REVOLUTIONARY GOVERNMENT OF ZANZIBAR

ZANZIBAR YOUTH EMPLOYMENT ACTION PLAN

FIRST DRAFT

Prepared by:
Ministry of Labour, Youth, Women and Children Development
Zanzibar.

July, 2007
LIST OF ACRONYMS

AIDS   Acquired Immunodeficiency Syndrome
BOT    Bank of Tanzania
CBO’s  Community Base Organization
CRC    Convention on the Rights of Children
CEDAW  Convention on the Elimination of all forms of Discrimination
        Against Women
CMO    Chief Minister’s Office
CSO    Civil Society Organizations
DP     Development Partners
EPZ    Economic Processing Zones
FP     Family Planning
GDP    Gross Domestic Product
HBS    Household Budget Survey
HIV    Human Immunodeficiency Virus
HOR    House of Representatives
HRDP   Human Resources Development Program.
ICT    Information, Communication and Technology
ILO    International Labour Organization
JKU    Jeshi la Kujenga Uchumi
MCAGG  Ministry of Constitutional Affairs and Good Governance
MDG    Millennium Development Goals
MKUZA  Mkakati wa Kukuza Uchumi na Kupunguza Umasikini Zanzibar
MEVT   Ministry of Education and Vocational Training
MFEA   Ministry of Finance and Economic Affairs
MLYWCD Ministry of Labour, Youth, Women and Children Development
MTTI   Ministry of Trade, Tourism and Investment
MTEF   Medium Term Expenditure Framework
MRASD  Ministry of Regional Administration and Special Department
MWEL   Ministry of Water, Energy and Land
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<tr>
<th>Abbreviation</th>
<th>Full Form</th>
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<tr>
<td>M&amp;E</td>
<td>Monitoring and Evaluation</td>
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<tr>
<td>NGO</td>
<td>Non Governmental Organization</td>
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<tr>
<td>OCGS</td>
<td>Office of Chief Government Statisticians</td>
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<td>PBZ</td>
<td>The people’s Bank of Zanzibar.</td>
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<tr>
<td>SADC</td>
<td>Southern African Development Cooperation</td>
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<tr>
<td>SME</td>
<td>Small and Medium Enterprises</td>
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<td>TRA</td>
<td>Tanzania Revenues Authority</td>
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<tr>
<td>UN</td>
<td>United Nations</td>
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<tr>
<td>UNDP</td>
<td>United Nations Development Program</td>
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<td>UNESCO</td>
<td>United Nations Education Social and Cultural Organization</td>
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<tr>
<td>UNICEF</td>
<td>United Nation Children Fund</td>
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<tr>
<td>UNIFEM</td>
<td>United Nations Development Fund for Women.</td>
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<tr>
<td>UNFPA</td>
<td>United Nations Fund for Population Activities</td>
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<tr>
<td>URT</td>
<td>United Republic of Tanzania</td>
</tr>
<tr>
<td>USD</td>
<td>United States Dollar</td>
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<tr>
<td>VCT</td>
<td>Voluntary, Counseling and Treatment</td>
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<tr>
<td>VET</td>
<td>Vocational Education and Training</td>
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<td>WHO</td>
<td>World Health Organization</td>
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<td>YEN</td>
<td>Youth Employment Network</td>
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<td>ZMC</td>
<td>Zanzibar Municipal Council</td>
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<td>ZMSPR</td>
<td>Zanzibar Manpower Survey Report</td>
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<td>ZNCCIA</td>
<td>Zanzibar National Chamber of Commerce, Industry and Agriculture</td>
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<td>ZPRP</td>
<td>Zanzibar Poverty Reduction Plan</td>
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<td>ZRB</td>
<td>Zanzibar Revenue Board</td>
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<td>ZSGRP</td>
<td>Zanzibar Strategy for Growth and Reduction of Poverty</td>
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<td>ZYEAP</td>
<td>Zanzibar Youth Employment Action Plan</td>
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<td>ZAYEN</td>
<td>Zanzibar Youth Employment Network</td>
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<tr>
<td>ZYEDF</td>
<td>Zanzibar Youth Entrepreneurship Development Fund</td>
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Youth unemployment and underemployment is an issue to be addressed by both developing and developed countries. It is estimated that, about one billion Youth (between the ages of 15 -24) in the world today are unemployment and many more are underemployed, working long hours with little income in the informal economy. Zanzibar is not an exceptional; is an island type of economy characterized by limited resources, a small land area with high population density. The 2002 population and Housing Census revealed a population of 981,754 people (of which 51% are female while 49% are male) with 3.1% annual growth rate. The Youth population (aged between15 – 35) is estimated to at 355,787 people (36.24% of the total population).

