged. Among YouthMap participants who own small businesses, they are most likely to be in the agriculture or retail sectors. Employers confirmed that skilled youth earn more than unskilled youth, with an average income of about 480,000 shillings per month compared to 100,000-160,000 shillings. One interesting finding is that only four percent of those working reported that their income was sufficient to meet their expenses. Young people expressed interest in the agriculture sector but were not fully aware of the income generating opportunities across its value chains. Although interested, youth associate the agriculture sector with high opportunity costs, barriers to entry, and low-returns. There is therefore a need to capitalize on youth interests and demonstrate the broad opportunities and income generating potential found in the agriculture sector. Employers identified high turnover and lack of technical and life skills among youth as the major barriers to hiring qualified young people. To bridge this immediate gap, employers are willing to pay for employee skill development initiatives.

Young Tanzanians felt disconnected from many health services and reported experiencing challenges with interpersonal skills of health professionals and limited "youth-friendly" facilities for sexual reproductive health and family planning services. Radio, television, and newspapers are reported as the most trusted communication channels. Despite ongoing efforts by the government and development partners, the majority of youth reported feeling that health and family planning services are neither accessible nor youth-friendly.

Young people expressed mixed feelings of disengagement, disempowerment and discouragement. However, the issue of citizenship is of growing importance to them and many youth demonstrated a strong sense of responsibility. Youth participate more in civic activities than political activities, with young people primarily engaged in volunteering and religious activities. Common forms of political activities are voting and engaging in party politics. Motivating factors for political involvement include: financial incentives, parties prioritizing youth leadership, or young leaders willing to work with fellow youth. Many are eager to vote in upcoming elections given dissatisfaction with the current system.

Some key gender considerations are presented below:

- While stakeholders recognize that there have been improvements made by education institutions, they argue that they do not provide specialized programs that meet the needs of young women.
- Entry-level job positions are also subject to gender bias, with stakeholders reporting that men have significant advantages over women in technical jobs due to socio-cultural norms which associate men with such roles.
- Young women reported stronger interest in both agriculture and tourism than young men. Women expressed more interest than men in input supplies, while men expressed more interest than women in production. In the tourism sector, young women expressed more interest in hotel and hospitality while young men were more interested in tour guiding. Of the unemployed, women are more active in their job search than men.
- The level of political participation is higher among young men and rural youth, whereas civic participation is higher among young women and rural youth. Gender variation was more pronounced in urban areas. Intention to vote was higher among young women who rated the government more favorably than men.

Some regional differences are noted:

- Participants from Dar es Salaam had the strongest English capabilities and Mtwara presented the lowest English literacy rate. However, the majority of youth in Mtwara said they are confident to find work with current qualifications, which implies that they do not think English literacy affects their chances of finding work in Mtwara. Dodoma youth feel least prepared to find work with their educational qualifications.
- In terms of opportunities in the agriculture value chains, more rural participants are interested in production and more urban youth interested in transportation and input supplies.
- Long-term unemployment was found to be higher in the rural regions, with 40 percent of unemployed rural participants having been unemployed for more than 12 months, compared to 29 percent of unemployed urban participants.
- While the majority of youth feel health services are not youth-friendly, young people in Iringa felt that services are youth-friendly in their area expressing confidence in the confidentiality of the services they receive.
- Political participation is highest in Morogoro and lowest in Iringa. Youth in Mtwara are particularly eager to vote in the 2015 elections. This may be because Mtwara has recently seen young people involved in riots and demonstrations to pressure government to agree to demands that natural gas found in Mtwara be used as a resource to create employment and benefit the people of Mtwara instead of constructing the pipeline to transport it to Dar. This may have motivated youth to participate in upcoming elections to usher in leaders who will protect their resources and assure fair distribution of benefits.
- Civic participation is highest in Iringa and lowest in Dar es Salaam.

- In terms of youth perception of service delivery, more youth in Dodoma appear to think that the government is effective (92 percent compared to the lowest of 52 percent in Dar).

Tanzanian youth overall have shown a strong desire to learn, work, and lead. As such, they provided the following recommendations to the government and broader development community:

- Align education and training curricula with labor market demands through increasing partnerships between institutions and employers.
- Improve and increase internship, apprenticeship, volunteering, and mentoring opportunities to build youth skills that will be relevant in the job market.
- Incentivize youth entrepreneurship with access to finance, training, and mentorships that encourage youth participation in growing sectors as well as agriculture and tourism.
- Prioritize the improvement of quality health care for youth by expanding sexual reproductive health and family planning services as well as increase health worker training on youth needs and interpersonal skills. Use youth to monitor health facilities in order to reduce corruption and improve service delivery.
- Actively involve youth in the decision-making process at the national and local levels. Create avenues for young people to consistently have their voice heard on issues relevant to youth, their community, and their country.
- Integrate women empowerment approaches to build self-confidence, leadership and life skills of young women so they can make positive life decisions and become economically productive (e.g., including female trainers and mentors; creating women-friendly training environments to discuss women's rights and gender issues; providing other support such as childcare and transportation so that young women can fully participate in programs; advocacy and sensitization efforts targeting employers).

YOUTH QUOTES

"We are not looking for jobs; we are looking for ways to survive. We are drivers and we don't have licenses. We live without hope."

- **YouthMap Participant, Unemployed, Dodoma**

"As political competition grows, development will also improve. Therefore, party takes power, those who are corrupt will not be elected because there is no value in this kind of leadership anymore."

- **YouthMap Participant, Morogoro**

"We do not feel confident to manage responsibilities of leadership, we do not have adequate education, corruption issues are galore...."

- **YouthMap Participant, Iringa**

"We should vote leaders based on their qualities and not their political parties because parties are led by people who can fight for our rights and steer development."

- **YouthMap Participant, Dodoma**

"We must be creative, confident, and have good understanding and high capacity on various issues that affect us."

- **YouthMap Participant, Dodoma**

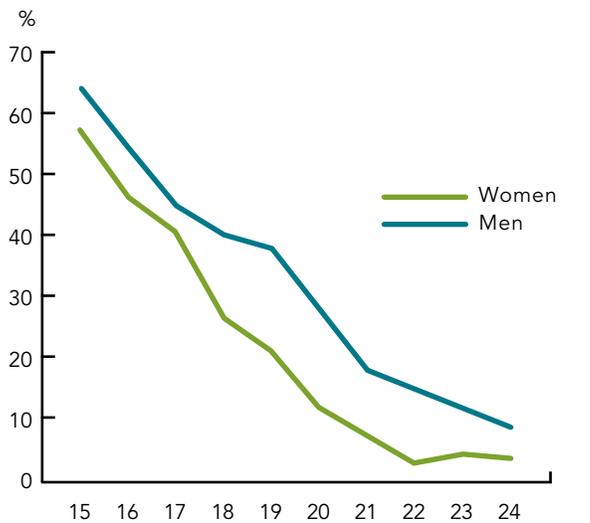
"We are the ones to make this [change] happen."

- **YouthMap Participants**

YOUTH AT A GLANCE

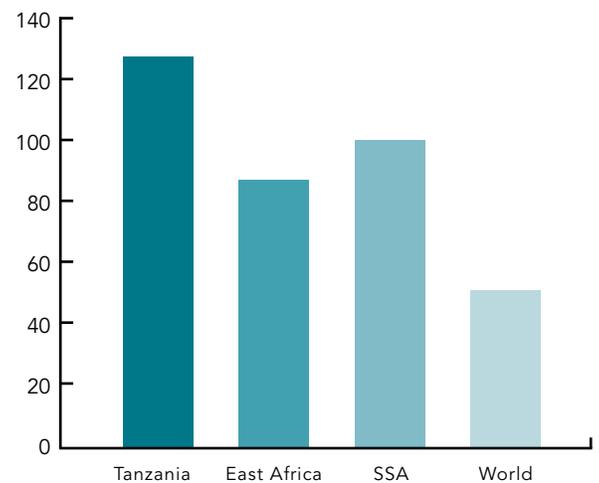
Young people in Tanzania enjoy high literacy and relatively stronger employment prospects compared to their counterparts in Sub-Saharan Africa. However, access to higher education is still quite limited as noted by the two percent enrollment rate at tertiary level compared to five percent for East Africa and eight percent for Sub-Saharan Africa. Young people experience a relatively long period of unemployment between leaving school at an average age of 16.7 years and entering into work for the first time at an average age of 18.5 years.² They are unemployed at twice the rate of adults. Tanzania has made impressive strides in health, but teenage pregnancy is especially common which is reflected in low school retention rates. Various cultural and social factors limit youth participation but efforts are being made to encourage civic and political participation of youth.

