



1997

National Employment Policy

<< www.tanzania.go.tz/policiesf.html >>

Poverty is defined here as “a state of unemployment” and it is the belief in this paper that rectifying high levels of unemployment and underemployment will help to lift Tanzanians out of poverty. A new Employment Office was created for this purpose, to co-ordinate new initiatives set out in this paper.

In 1997, the informal sector employed over two million people and had a significantly greater potential for employment than salaried jobs in the private and formal sectors of the economy. Consequently, this paper focuses on encouraging self employment where possible.

The National Employment Policy came out of the realization that the economy was struggling to meet the needs of the population. It recognized a need to identify areas where employment could be increased and to utilize technology and national resources in this process.

The paper outlines a wealth of ideas which could generating employment in the private, formal and informal sectors. These policies have been developed for all sectors and special sections apply for youth, women, retrenches and disabled members of society. The aims are to:

- develop an environment to encourage the unemployed into work, from the age of schooling to adulthood;
- design strategies for employment creation;
- provide information on employment opportunities for job seekers and employers;
- institutionalize a culture of self-reliance in Tanzania; a commitment heavily examined in Vision 2025.

Relevant commitments are made to: encourage IT training and use of technology to promote employment; and create positive discrimination in training with reference to young people, women, elderly and excluded members of society.

A specific policy is suggested to encourage a strategy for youth self employment, including:

- expand education, ensure education establishments offer advice to adequately prepare youth for self-employment after their studies;
- establish Vocational, Educational and Training programmes in the public and private sectors that build industrial skills;
- ensure advice is available for youth on how to secure loans from financial institutions, as well as private / donor sources;
- create a unique fund for the purpose of covering training costs and loans for self employment activities;
- encourage youth to start or join youth economic activities.

There is also a recognition of the “brain-drain” of Tanzania’s graduates and the tendency to employ expatriates rather than employ homegrown graduates. Whilst this does not directly relate to school goers, it may affect their futures.

The role for NGOs is significant based on the description in the policy; however, there is not much that expands on this. The role, as described, is: to co-operate with the policy; to conceive, devise and implement “sustainable” employment programmes; to finance training which will sustain employment.