As a follow – up to the Millennium Declaration, Zanzibar Strategy for Growth and the Reduction of Poverty (ZSGRP) and UN General Assembly adopted, in December 2002, a Resolution on Promoting Youth Employment which encourages Member States to prepare national reviews and action plans on youth employment that involve youth organizations and young people.

In its 2002 UN resolution on Promoting Youth Employment the International community recognized that Governments have a primary responsibility to educate young women and men, to ensure equal access to all youth living in their country and to create an enabling environment that will promote youth employment.

However, it also acknowledged that Governments alone cannot be expecting to address these important issues on their own. Youth organizations, employers’ and workers’ organizations, chambers of commerce, non-governmental organizations, community-based organizations and other civil society organizations have a key role to play in helping Governments to achieve these objectives.

To confirm the Zanzibar Government’s commitment to decent and productive work for Young people and translate this commitment into practical actions, the Ministry of labour, Youth, Women and Children development Zanzibar in collaboration with International labour organization (ILO) have developed a Zanzibar Youth Employment Action Plan (ZYEAP) for the promotion of Youth employment, to raise awareness and mobilize partners for action.

The preparation of this Action plan supported by comprehensive exercise of consultations with various experts and relevant stakeholders from governmental, civil society organizations and Young people themselves. This program supported by a series of activities including literature review, Youth round table discussion, Validation Workshop and National Youth stakeholders meeting that have provided valuable information and contributions in the preparation process of Zanzibar Youth Employment Action Plan.

The Ministry hopes that the ZYEAP will be a useful instrument which will enable Youth to have full and active participation in the implementation of ZSGRP and encourage
other stakeholders to develop relevant strategies and programmes for Youth so that they can participate effectively and empower them in Socio-economic development activities and promote creativity and spirit of self-employment.

There are no doubt Vision, Mission, Objectives, Strategies and activities of the Zanzibar Youth Employment Action Plan, no single organization or Institution can hope to achieve them on its own. But together we can achieve this plan, if each of us does our part and takes the provision of decent and productive work for Youth is our own responsibility

We therefore commend this report to all national stakeholders, and our development partners, and call on them to include the various components of the ZYEAP which fall under their jurisdiction in their budgets and action plans for 2007-2010 for effective and vigorous implementation.

Finally, we would like to acknowledge with deep appreciation all stakeholders who contributed to the success of the preparation of this ZYEAP document. These include Youth, Trade Unions Associations, the Employer’s Associations, the Civil Society Organizations, and our Development Partners, particularly the ILO and UNDP which provided financial and technical support for the Consultative meetings and the preparation of this ZYEAP document, by our Task Force, led by Idrissa M. Shamte, and ILO/SUNEPP staff, to whom we extend our deepest appreciation.

Mr. Khalid Salum Mohammed
Principal Secretary
Ministry of Labour, Youth, Women and Children Development
EXECUTIVE SUMMARY

One of the major courses that poses serious problem in Zanzibar is that of unemployment especially among youth. The recent Household Budget Survey (HBS) results noted that unemployment youth aged 18 – 35 was reported at 23%.

Job creation in the formal sector has grown only marginally since 2000, resulting in unemployment and under employment, particularly among the youth and graduates from secondary schools. On the other hand informal sector is by far the most dynamic and flexible sector in the Zanzibar labour market. The sector is characterized by micro and small scale enterprises, low wages, low skill jobs and low level of complementary inputs. Rural agriculture, fishing and urban retail traders dominates the sector. Unlike the formal sector, most jobs are not covered by labour regulations.