Figure 1: Percentage of each age cohort attending school



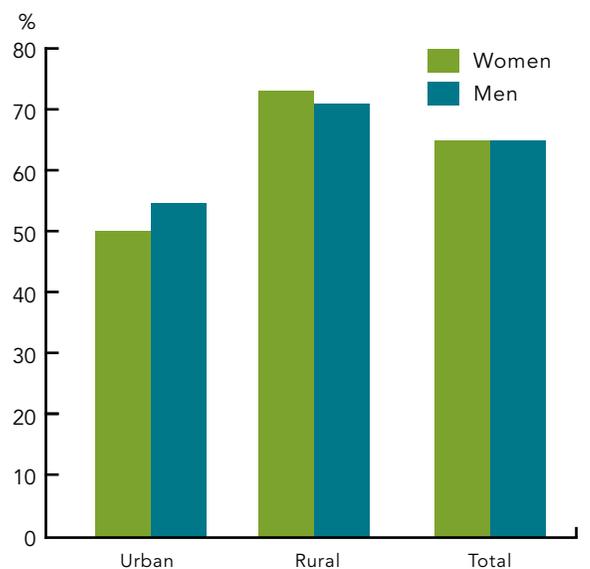
Tanzania Demographic Health Survey (TDHS), 2010

Figure 2: Adolescent (15–19) Fertility Rate (per 1,000)



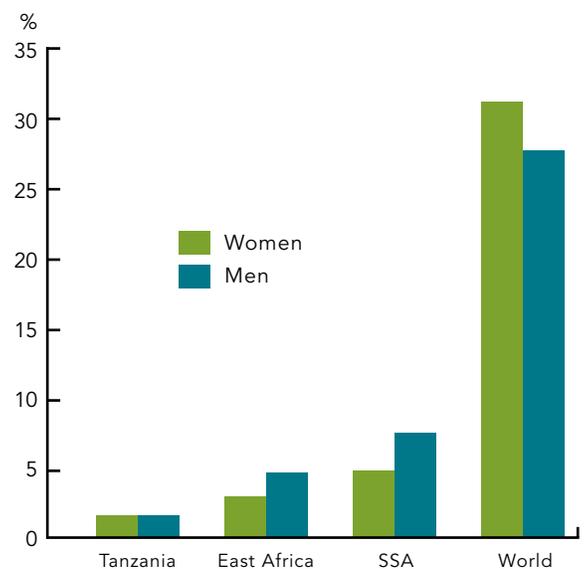
Population Reference Bureau, 2013

Figure 3: Employment in last 12 months (15–24 year olds)



Tanzania Demographic Health Survey (TDHS), 2010

Figure 4: Tertiary Enrollment (%)



Population Reference Bureau, 2013

POLICY AT A GLANCE

Youth development at the national level currently falls under the auspices of the Ministry of Information, Youth, Culture, and Sports. The *National Youth Development Policy* was revised in 2007 under the then Ministry of Labour, Employment, and Youth Development. It addresses issues relevant to youth and includes 46 policy statements across 29 issue areas. In this policy, “youth” are defined as those between the ages of 15-35. The policy is progressive and ambitious, calling for government action across various issue areas. However, it lacks an accompanying implementation framework. A sample of national policies concerning youth are presented below.

Education

“Vocational guidance and counseling shall be strengthened and entrepreneurial education shall be introduced in training and higher learning institutions in order to inculcate enterprise culture among the youth.”

- National Youth Development Policy (2007)

Other Relevant Documents

The National Five Year Development Plan (2012)
Education Sector Development Programme 2008-17 (2008)
National Higher Education Policy (1999)
Education and Training Policy (1995)

Employment

“The Government in collaboration with private organizations, civil societies, youth organizations, and the business community shall promote the culture of entrepreneurship by creating enabling environment for youth enterprise development.”

- National Youth Development Policy (2007)

Other Relevant Documents

The National Five Year Development Plan (2012)
National Strategy for Growth and Reduction of Poverty II (2010)
“Kilimo Kwanza” (Agriculture First) Plan (2009)
National Action Plan for Youth Employment (2007)
Agriculture Sector Development Program (2006)
National ICT Policy (2003)
Small and Medium Enterprise Development Policy (2002)
Rural Development Strategy (2001)

Youth Development

“The Central Government in collaboration with Local Government Authorities and community based organizations shall put in place regulatory framework to ensure smooth and efficient participatory approach operation of youth activities.”

- National Youth Development Policy (2007)

Other Relevant Documents

The National Five Year Development Plan (2012)
National Strategy for Growth and Reduction of Poverty II (2010)
National Strategy for Gender Development (2006)

Health

“The Government in collaboration with other development partners shall promote the establishment of youth friendly health services at all levels.”

- National Youth Development Policy (2007)

Other Relevant Documents

The National Five Year Development Plan (2012)
Health Sector Strategic Plan III 2009-15 (2008)
One Plan for Maternal Newborn and Child Health Care (2008)
National Health Policy (2003)
National Policy on HIV/AIDS (2001)

Democracy and Governance

“There shall be a mechanism to facilitate effective participation of youth in structures and issues defined in the Local Government system, Central Government, and other participatory organs at national and international levels.”

- National Youth Development Policy (2007)

Other Relevant Documents

The National Five Year Development Plan (2012)
National Population Policy (2006)

OVERVIEW OF YOUTHPMAP

YouthMap is a four-year program designed to assess youth circumstances as well as support promising programs and practices in positive youth development in up to eight countries in Sub-Saharan Africa. YouthMap is supported by the United States Agency for International Development (USAID) and implemented by the International Youth Foundation (IYF). The YouthMap assessments are designed to capture a comprehensive picture of the lives of young people, including how they spend their time, how they interact with each other and other segments of society, what services they utilize and what services they do not feel are accessible, their hopes, aspirations, and challenges. Assessments investigate opportunities and challenges related to the major life transitions youth face as they move from childhood dependence to adult independent decision-making in the areas of: education and learning; employment and livelihoods; health; and democracy and governance. The Tanzanian assessment is the fourth under YouthMap, following completed assessments in Senegal, Uganda, and Mozambique.

YouthMap Tanzania seeks to better understand the opportunities and challenges facing young people (ages 18-30)³ utilizing an appreciative inquiry approach – listening to young people’s perspectives along with those of key stakeholders, to inform IYF and USAID planning and programming. In Tanzania, IYF partnered with Restless Development to conduct this youth-led research. Study objectives were to:

1. Better understand the challenges, hopes, and aspirations of young people;
2. Assess youth-serving infrastructure and services;
3. Identify and share successful models, lessons and strategies to promote youth development;
4. Recommend options for youth programming and integrating youth into USAID activities.

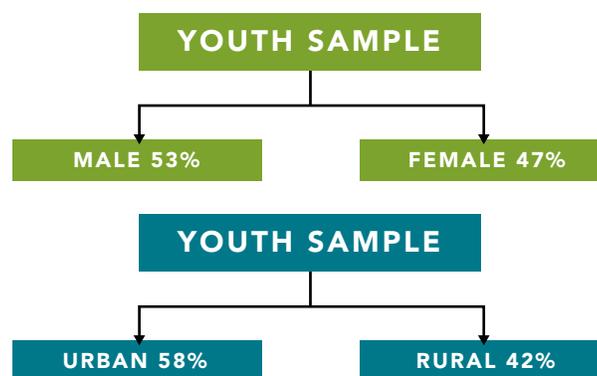
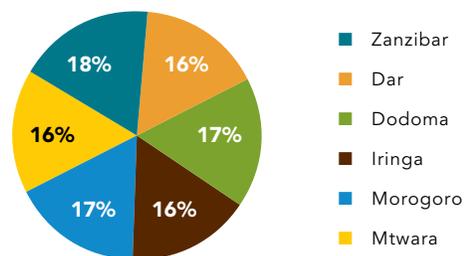
Methodology

YouthMap used a mixed-methods approach, combining qualitative and quantitative methods to collect data on youth. Secondary research was conducted to inform the primary research and to provide the macro picture of the

environment in which youth operate. Primary research was carried out over a four-week period in ten districts in mainland Tanzania. To capture youth voices firsthand, YouthMap conducted focus groups, rapid surveying, and interviews with 311 youth in mainland Tanzania. The youth cohort consisted of 92 in-school youth, 115 employed youth, 94 inactive youth, and ten positive role models in ten districts within five regions of mainland Tanzania. Role models are young people who have displayed positive knowledge, behaviors and attitudes in their lives; overcome difficult life circumstances; demonstrated leadership skills; and are admired in their communities by peers. A youth survey was administered with focus group participants to collect demographic data, as well as data related to the focus sectors. Individual interviews were conducted with youth identified as positive role models.

Figure 5: YouthMap Mainland Tanzania Participants by Age and Location

Youth Sample by Region



Using semi-structured interview guides, YouthMap conducted interviews with 100 key stakeholders from the public, private, civil society, donor organizations, and education institutions most informed about youth

conditions in mainland Tanzania. IYF interviewed 50 companies in target growth sectors, and administered an employer survey. The selection of employers utilized a purposive sampling strategy, where stakeholders were identified through coordinated input from USAID, local partners, and stakeholder contacts, ensuring representation from each target growth sector.

ASSESSMENT FINDINGS

Education And Skills Development

Background

The *National Five Year Development Plan* (NDP) strives for broadly “improving the quality of education at each level, whilst facilitating access to the people most in need.”⁴ According to the World Bank, the national literacy rate for youth aged 15-24 is 77 percent, which has not improved since 2002, contrasting to the increase in adult literacy from 69 percent to 73 percent over the last decade.⁵ The 2010 Tanzania Demographic Health Survey (TDHS), however, puts youth literacy at over 80 percent. School enrollment is increasing steadily, though female student representation rapidly decreases as the level of education increases.⁶ The improved enrollment is a positive development, but exacerbates challenges such as education quality and limited employment opportunities.

The World Bank Country Assistance Strategy (CAS) warns that the 2.8 million secondary school graduates between 2010 and 2015 could lead to 1.5 million unemployed youth in Tanzania by 2015, many of whom received low-quality education.⁷ The average school-leaving age is 16.7 years, while the average age to begin employment is 18.5 years, representing a two-year gap between when the average young Tanzanian finishes school and finds employment.⁸ The Government recognizes a need to bridge the gap between school and work as the NDP calls for investment in training infrastructure over the next five years, particularly in higher educational and vocational facilities.⁹ While enrollment in Vocational, Education, and Training Authority (VETA) institutions increased by almost 60 percent between 2009 and 2010,¹⁰ only three percent of the Tanzanian working population is classified as high-skilled, with the majority of the working population (84 percent) low skilled.¹¹ The *National Youth Development*

Policy states that “vocational guidance and counseling shall be strengthened and entrepreneurial education shall be introduced in training and higher learning institutions in order to inculcate enterprise culture among the youth.”¹² While VETA programs reach many people, they offer little in terms of “new employment” such as ICT training, and rarely provide life skills and entrepreneurship training.¹³ Multiple international agencies and NGOs are working with VETA to build their training programs, including the ILO through the Recognition of Prior Learning program, BMZ and Handwerkskammer through the Dual Apprenticeship Training System, and USAID and IYF through the Tanzania Youth Scholars program.

Educational Profile of YouthMap Participants

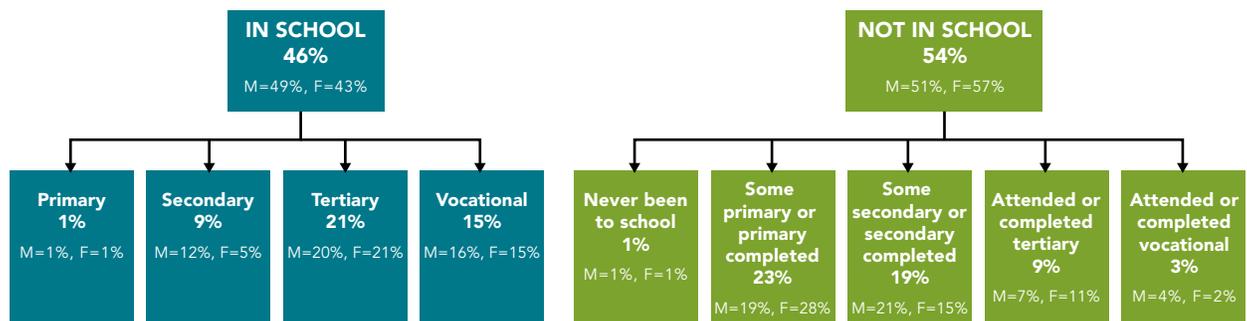
As shown in the figure below, 46 percent of YouthMap participants were enrolled in school at time of the assessment. Ninety percent have been educated at least until the primary school level and more than half at the secondary level or higher. Most urban enrollments are at the tertiary level, while in rural areas most are at the secondary level. Twice as many male participants are enrolled at the secondary level compared to female participants. Female enrollment is higher at the primary level. Additionally, 90 percent of participants reported being able to read and write in Kiswahili, while 71 percent said they could read and write in English. Little variation was observed across gender. When considering regions, participants from Dar es Salaam had the strongest English capabilities, with 92 percent able to read and write in English, and Mtwara presented the lowest English literacy rate (53 percent).

Positive Role Models

YouthMap conducted interviews with administrators at the educational institutions on key characteristics exhibited by young people who are considered role models, and have successfully completed school. Summary results can be found below:

- Attitudes and behaviors exhibited: punctual, obedient, attentive, accountable, respectful, disciplined;
- Personal image portrayed: decent, modern, reliable, strong ethics;

Figure 6: Educational Profile of Participants



Each value is a percentage of the overall YouthMap sample and each gender and age cohort value is a percentage of the total sample for that gender or age cohort.

- Future outlook: forward looking, committed, driven, focused.

Access to and Relevance of Education

Training opportunities are available to Tanzanian youth through government and private universities, NGO training programs, vocational training centers, agricultural centers, and private companies. YouthMap participants reported challenges in acquiring skills, noting gender gaps. Specifically, inability to afford training fees, lack of certificates for previous training, or lack of access to information about skills development opportunities. While stakeholders recognize that there have been improvements made by education institutions, they argue that they do not provide specialized programs that meet the needs of young women.

During focus group discussions, YouthMap participants shared that the current education system does not provide

practical skills necessary for them to break into the labor market, a message reinforced by youth who served on the peer review committee. A number of youth stated that if skills were practical and technical, they would have greater opportunities for employment and entrepreneurship. Stakeholders concurred that existing training programs are mostly theoretical and rarely add value to the workplace, with a number of key skills not being provided and nurtured by institutions. As shown in the table below, YouthMap identified areas where expectations of youth and employers are mismatched. For example, while life skills are deemed important by employers, young people are not aware of them as key skills but more concerned about acquiring technical skills such as computer skills.

Survey data indicates that 67 percent of YouthMap participants feel that they are prepared to work with their current level of education (see Figure 7). Those who are not prepared reported a lack of skills in three key areas: technical

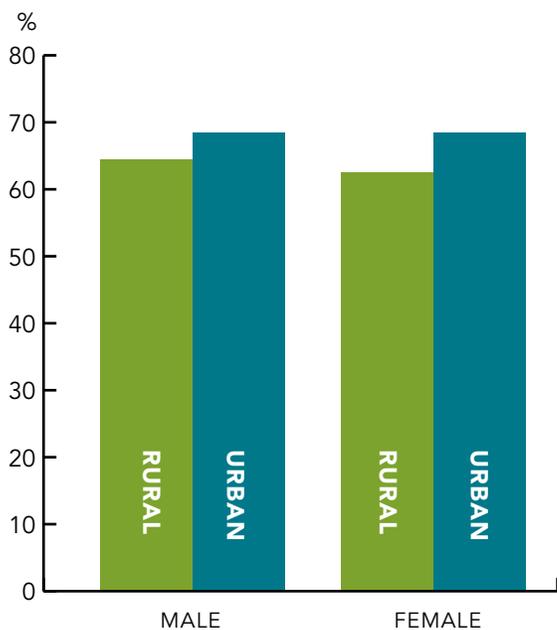
Table 1: Comparison of Skills Perceived as Essential by Youth and Employers

SKILLS	ESSENTIAL SKILLS TO ENTER THE LABOR MARKET (YOUTH PERSPECTIVE)	SKILLS EMPLOYERS REQUIRE FOR ENTRY LEVEL POSITIONS
Technical skills	Computer skills Procurement and supplies management Secretarial, agri-business or hotel management Carpentry, cooking, masonry, electrical Driving, journalism, HIV counseling	Computer skills Accounting, sales and marketing Administrative skills Manual skills Other (driving, English language)
Life skills	<i>Not considered by youth as critical</i>	Teamwork, strong work ethics, integrity, loyalty to company, communication, managing emotions, problem solving

and vocational skills (18 percent), starting their own business (14 percent), and computer skills (13 percent). Regional variation was observed, with rural participants desiring technical and vocational skills while urban participants desire skills in starting their own business and computer skills.

In terms of other mismatches identified by the study, YouthMap participants identified a lack of work experience as a major challenge when looking for work. However, most employers (60 percent) reported that experience is not a requirement for entry level positions while the remaining 32 and 8 percent of employers desire 1-2 years and 3-4 years of previous experience respectively. Entry-level positions are also subject to gender bias, with stakeholders reporting that men have significant advantages over women in technical jobs due to socio-cultural norms which associate men with such roles.

Figure 7: Am I prepared to work with my education?



Completing tertiary education greatly increases job prospects across sectors, and 57 percent of employers indicated it is a minimum education requirement for entry-level jobs in their company. There are, however, growth industries that require little to no formal education (e.g., hospitality, agriculture, and entertainment) for young people (see Table 2).

Employers' Perspectives

YouthMap found that employers, having noted the theoretical nature of training youth receive, bridge the gap through employee training. Eighty-eight percent of employers report that they train employees on-the-job. In-house classroom training is common, reported by nearly half of employers, using in-house trainers or through arrangements with agencies such as VETA. However, it is less common for employers to use vendor training, education institutes and NGO programs. Many employers are willing to invest financially in employee training, with 86 percent of participating employers currently paying for training services. They shared their intentions to have qualified employees closing skills gaps and support training as part of corporate social responsibility efforts. The disconnect between the labor market needs and training provision is highlighted as a major barrier by both youth and stakeholders, highlighting the need to establish better communication between training institutes and employers.