A serious problem associated with Zanzibar working force is under employment in terms of working long hours with little income in the informal economic. HBS report has revealed that 55% out of every 100 unemployed and under employed person who were covered in the area were in urban areas especially Zanzibar town. The informal sector is estimated to grow at about 4% annually and is characterized by inadequate development skills and human resources.

Fortunately, the sector provides a valuable reservoir of entrepreneurial talents and by large functions as a warehouse absorbing the vast majority of new entrants to the labour market like school drop-outs, graduates and displaced labour, resulting from rural – urban, Pemba – Ungula flows.

This Action Plan is designed to create a workable framework and conducive environment which can be implemented to produce decent and productive work by Public and private sector. A clear coordination between the two main sectors is required in order to ensure that employment opportunities are created and youth are benefiting from the program.
CHAPTER ONE

1.0 INTRODUCTION.

The Government of Zanzibar as part of International community is in the process of implementing the UN Declaration on youth employment, through reviewing its National development plans and strategies to incorporate issues that address youth and women employment. Zanzibar initiated a number of reform programs since early 90s. These reforms were followed by a number of policy measures including the establishment of Export Processing Zones of 1992, Free Port services in 1998, and the enactment of Zanzibar Investment Promotion Act of 1986, 1998, the Banking and Financial Institutions Act in 1991 as well as a number of sector reform undertaken by different public and independent institutions. These reforms are aimed at increasing the economic growth of the country and thereby generating employment opportunities and ultimately reduction of poverty.

Youth employment issues have been well articulated in MKUZA as one of the major means to reduce poverty and empower the people to be part of the social, economic and political progress. This effort is supported by various development partners such as International Labour Organization (ILO), World Bank (WB), United Nations Education, Science and Culture (UNESCO), United Nations Children fund (UNICEF), United Nations Development Program (UNDP) and others.

The government of Zanzibar as part of the United Republic of Tanzania (URT), ratified and abides to the Millennium Declaration as adopted by UN General Assembly in December 2002, which includes the changing environment under which employments are created caused by the national macro-economic and sectoral reforms that have been taking place since the mid 1980s. These reforms have highlighted the need and necessity for preparing this National Youth Employment Action Plan. The preparation of the Plan is part of government effort in addressing youth employment creation initiatives to reduce unemployment magnitude among the youth and assume productive labour force for
implementation of national and sectoral strategies as well as the Millennium Development Goals (MDGs).

Demographically, Zanzibar is characterized by a high population growth rate, which has resulted in a young population structure, putting pressure on the social services of education and health for children and other young groups in society. Human resources or labour force is the key factor of socio-economic development in any society. Literacy rate is well above 75 percent for Zanzibar (HBS 2004/05). Nevertheless the level of human skills is low, with 62.3 percent of the employees categorized as uneducated workers and school leavers without specific skills. Post-secondary school, constitute only 15.1 percent while degree level or equivalent constitute 8.7 percent. In all segments of education, females are less than 36.5 percent of the total manpower in the country.

Vocational education and training programmes which are the basis for employment are limited, many of them are non-formal and still at their infancy stage. These are the centers that can provide skills to be used instantly in the world of work. Registered public vocational education/ training centers are only three but private and non-formal have increased by 62.5% from 51 in 1995 to 80 in 2005, leading to a marginal annual increase in enrolment from 1,094 in 1995 to 1,462 (74%). The centers provide skills in various areas including farming, black smith, carpentry, livestock keeping, fishing, domestic science, electricity, plumbing, masonry, poultry, tailoring, small credit projects, food processing, handcraft, business activities, secretarial services, computer skills as well as hotel and catering management. These training centers are however inadequate in numbers to cater for the available demand, and not evenly distributed among the districts. Most of them lack necessary inputs due to limited financial resources, and even face the problem of shortage of instructors and experts.

The formulation of Zanzibar Youth Employment Action Plan will facilitate job creation in all economic sectors and create a joint effort for the implementation of economic and social policies at all administrative levels. This Action Plan will dwell on the existing potentials in the country and how to face this problem through the following four main themes;
Employment creation,
Employability,
Entrepreneurship, and
Equal opportunity

2.0 SITUATION ANALYSIS

2.1 Youth Employment in Zanzibar

The definition of the Youth varies considerably according to national conditions and definitions. While the usual international definition refers to persons aged between 15 and 24 years, in Tanzania, the Youth refers to persons aged between 15 and 35 years.