EMPLOYMENT AND JOB-READINESS

Background

The *National Five Year Development Plan* (NDP) looks to reduce youth unemployment by developing small and medium enterprises and non-farm activities in rural areas.¹⁴ Unemployment officially improved from 11.7 percent in 2006 to 10.7 percent,¹⁵ though an estimated three out of five unemployed Tanzanians are classified as youth.¹⁶ The 2010 TDHS found that 66 percent of youth, ages 15-24, had worked in the last year.¹⁷ Decent work is especially scarce, as approximately 90 percent of Tanzanian workers are in vulnerable employment¹⁸ with young urban males particularly lacking access to quality jobs.¹⁹

The *National Youth Development Policy* states: “There shall be a mechanism to promote the establishment of youth-friendly credit support services and empower youth on credit management.”²⁰ Only four percent of youth have access to microcredit.²¹ While agriculture still provides the greatest number of jobs, employing 74 percent of the country’s labor force,²² many youth view farming negatively, contributing to urban migration and a shift away from the sector.²³ Even with a declining share of employment, agriculture still produced 40 percent (1.2 million) of new

Figure 8: Desired skills by region by youth

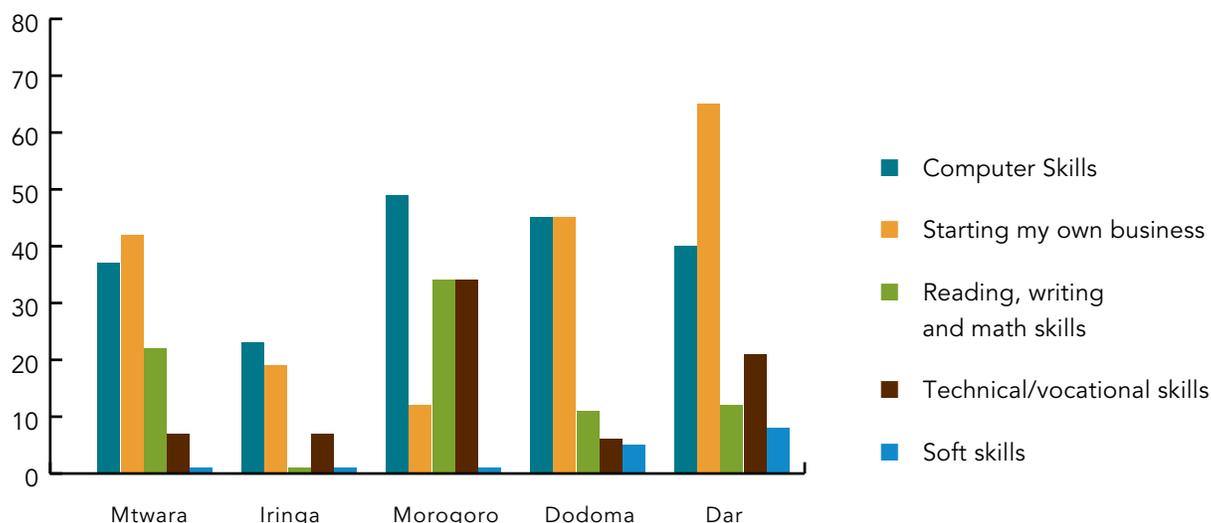


Table 2: Educational Requirements for Entry-Level Positions (From the Employer Survey)

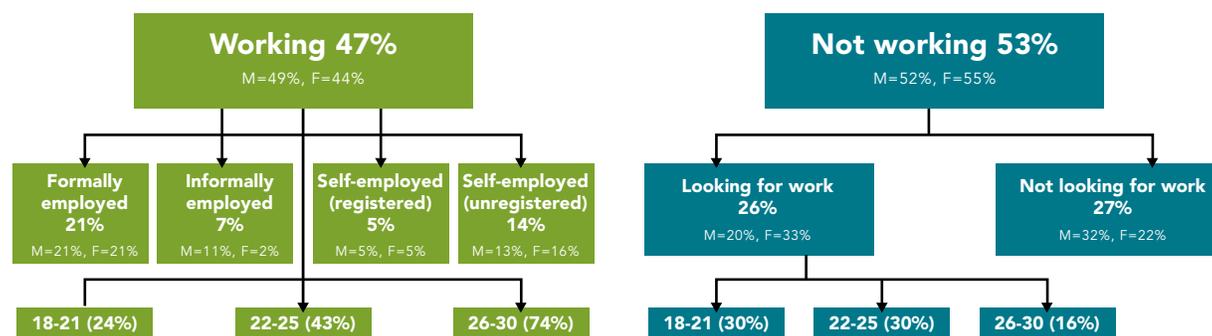
SECTOR (ILO classifications)	CAN YOUTH ENTER YOUR SECTOR WITH THIS LEVEL OF SCHOOLING?			
	NONE	PRIMARY	A-LEVEL	TERTIARY/ SECONDARY
Accommodation & food	Yes	Yes	Yes	Yes
Agriculture, forestry & fishing	Yes	Yes	Yes	Yes
Arts, entertainment & recreation	Yes	Yes	Yes	Yes
Manufacturing	No	Yes	Yes	Yes
Wholesale, retail; repair of motorcycles/vehicles	No	Yes	Yes	Yes
Other service activities	No	No	Yes	Yes
Transport & storage	No	No	Yes	Yes
Finance & insurance	No	No	No	Yes
Information & communications	No	No	No	Yes
Real estate	No	No	No	Yes

jobs from 2001 to 2006.²⁴ A 2009 World Bank Policy Note finds that the largest growth in employment outside agriculture has been in trade, restaurants, and hotels. The fastest growing sectors include financial services, mining, manufacturing, and transport.²⁵ Other promising sectors are agro-processing, textiles, metalwork, vehicle repairs, and manufacturing garments, leather products, and furniture.²⁶

Employment Status of YouthMap Participants

Among the 47 percent of youth working, only 21 percent were formally employed and the remaining were informally or self-employed. About half of the unemployed youth were looking for work.

Figure 9: Employment Status of YouthMap Participants



Each value is a percentage of the overall YouthMap sample and each gender and age cohort value is a percentage of the total sample for that gender or age cohort.

Of the unemployed, young women are more active in their job search (60 percent looking for work) than young men (38 percent looking for work). Long-term unemployment was found to be higher in the rural regions, with 40 percent of unemployed rural participants having been unemployed for more than 12 months, compared to 29 percent of unemployed urban participants. Seventy-two percent of youth reported

receiving compensation for their work. Average monthly income is between 100,000-160,000 Tanzanian shillings. However, only four percent reported that their income was sufficient to meet their expenses and 47 percent said it was “almost sufficient”. Skilled youth earn more than unskilled youth of course, with an average income of about 480,000 shillings per month.

Table 3: Sectors Employing Young People

SECTORS EMPLOYING YOUTH	VALUE CHAINS IN WHICH YOUTH ARE INVOLVED
Agriculture, Forestry, and Fishing	<ul style="list-style-type: none"> • Production (crops and animal husbandry and dairy farming); harvesting • Agricultural produce/products marketing and middlemen/women • Processing, especially sunflower oil, honey and cashew-nuts (value addition)
Transportation and Storage	<ul style="list-style-type: none"> • Bodaboda²⁷ riding; Daladala conductors and wapi-gadebe²⁸ • Driving (daladala²⁹, trucks, taxis, buses) and tour operations • Road construction and buildings
Information and Communications	<ul style="list-style-type: none"> • Information Technology (IT) technicians, assistants, and consultants • Phone company agents and employees (customer care, sales and marketing) • Mobile money, selling phones and phone credit vending businesses
Financial and Insurance	<ul style="list-style-type: none"> • Banks (tellers, reconciliation, clerks, sales and marketing); insurance companies
Accommodation and Food	<ul style="list-style-type: none"> • Hotel management and hospitality; customer care; housekeeping • Construction of hotels and guest houses • Tour guiding and food supplies

Youth perceived that formal employment requires being politically connected, having powerful relatives, or money to bribe potential employers. Some youth reported giving bribes to find work, in addition to more conventional methods, such as interning or networking with employers. Job search methods reported by YouthMap participants included:

- Networking with employers and nurturing good relationships;
- “Door-to door” approach where they reach out to one company after another;
- Through references, friends, and relatives;
- Apprenticeship, internships and attachments with companies;
- Volunteering without pay;
- Internet and social media, including Facebook, Jamii forum, Zoom Tanzania, and NGO websites;
- Venturing into entrepreneurship using skills gained or developed;
- Socialization in *vijiweni*.³⁰

Labor Market Opportunities for Youth – Employers’ Perspectives

Based on the employer survey results, employment of skilled youth was found to be highest in the information and communication; and financial and insurance sectors. Employment of unskilled youth was reported to be highest in accommodation and food services; agriculture, forestry and fishing; and manufacturing.

Employers anticipate that the following sectors will recruit youth over the next 12-24 months: agriculture, forestry and fishing; finance and insurance; accommodation and food; and arts and entertainment and manufacturing. Table 5 details projected absorption capacity of target sectors over the next two to three years.

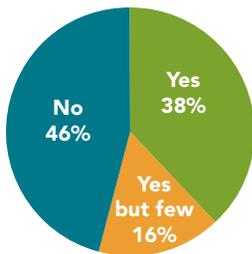
According to the employer interviews, there are many opportunities for young people to start their own businesses in information and communication; manufacturing; financial and insurance; and arts, entertainment and recreation (see Figure 10). Meanwhile, opportunities to develop small businesses

Table 4: Entry-Level Job Opportunities for Youth (From Employer Survey)

SECTOR	ENTRY-LEVEL JOB OPPORTUNITIES AVAILABLE
Accommodation and food services	Accounts assistants, receptionists, waiters, housekeeping, junior officers, security, sales officers, booking and reservations
Agriculture, forestry and fishing	Field supervisors, administrative assistants, machine technicians and basic electrical work
Arts, entertainment and recreation	Audit assistants, bank clerks, accounts assistants/clerks, reconciliation clerks and junior officers
Information and communications	Customer care, accounts assistants, technicians, freelancers, IT assistants, junior journalists, cartoonists, junior designers, IT officers, procurement officers, finance clerks, sales executives, technical consultants
Manufacturing	Project assistants, junior accountants
Other services activities	Junior accountants, IT officers, storekeepers, junior sales executives, account assistants, Junior clerks, tellers, supervisors and officers
Transport and storage	Executive transport officers, drivers, sales officers

are perceived to be limited in the agriculture; forestry and fishing; and transportation and storage sectors; and absent in the real estate sector.

Figure 10: Are there opportunities for youth to start businesses in your sector? (from the employer survey)



Opportunities and Interest in Agriculture³¹ and Tourism

Forty-four percent of participants reported considerable interest in both agriculture and tourism sectors. Interest in agriculture was higher among rural participants (51 percent) than urban (36 percent), and conversely interest in tourism was higher among urban participants (47 percent) than rural (44 percent). Young women reported stronger interest in both agriculture and tourism (46 percent; 48 percent) than young men (41 percent; 40 percent). Among YouthMap participants who own small businesses (both registered and unregistered), 15 percent are involved in agriculture (two percent of all young men interviewed; two percent of all young women interviewed) and 22 percent retail (two percent of all young men interviewed; two percent of all young women interviewed).

Table 5: Employers' Perception of Sectoral Absorption Capacity

SECTOR	PROJECTED ABSORPTION CAPACITY	
	(mean score: very high = 5, high = 4, fair = 3, low = 2, very low = 1)	
Information and communication	4.38	High-very high
Manufacturing	4.00	High
Wholesale, retail, repair of motorcycles and cars	4.00	High
Finance and insurance	3.83	Fair-high
Transport and storage	3.67	Fair-high
Other services	3.60	Fair-high
Accommodation and food	3.23	Fair-high
Agriculture, forestry and fishing	3.17	Fair-high
Arts, entertainment and recreation	2.67	Low-fair
Real estate	2.00	Low

Table 6: Employer Perspectives of Enterprise Development Opportunities for Youth

SECTOR	PROMISING ENTREPRENEURIAL AND BUSINESS OPPORTUNITIES FOR YOUTH
Accommodation and food	Establishing hotels and tour companies, tour guiding operations
Finance and insurance	Auditing and recruitment firms
Wholesale, retail and repair of motor-vehicles and motorcycles	Self-employment in vehicle/cycle repair, dealing in spare-parts, buying drinks wholesale and selling in retail
Agriculture, forestry and fishing	Aquaculture, commercial fishing, making fish-nets, contract seed growing, marketing agricultural produce, tree farming/growing, tea farming
Information and communications	IT solutions to public sector, phone dealership, agents, mobile money, transport and storage
Product and produce distribution	Junior accountants, IT officers, storekeepers, junior sales executives, account assistants, Junior clerks, tellers, supervisors and officers
Other	Occupational safety training, setting up SMEs, starting marketing and consulting companies, boda boda, carving and selling handicrafts, cosmetics and beauty products

Table 7: Youth's Interest in Agriculture

AGRICULTURE VALUE CHAINS	PERCENTAGE	NOTES
Marketing	27%	<ul style="list-style-type: none"> Participants are most interested in marketing within the agricultural value chains
Production	26%	<ul style="list-style-type: none"> Young men expressed more interest than women in production (29% vs. 24%) Regional variations were noted with more rural participants interested in production than urban youth (41% vs. 14%)
Transportation	21%	<ul style="list-style-type: none"> More urban youth interested in transportation than rural (25% vs. 15%)
Input supplies	16%	<ul style="list-style-type: none"> Urban youth are more interested in input supplies than urban counterparts (19% vs. 9%)

Table 8: Youth's Interest in Tourism

TOURISM VALUE CHAINS	PERCENTAGE	NOTES
Tour guiding	29%	Young men are more interested in tour guiding than women (40% vs. 16%)
Hotel and hospitality	24%	Young women are more interested in hotel and hospitality than young men (34% vs. 13%)
Food and beverage	14%	Rural youth are more interested in food and beverage than their urban counterparts (18% vs. 12%)
Transportation	15%	
Marketing	11%	

Barriers to Engagement

YouthMap participants across all regions noted tourism opportunities in their area, but the government and investors are prioritizing northern Tanzania. YouthMap participants identified a number of barriers inhibiting youth engagement in agriculture and tourism and provided recommendations.

Barriers to Employment

YouthMap participants described challenges faced in making a living, including: corruption; harassment from police; sexual harassment of young women by employers and potential employers; favoritism (the nepotism syndrome); job insecurity; lack of networks; poor education systems; and African swine fever for those involved in the pork industry (*kitimoto*). Employers also acknowledged the following challenges in hiring young people that are applicable to all sectors – high turnover, lack of relevant technical and life skills, unrealistic salary expectations of youth, and high costs of hiring.

While the labor market offers many entry-level job opportunities, stakeholders feel that skills are inadequately aligned to the labor market. Sector players are making deliberate efforts through their own assessments and surveys to identify and impart the necessary skills. Specific to the youth employment growth sectors of information and communication

and finance and insurance, employers noted their key challenge of finding employees who meet the minimum entry-level educational requirement (youth with tertiary/university education).

HEALTHY LIFESTYLES

Background

The *National Youth Development Policy* states: “The Government in collaboration with other development partners shall promote the establishment of youth-friendly health services at all levels.”³² The Ministry of Health’s *One Plan for Maternal Newborn and Child Health Care* states that, “Provision of youth-friendly reproductive health services will be promoted and availability of family planning methods and child health interventions will be increased.”³³ Approximately one third of Tanzania’s health facilities are said to provide youth-friendly sexual and reproductive health services.³⁴ Some of the barriers to health services include limited sexual reproductive health counseling and poor access to condoms and educational materials.³⁵

According to UNICEF, youth are often better at helping their peers understand how to make informed choices, even when they face challenges, and multiple peer-to-peer education models in Tanzania have demonstrated success.³⁶ Reproductive health education programs are

Table 9: Youth Recommendations for Increasing Engagement in Agriculture and Tourism

BARRIERS TO ENTRY AND ENGAGEMENT FROM YOUNG PEOPLE	YOUTH RECOMMENDATIONS ON HOW TO FACILITATE ENTRY AND GREATER ENGAGEMENT IN AGRICULTURE AND TOURISM
Attitude: 'agriculture makes us old'	Educate youth on agriculture as a business and improve their skill sets through practical approaches.
Inadequate support and encouragement from parents	Parents should be positive about agriculture but allow us to revamp it using appropriate technology. One young person said, "They should also give us rights to the land and not take all the profits."
Misplaced government policy priorities	Provide entrepreneurship education for young people; Special youth development programs on agriculture and tourism should be implemented for and with young people.
Land rights and ownership issues	Affordable loans with low interest rates and youth-friendly alternatives to collateral will help entrepreneurship and investment in agriculture and tourism.
Access to loans and capital	Expand the concept of revolving funds and Savings and Credit Cooperative Organizations (SACCOs) where youth can access loans without collateral.
Outdated technologies (traditional methods); lack of inputs	Increase access to farm inputs, implements and extension services for productive agriculture.
Unreliable (or lack of) market for produce and products	Expand market opportunities for produce and educate youth on value addition so that they get better prices. Infrastructure improvement cannot be over-emphasized.
Poor infrastructure	Improvement in infrastructure, expand markets and construct small industries within agriculture and tourism value chains to employ youth.
Lack of skills to identify and use opportunities in tourism (language skills, capital for investments)	Provide incentives to youth to venture into tourism and related value chains; improve self-confidence of youth so that they are proactive and entrepreneurial.

showing positive results as condom use among adolescent boys rose by more than 17 percent, and demand for family planning among married women, aged 15-19, rose from 36 to 48 percent between 2004 and 2010.³⁷ However, only nine percent of women, aged 15-19, who did not use contraception had discussed family planning with a field worker or health professional, a situation which according to the TDHS³⁸ constitutes a missed opportunity for education and counseling.³⁹ In 2010, 23.5 percent of women aged 15-19 had begun childbearing, and 3.3

percent of young women and 12.7 percent of young men reported having multiple sexual partners.⁴⁰ While almost all youth have heard of HIV/AIDS, less than half have comprehensive knowledge of HIV.⁴¹

In addition to the positive impact peer-to-peer interventions have on improving healthy behaviors, increasing education attainment levels have also demonstrated a positive influence steering healthy behavior among Tanzanian youth. Part of Hargreave,

Slymaker, Fearon, and Howe's analysis of 2007/2008 representative health survey data of youth (aged 15 to 24) notes that young people across both genders who have achieved higher levels of education demonstrated a higher age of first-time sexual experience, fewer sexual partners, and more contraception use than their lesser educated counterparts.⁴² Consequently, educated females are less likely to become pregnant and/or married before 21 years of age, and more likely to make informed health choices for themselves and their families.