Youth forms the majority of Zanzibar community. The 2002 Population and Housing Census revealed that Zanzibar youth population ranges to 36.24% percent of the population. In fact the development of any society depends largely on how much it uses its active labour force and capital to boost its economy. The more the youth group is employed the faster the development of that society attains. The above mentioned national and sector policies are aimed to show how Zanzibar is seriously considering youth employment as an issue which needs to be tackled seriously.

Depending on the social economic background and geographical location, the main activities providing employment opportunity to Zanzibar youth includes; agriculture, fishing, livestock keeping, tourism and small scale industries including petty trading. These areas need to be developed, structured with incentives and exercise clear legal and regulatory systems in order to ensure they contribute highly towards reducing unemployment among youth.

By end of 2007, Zanzibar is projected to have more than 541,000 active people into the labour market with few job opportunities hence the increasing number of unemployed persons. Similarly ZSGRP 2007 indicated that 20 per cent of youth population is unemployed which are youth with ages between 15 and 24 years. HBS results (2004/05)
revealed that only 18.1 percent of the labour force is employed in the public sector. The survey reported that about 7.3 percent of the working age population is unemployed, although the figure did not take into account those that are currently under-employed.

Youth entry into the labour market is constrained by various factors including limited education, training and skills and inexperience. Their participation in the labour market is influenced by geographical location, age, gender, culture and availability of natural resources. In most cases youth are mainly engaged in petty business activities, tourism, and small scale industries especially in carpentry, tailoring and black smith, agriculture, fishing and animal husbandry.

2.2 People with Disabilities (PWDs)

The issue of employment to people with disabilities (PWDs) has been given a special consideration in public services. The government recognizes the rights of people with disabilities to work on an equal basis with others. This includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to people with disabilities.

One of the factors contributing to the increasing impoverishment of PWDs is their difficulty in accessing employment opportunities and productive resources. They have special needs in terms of education, training and jobs they are able to take. The introduction of free market economy and stiff competition in the labour market make it difficult for PWDs to access employment opportunities. Currently there are a number of initiated groupings of People with Disabilities. PWDs are engaged in SME activities of tailoring, mate making, petty trading and the like.

Based on the International Convention on Protection and Promotion of the Rights and Dignity of People with Disabilities; the government has set measures to protect disable people by enacting the Act pertaining to the persons with disabilities (“Rights and Privileges 2006”).
Table 3 Employment status by sex

<table>
<thead>
<tr>
<th>Sector/sex</th>
<th>Female in %</th>
<th>Male in %</th>
<th>Total</th>
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<tbody>
<tr>
<td>Labour force</td>
<td>52.11</td>
<td>44.02</td>
<td>96.13</td>
</tr>
<tr>
<td>Formal sector</td>
<td>36.40</td>
<td>63.60</td>
<td>100.00</td>
</tr>
<tr>
<td>Private sector</td>
<td>22.00</td>
<td>78.00</td>
<td>100.00</td>
</tr>
<tr>
<td>Public sector</td>
<td>28.00</td>
<td>72.00</td>
<td>100.00</td>
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*Source: Zanzibar Manpower Survey Report 2004*

2.2  *Pro-liberalization period*

Following the liberalization policy introduced in the mid 80’s, the share of private sector employment has been growing up and become an important source of employment in the country. There is still a great potential for more jobs in the market since service sector including tourism is expanding annually. The government has taken various measures to reinforce the process of economic reforms through establishing investment centers, strengthening SME sector and improving the agriculture activities.

Through private investment initiatives, a number of investments have been put in Zanzibar generating revenues to the government as well as creating employment to youth in hotel businesses, tour guiding, industrial production, and other small business activities. The Government is collaborating with the private sector to see how together they can generate more and better employment opportunities to the youth.

The major activities done by Youth in Zanzibar, includes farming, fishing, petty trading, office works and the like. Many of them especially those learned ones would prefer to work in offices, opening their own shops, work in industries, or employed as laborers in formal SME undertakings.