Youth Perspectives

During focus group discussions, many YouthMap participants shared that they do not live healthy lifestyles and are not fully aware of consequences of unhealthy lifestyles. Young people in their communities find themselves subject to negative peer pressure while lacking confidence or self-discipline. They shared that they do not disclose health problems or seek regular treatment from doctors while fully unaware of consequences of unhealthy living. External drivers of unhealthy behavior include: poverty, lack of accessible information and inadequate support structures (family, community and friends).

Sexual Reproductive Health Services

Youth demonstrated an understanding of the purpose and importance of sexual and reproductive health (SRH) and family planning (FP) services. These services help them: plan their families and manage the population in alignment with available resources; know their health status; keep and stay healthy; plan their lives; and be productive members of society. They reported that the following services are available across their regions: contraceptives, health education (including through peer educators), injections, and condoms.

Youth-Friendly Services⁴³

Despite the widespread availability of SRH and FP services, youth and other stakeholders report that the services are not fully accessed by youth and their delivery is often poor and not youth-friendly. Attributes which contribute to the "youth friendliness" of a health facility include the accessibility of the location and facility hours, the friendliness of the facility environment, including the level of privacy and confidentiality afforded to youth, staff

preparedness in interacting with youth, the availability of peer education/counseling and affordable fees. YouthMap found that services were more widely perceived as youth-friendly by university students and employed youth than other participating youth cohorts. Participants attributed this to greater confidence and ability to demand better services by these more educated and experienced youth. There were also regional variations, with young people in Iringa acknowledging that services are youth-friendly and expressing confidence in the confidentiality of the services they receive.

Barriers to Access

A number of specific barriers inhibiting youth access to SRH and FP services were identified, as follows:

Poor capacity and ethics of health service providers:

Youth identified issues relating to inadequate and un/semi-skilled health staff; corruption; bureaucracies; and expensive service, especially in private health institutions. Specifically, youth reported inhospitable staff using rude and abusive language and displaying poor listening skills; having to pay for services which should be free; being made to wait a long time; and feeling as though they were "begging for services." Some youth reported that older staff makes them feel uncomfortable to openly share their issues, fearing a lack of confidentiality and "attitudes of disdain."

Inadequate health commodities and equipment: Health facilities were reported to be underequipped, with participants citing a lack of tools to help young pregnant women give birth; insufficient injections, medicines and contraceptives; and a lack of appropriate pre- and post-HIV test counseling. One young person in Morogoro said: "If you are found HIV negative, they just tell you that you are lucky or, be very careful, instead of giving you appropriate counseling." Some youth have resorted to washing condoms to reuse when there are no stocks in health facilities.

Negative attitudes and perceptions of young people: Focus groups showed many young people's lack of confidence in the health system and limited understanding of the importance of health services. Many shared negative attitudes and perceptions, for example, one young woman in Kongwa said: "Mostly when we attend health

education sessions, they ask if we have a husband or children, which some of us don't. They do not understand why you are part of the group receiving health education. This shows you that the education is not intended for you.”

Sources of Health Information

The study asked how youth learn about healthy attitudes, as well as their most trusted information sources. Most trusted sources of information include: radio, television, and newspapers. Magazines and newspapers were also mentioned though to a lesser extent. Interestingly, youth trusted religious and community leaders more as information sources, compared to friends and family. Across all regions, few youth use other sources, such as fliers, posters, booklets, and schools. FEMA talk shows were cited as a popular method for learning about healthy attitudes and behavior. However, focus groups raised concerns that some youth, especially in rural areas, are left behind as modern technology is used to disseminate information. YouthMap participants stressed the importance of engaging youth to support community health programs, and the use of peer educators to provide information and services.

What did we learn from youth role models about healthy lifestyles?

Interviews with positive role models revealed that they have been tempted to engage in risky behaviors. However, they have been able to find support to make positive choices, recognizing the following:

- Risky behaviors will curtail the achievement of your life goals;
- A network of strong family, community and peer support systems helps youth stay strong and focused;
- Lessons from own life experiences (or that of others) and effects of high-risk behaviors on one's life;
- Values learned in churches, mosques, and even education institutions strengthen one's character;
- Developing life skills and seeking other positive role models sets you towards your goals.

The study found the following motivations are critical for role models to make positive choices: passion, ambition, hard work and success, volunteerism, just leadership, humility, strength of character, compassion, experiences, lessons in life, positive networks and influences, faith in change, unwavering focus, self-drive, and determination. The greatest inspiration for role models comes from family members and friends. Some of the key enablers of their success are as follows:

- Supportive networks: Peers, friends and relatives, family and groups nurture problem solving and analytical skills; positive morals and norms; new ideas and innovations; mentoring and negotiation skills, which contribute to positive choices and success.
- Cultivating and nurturing faith in God: Helps develop morals and values, and gives hope and strength for success.
- Developing a culture of self-reliance at an early age: This offers an opportunity to start thinking of yourself as an individual and being able to make decisions on how to improve your life.
- Access to life skills and diversifying practical skill sets: This helps in identifying opportunities as well as managing these opportunities to satisfy personal goals or dreams.
- Strong desire to fulfill your dreams: This is the key driver of success among role models.
- Participation in development: In many cases active participation in development have contributed to their skill development and success. The majority of role models have been influenced by youth development projects.

ACCESS TO TECHNOLOGY

The study sought to determine young people's access to technology, computer, mobile phones, and the Internet. Almost a third of youth have never used a computer. In

urban areas, over half the participants are able to access the Internet at least once a week, compared to less than a quarter in rural areas. Given declining access to TV as reported in focus group discussions and high penetration of mobile phones, the Internet will potentially play an increasing role as an information source for youth. Mobile coverage is extremely high, even in rural areas. Overall, ninety-two percent of survey participants own a mobile phone, including 83 percent of rural participants. Of those who don't own a phone, almost all have access to one through family or friends.

CIVIC AND POLITICAL PARTICIPATION

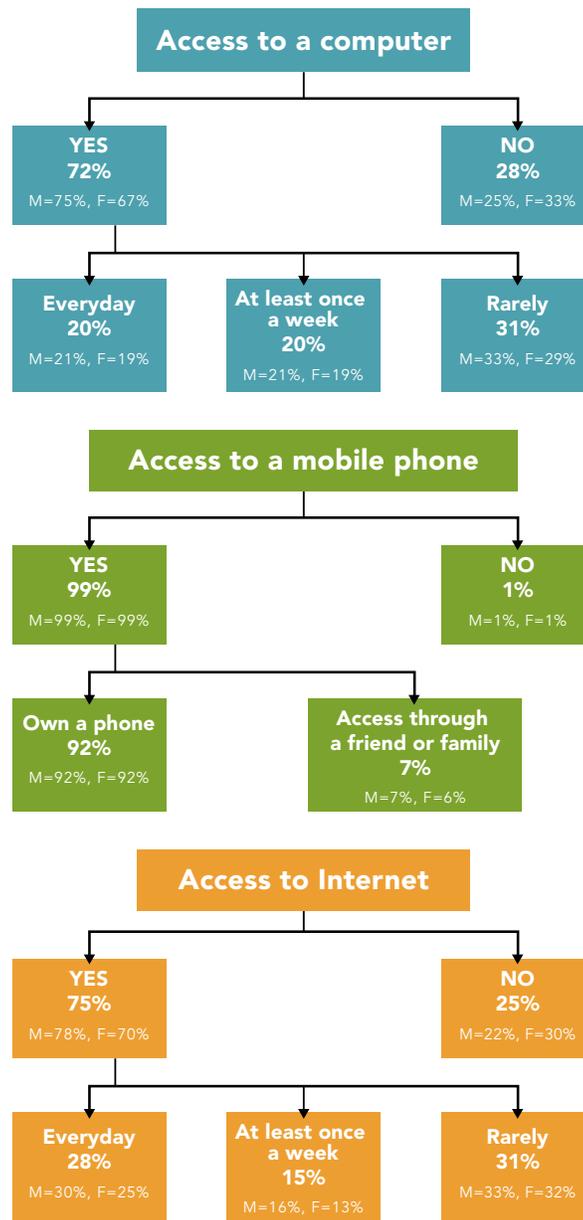
Background

The *National Youth Development Policy* states: “There shall be a mechanism to facilitate effective participation of youth in structures and issues defined in the Local Government system, Central Government, and other participatory organs at national and international levels.”⁴⁴ While these mechanisms are not defined, The *National Five Year Development Plan* (NDP) seeks to “promote meaningful youth involvement and participation in politics to enhance good governance and acceptance” through the establishment of a National Youth Council, strengthening of leadership skills for youth-led organizations, and strengthening nationalism and volunteerism through youth camps.⁴⁵ While the National Youth Council is prescribed in multiple policies, it has not yet been formally established. Young people rarely play a part in decision-making, with barriers including limited education, lack of confidence, and the lack of space for youth to express themselves in the public realm.⁴⁶ Young married women are markedly less likely to have decision making power than their older counterparts.⁴⁷ Although a 2007 Anticorruption Bill gives the Government greater power to target abuses in procurement and money laundering, critics claim that this has been insufficient. Corruption continues to be a large deterrent to political engagement and Tanzania was ranked 119 out of 175 countries surveyed in Transparency International’s 2014 Corruption Perceptions Index.⁴⁸

Political Participation

Youth participate more civically (65 percent) than politically (47 percent). Young rural women mostly participate in civic activities such as religious activities (e.g., church, mosque)

Figure 11: Access to Technology



Each value is a percentage of the overall YouthMap sample and each gender and age cohort value is a percentage of the total sample for that gender or age cohort.

and volunteering in the community, while men tend to be more politically involved. Youth political participation is higher among young men (50 percent) than young women (43 percent), and was also found to be higher in urban (50 percent) than rural areas (40 percent). Political participation for youth is mostly voting (27 percent of youth – 29 percent young men; 25 percent young women) and engagement in party politics (11 percent of youth – 11 percent young men; 11 percent young women). Barriers reported by both young

men and women include: lack of confidence among young people, power held by older people who are not ready to share, lack of education and professional networks, and loss of confidence in the electoral process. Barriers specifically relevant to young women in rural areas include: cultural underpinnings that favor and encourage young men rather than women into leadership positions; and competing roles and priorities in their domestic responsibilities – where young women spend most of their time – with little time for politics unless there is financial reward for their participation.

Nearly half of YouthMap participants reported involvement in political activities. The most common form of political participation appears to be voting, followed by engaging in party politics. However, overall less than ten percent of youth reported joining political parties, while involvement in advocacy and the constitution process was less than five percent. As shown in the table below, political activity is substantially higher in Morogoro than other survey regions and male participation is slightly higher than female participation. Gender variation was more pronounced in urban areas. When considering the “type” of youth, it was found that role models displayed the highest political participation (70 percent), followed by self-employed youth (60 percent), other employed youth (53 percent), unemployed youth (40 percent) and lastly, in-school youth (39 percent).

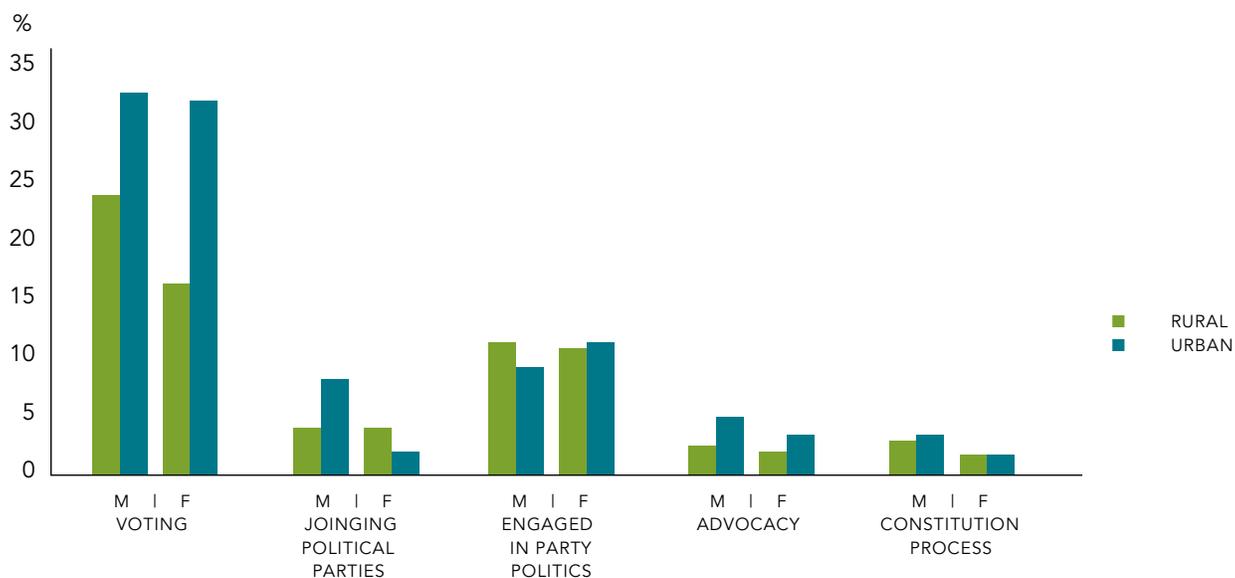
Table 10: Politically Active YouthMap Participants by Region

LOCATION	POLITICALLY ACTIVE PARTICIPANTS		
	Female	Male	Overall
Dar es Salaam	55%	42%	48%
Dodoma	44%	35%	39%
Iringa	26%	44%	36%
Morogoro	57%	80%	73%
Mtwara	34%	47%	41%
Overall	43%	51%	47%

The study also sought to understand the motivations and barriers to youth political participation. Youth reported to participate in politics for the following reasons:

- To get good leaders who can provide for their critical needs, like employment, and champion their rights;
- To exercise their fundamental constitutional rights;
- To influence socio-economic development in their communities and the nation;
- To generate change in the youth’s situation.

Figure 12: Types of Political Participation



Youth reported that they are more motivated to participate under the following circumstances:

- When there is an income or reward to be earned;
- When parties prioritize youth in their leadership and political youth wings;
- When the leaders are fair, just, and lead by example/ role models;
- When the leader is a young person who works with and for them.

The following constraints to youth political participation were identified:

- Perception that “even when we [youth] participate, the situation will still not change;”
- Fear of being caught up in violence as most youth don’t have work and tend to resort to violence out of frustration;
- Lack of resources to campaign for their preferred leaders or for themselves to be elected as leaders;
- Lack of confidence in the electoral process and losing hope when preferred candidates do not win;
- Lack of awareness or sensitization to the importance of participation;
- Lack of self-confidence to seek leadership roles (e.g., one focus group in Kilolo indicated that there was a vacancy in the constitution committee but young people did not express interest in running);
- Many youth do not have identification or voter cards; or are not of age to politically participate;
- Other priorities, such as the need to prioritize work for survival over political activities;
- Fear of responsibility and accountability.

Upcoming Elections

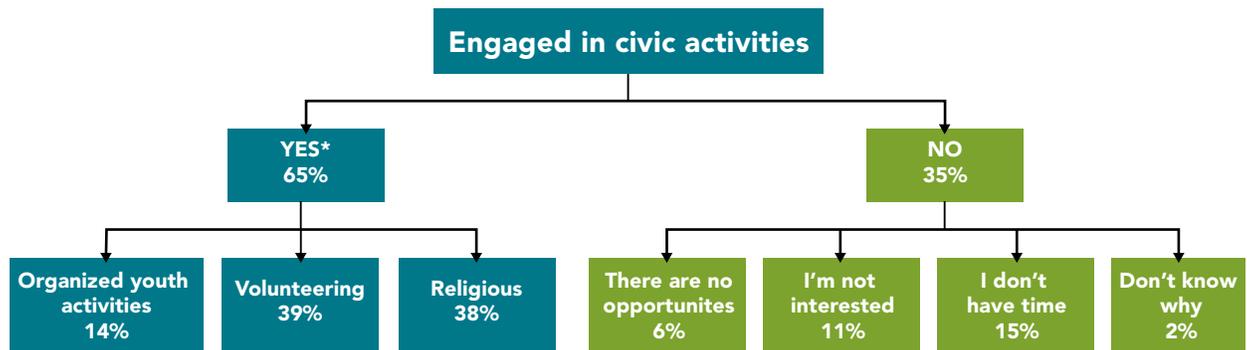
Ninety-two percent of the YouthMap participants reported planning to vote in the 2015 elections. This is substantially higher than in the last election, when 23 percent stated that they were eligible but cited a range of reasons for not voting, including not registering, being unable to travel, fear, lack of interest, and feeling that their vote would not make a difference. Intention to vote was higher among young women.

Focus groups revealed a sense of responsibility in exercising the right to vote, as well as some apprehension regarding the 2015 elections. Youth reported that they want good and responsible leadership. They believe they have a role to play in electing leaders who will solve national challenges like poverty, disease, and ignorance and reduce inflation of essential commodities. They wish to elect leaders who are fair and just, not corrupt and who have strategies to meaningfully empower and engage youth. They maintained that they will not be bribed and that they will make a statement that the government has wronged them and have not met their expectations; and that, as youth, they know what they want and where they want Tanzania to be. “We are the ones to make this happen,” they stated.

YouthMap participants appreciate that they are responsible to prepare for elections and report that they can inform themselves about their political leaders through the broadcasted parliamentary sessions. Some YouthMap participants reported that they are accessing leadership development and mobilization training through their political parties; however, they recognize that voter education and awareness for them should be enhanced.

Negative feelings around the 2015 elections include fears that they may not be fair and could be marred by violence and conflict. Youth believe that they are more informed now than before and will be able to detect fraud, potentially responding violently. There was also a sentiment that the current leadership is dominated by old people who usurp all the power and who may not be ready to relinquish it if there is change in political reins, unless the new constitution is implemented before the elections.

Figure 13: Civic Participation of YouthMap Participants



*multiple selections allowed

Each value is a percentage of the overall YouthMap sample and each gender and age cohort value is a percentage of the total sample for that gender or age cohort.