Despite considerable efforts undertaken by the Government to promote sustainable development through different reforms, youth unemployment and under employment levels in Zanzibar remain at extremely high levels. Many of those who are considered employed are engaged in the informal sector activities operating under severe conditions.
of poor environment, lack of working tools, producing low standard products and no security of their work. The public sector remains to be the major formal employer to many school leavers who enter the labour market. The situation reveals a problem of waste of human potential, particularly youth in Zanzibar.

The proportion of female in employment is still low than that of their male counterpart. However, women population constitutes the major part of those who perform un-paid family work including working in family farms and caring of children and husbands. They also work in informal economy occupying low profile jobs with low incomes. The challenge therefore is to design employment generating policies that will create decent opportunities for young people who represent majority of the population and are over represented amongst unemployed and underemployed segment.

In trying to reduce the youth unemployment problem, the Revolutionary Government of Zanzibar committed itself in late sixties, to establish youth economic brigade centers known as Jeshi la Kujenga Uchumi (JKU) at different areas of the country and later established vocational training centres to orient young people (school leavers) with vocational trainings and other productive activities to enable them be self employed. Besides, The Zanzibar Entrepreneurship Development Fund (ZyEDF) was established in 1997 to support youth self employment and income generating activities.

Youth employment is a multidimensional issue that requires collaborative and joint effort to address it. The Government alone cannot address these important issues. There is a need for other collaborating agencies including; Youth organizations, Employer’s and worker’s organizations, Zanzibar National Chamber of Commerce, Industry and Agriculture (ZNCCIA) and other Civil Society Organizations (CSOs) and the community at large to play a key role in supporting government to achieve the employment goal.

To confirm its commitment, the government of Zanzibar through parent ministry responsible for youth affairs formulated the Zanzibar Youth Development Policy in 2005.
in which the issues of youth employment is well reflected. This was followed by formulating the Zanzibar Employment Policy and the Zanzibar Job Creation Programme. The development of this Zanzibar Youth Employment Action Plan seeks to set operational framework to facilitate the implementation of various policies related to Youth Employment.

2.3 **Youth Composition**

Like in many developing countries, Zanzibar employment statistics reveals marked gender inequality in terms of employment composition in both public and private sector (Zanzibar Manpower Survey Report 2002). About 80 percent of the labour force is engaged in the informal sector. Women workers in the informal sector perform low skilled/unskilled jobs, including petty trading, subsistence farming, seaweed farming, pottery and handcrafts. These activities are time consuming and have low returns.

Another report revealed that 36.4 percent (11,852) women population is engaged in public sector employment totaling 32,560, compared to 63.6 percent of their male counterpart, (Economic Survey 2006). The corresponding proportions of employment in private sector are 22 percent and 72 percent respectively. Most of the jobs engaged by women are secretarial works, nursing, teaching and other clerical work. Only 8.64 percent of female employees are in technical and supervisory posts.

2.4 **Other initiatives towards Youth employment**

2.4.1 **Community Development initiatives**

Zanzibar developed a Community development policy (currently in Draft form) with the objective of empowering community to fight and reduce poverty and improve the standard of living, taking into account the specific needs of different groups including youth and the disadvantaged. The aim is to address community through creating enabling environment for investments in production activities and special programs targeted to improve community capacities in planning and implementation of their priority needs in a view of enhancing creation of employment opportunities.
2.4.2 Zanzibar Youth Development policy
The newly developed Zanzibar Youth Development policy is aimed at enhancing nationwide economic growth and social progress by encouraging youth in all sectors to participate in the development activities in terms of social, economic and political as well as in the planning and protection of environment and build up their capacities for them to develop their potentials. The purpose is how to prepare viable economic plans to attract investments and improve private sectors to enable youth secure jobs and so contribute to the national economic growth. Secondly is how to take concerted initiatives to coordinate and provide vocational training and development studies in consideration of both gender, equity and equality and provide guidelines on proper use of modern technology among youth of both sex so as to acquire skills and decent works.