Civic Participation

YouthMap participants were engaged in civic activities, with 65 percent active in their communities and only six percent feeling there are no opportunities to participate. Many youth participated in multiple activities, with young women participating at a slightly higher rate (66 percent) than young men (64 percent). As shown below, civic participation was mainly in volunteering and religious participation. Regional variations were observed – with civic participation ranging from 52 percent in Dar es Salaam to 71 percent in Iringa, which supports a general trend where civic participation is higher in rural areas (67 percent) than urban (63 percent).

Volunteering was the most common form of civic participation among urban participants especially among young men. Volunteer activities were found to be broad and included voluntary participation in development or social initiatives; building of schools and health centers; or engagement in community programs. This commitment of young people across the country to volunteer demonstrates how Tanzanian youth are not only willing to work but also can be included more purposefully in the process of developing their communities. Faith communities continue to attract youth participation at high rates with religious participation, which includes attending mosque and church functions, building of mosques and churches, as well as church-based ceremonies such as weddings and funerals, more common among rural participants. Other areas where young people civically participate are cultural rites such as funeral and burial ceremonies, but this was

mostly as grave-diggers. Young people were found to have both positive and negative motives for civic participation, as shown in the table below. Rural men and urban women were more likely to participate in organized youth activities than their counterparts, while conversely, urban men and rural women were more likely to participate in NGO activities. This could be a reflection of which groups are targeted by NGOs (urban men and rural women) as well as which groups are creating their own opportunities in their respective communities (rural men and urban women).

As summarized in Table 11, young people expressed mixed feelings of disengagement, disempowerment and discouragement. However, the issue of citizenship is of growing importance to them and many youth demonstrated a strong sense of responsibility.

Perceptions of the Government

Thirty-one percent of YouthMap participants felt that the government is not effective in managing public resources and only five percent said “very effective”. Interestingly, young women rated the government more favorably than young men. When comparing regions, respondents from Dodoma gave the most positive ratings and those from Dar es Salaam, the lowest. With regard to government service delivery, 24 percent said “not effective” and five percent “very effective”. Again, women reported more favorably than men, and ratings were highest in Dodoma and lowest in Dar es Salaam.

Table 11: Motives and Constraints

MOTIVES		REASONS FOR NOT PARTICIPATING
Positive	<ul style="list-style-type: none"> • It helps in building good relationships in the community, helping others in need; • We have the energy to do so; • It is our responsibility; • It is a cultural expectation and young people are required to participate; • We have faith in God (especially for religious activities). 	<ul style="list-style-type: none"> • We have poor cooperation as young people and we therefore cannot mobilize ourselves and identify the values of engagement together.
Negative	<ul style="list-style-type: none"> • We are forced by our parents; • We want to get a meal especially at burials; • We are idle and have no work to do. 	<ul style="list-style-type: none"> • We do not see the value of doing free work; • We lose interest because it is the same people every time; • We do not understand why it is important to participate; • Adults think we have nothing to do if they see us; • We do not get any economic reward or return from participating.

Table 12: Frustration with Management of Resources and Delivery of Services

REGION	QUOTE
Unemployed youth, Dodoma	<i>"There was a youth program of cleaning the municipality, but we started and it was taken over by grandmothers, now the city is so dirty. These are examples to show that youth are not respected at all."</i>
Identification withheld	<i>"Land for investments is there but big people are using them. For example, the MP has 400 hectares while us, we don't have a place to farm...this makes us lose confidence in CCM (Tanzania's ruling party) and government. Those who benefit from resources are not the poor."</i>
YouthMap participants, Kongwa, Dodoma	<i>"In Mauta (Kongwa rural) here, there was exploration of minerals, they (government) dislocated a family and built him a good house, but they gave the place to others (investors) not even Tanzanians without even telling the community there are minerals in their area."</i>

Youth acknowledge good government plans on resource management and service delivery, but perceived that these plans fail in implementation. There were also some positive comments about the government – in Kilolo, Iringa, young people acknowledge that at the local level

public resources are managed well and youth are even involved in decisions through public meetings. However, the bulk of youth perceptions are more problematic, and direct quotes around key issues can be found in table 12.

Table 13: Recommendations from YouthMap Participants

ENVISIONED BY YOUTH IN TANZANIA	SOLVING PUBLIC RESOURCE MISMANAGEMENT
Amend policies and laws to support an enabling environment for youth agenda	Hold fair and transparent elections for strong leaders
Improve quality of education to youth; include civic rights, accountability and, advocacy for better public resource management	Deliberate means to create opportunities for young people in public management and leadership such as creating spaces for youth (affirmative action for youth)
Review the governance and leadership structures to be pro-youth; need for both government and private sector to create more space and opportunities for youth	The system of public governance and leadership must engage youth more in development, management of public resources and leadership
Leaders must ensure fairness and justice in management of resources and young people must understand their rights	Fair distribution of public resources; resources should benefit the local communities and not just foreigners and investors, it should be distributed fairly
Provide unfettered access to information for young people, develop their skills and let them know of the numerous opportunities available	Facilitate access to information for youth to take advantage of opportunities available
Recognize the capacities of young people, develop trust in them, prioritize their issues and involve them in management of public resources	End rampant abuse of office and power. One said, “They use the government vehicle to go to bars (drinking places), do their private businesses and even go as far as selling to others these properties when they are public resources.”
Youth-led change	Accountable leadership that answers to youth. Leaders as public servants must continue to be held accountable on their public responsibilities and they should answer to young people as well.
Change the system of education so that youth learn more skills in primary and secondary schools to make them creative and innovative, and participate in development	Establish a one-person-one-job policy. Leaders should only be allowed to hold one job and government should stop recycling retirees so they can start creating opportunities for young people.
Introduce “Made in Tanzania” as a quality brand	

- Corruption and embezzlement of public funds by leaders who should be held accountable to people;
- Misuse of natural resources such as minerals, forests, public land (one young person said: “Cutting trees in protected forests still continues even when it has been discussed for a very long time”);
- Public health and education services are very poor, because there are no commodities and equipment, no learning materials and all these affect access to quality services.

YouthMap participants also helped identify the following solutions to public resource management issues in Tanzania (see table 13).

CONCLUSION

YouthMap sought to answer several key questions about Tanzanian youth: what are their needs; how well are their needs addressed today; and what we can do to support them more effectively. Over three hundred youth clearly articulated their needs, challenges, and aspirations. They are aware that their journey ahead is marked by both obstacles and opportunities and highlighted priority issues: securing meaningful work, acquiring practical skills and experience, participating in decision-making processes, and securing access to youth-friendly health and financial services.

Employers joined hands with YouthMap and helped identify employment and enterprise development opportunities, as well as critical employability skills, for young people. Employers are enthusiastic about working with development partners to find ways to increase the capacity of their current and future workforce. Charting their potential and aspirations, YouthMap makes clear that young people should be recognized for their potential as actual “problem-solvers” rather than “problems to be solved.”

ENDNOTES

1. Life skills are defined by the World Health Organization as abilities for adaptive and positive behavior that enable individuals to deal effectively with the demands and challenges of everyday life.
2. World Bank, "World Bank Policy Note Sustaining Job Creation and Improving the Quality of Jobs in Tanzania," (World Bank, 2009), 10.
3. While the national definition of youth in Tanzania is 15-35, USAID/Tanzania selected the 18-30 age cohort in order to collect focused data that yielded the most helpful information to support future program design that is sensitive and inclusive of youth conditions.
4. GoT, "The National Five Year Development Plan," (2012), 74.
5. World Bank, *World Databank*, (2010) <http://databank.worldbank.org/data/home.aspx> Accessed May 2013.
6. UNESCO Institute for Statistics, *Data Centre*, (2012) <http://stats.uis.unesco.org/unesco/tableviewer/document.aspx?ReportId=143>. Accessed May 2013.
7. World Bank, "Country Assistance Strategy for Tanzania FY2012 to 2015," (World Bank, IMF, 2011), 8.
8. World Bank, "World Bank Policy Note Sustaining Job Creation and Improving the Quality of Jobs in Tanzania," (World Bank, 2009), 10.
9. GoT, "The National Five Year Development Plan," (2012), 73.
10. UNICEF, "Adolescence in Tanzania," (UNICEF, 2011), 30.
11. International Growth Centre, "Attaining Middle Income Status – Tanzania: Growth and Structural Transformation Required to Reach Middle Income Status by 2025," (London: January 2012), 22.
12. The United Republic of Tanzania, "National Youth Development Policy," (December, 2007), 21.
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27. Bodaboda refers to motorcycles which are used for ferrying passengers or goods at a cost.
28. This refers to youth who usher in passengers into the daladala (ibid) or buses by announcing the route and fares. For buses, in some cases they collect fares in advance. They are also associated with pickpocketing, petty thievery and causing disturbance aside from the services they offer.
29. Daladala is a common term used in Tanzania to refer to mini-vans used in carrying passengers.
30. Vijiweni (plural of kijiweni) is a Swahili word which loosely translates as "on the rock". Both in rural and urban areas, youth who are idle often meet during the day at a particular place to discuss their challenges, advise each other, share opportunities available and discuss their issues. This socialization process also helps youth identify employment opportunities.
31. YouthMap participants referred to agriculture in general terms – includes both on-farm (production of crops and livestock, fishing,

bee-keeping, harvesting) and off-farm activities (produce storage, marketing and processing).

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