2.4.3 Zanzibar Children Protection and Survival policy 2001
The main motive behind the establishment of this policy is to maintain the rights of Zanzibar children as articulated in the Convention on the Right of the Child (CRC); establish the system of caring children which reflect the Zanzibar culture in order to bring both physical and mental development; and enhance cooperation between national and international institutions dealing with children issues so as to maintain rights related to children development. The policy is aimed at avoiding any element of child labour consequences at national and international arena.

2.4.4 Zanzibar Employment Policy 2007
The available draft of Zanzibar Employment Policy has the objective of stimulating national productivity, to attain full and freely chosen productive employment, in order to reduce unemployment, underemployment rates, and enhance labour productivity. The purpose is to make use of available active workforce either through formal employment areas or be engaged in self employment.

2.4.5 Women Protection and Development Policy 2001
Women need to be developed and empowered. The main objective of this policy is to empower women, including youth women to improve their financial and technical capacity through education and vocational trainings so as to be self-employed. In addition, the policy seeks to create an environment in which women’s legal rights are understood and recognized. Some of the issues related to women employment include low representation of women in both private and public sectors and how they are relatively less educated and generally taking low-paid jobs compared to men.

2.4.6 Vocational Education and Training (VET)

Vocational education or skills and technical education is a necessary ingredient towards poverty reduction as it provides opportunity for self-employment through the application of science and technology. One way of getting skilled labourers in the country is by providing them with technical and vocational education and training.

The vision of Zanzibar VET Policy (2005) is to have a vibrant and dynamic competitive VET Sector that will provide work-related training and employment services to facilitate the matching of the demand for and the supply of labor, and to help every worker to develop his/her potential at work. With respect to youth employment, the policy is aimed at ensuring that there is a flexible VET system capable of enhancing employment opportunities by providing training of different vocational and skills required in the labour market and foster self-employment by imparting entrepreneurial values and skills to youth so as to increase their employability.

Generally, the Zanzibar VET policy captures many important aspects for youth employment. The problem however is that, the current system is yet to respond neither to widespread unemployment nor to wider implications of employability of the Zanzibar labor force. The strategy therefore, is to enhance the employment creation, provide career advisory and guidance services to boys and girls not yet in the labor force to choose a line of education on vocational training; and recognize and promote the trainees with special talents, so as to use their talents to do decent work.
2.4.7 **Education and skills**

One among the overall goal of education in Zanzibar is to instill love and respect for work, self and wage employment, discipline and best performance (Education Policy 2006). The challenge is that, female graduates are less likely to be employed in both public and private sectors. Therefore more effort is needed to provide training on entrepreneurship in order to encourage job creation and self-employment; and to enforcing gender balance in training and employment.

2.4.8 **Public Private Partnership**

Public private partnership is extremely important in the event of economic and social development. The private sector in Zanzibar is now regarded as the engine of growth and the development of the country will depend upon how it can influence the entrepreneurs to engage in more production and service provision. For the private sector to expand and be able to contribute more towards economic growth it has to generate as many employment opportunities especially to youth who are the active labour force. The newly established Zanzibar National Chamber of Commerce, Industry and Agriculture came into force, the relation between the private and public sectors has been high. With the formation of the Business Council which comprises of members from public and private sector, issues of development for the county including youth employment is high on the agenda.

2.4.9 **Youth Adult relation**

Zanzibar culture stipulates the close relation between parents and their children especially in rural areas. Rural youth are adopted to be very close to their parents and relatives and in most cases inherit the skills of their parents. In rural fishing communities parents take their sons and adopt them to fishing activities where ultimately they engage in fishing as their major employment carrier. The case is similar to many enterprises like carpentry, tinsmith, farming and others. The close relation between parents and youth has enabled youth to acquire employment through their elders.
2.4.10 Capacity building
Human, financial and material capacity is important towards the implementation of this Action Plan. The Youth Department in the Ministry of Labour, Youth, Women and Children Development in corporation with other stakeholders will have to ensure effective implementation of the programs within the Employment Policy. In order to undertake the responsibilities of coordinating the activities, capacity building of the personnel and procurement of needed materials will be essential.

2.4.11 Rural – urban migration
Rural - urban migration has been a problem not only to Zanzibar, but to many developing societies. The Government has been trying hard to provide economic and social services like rural roads, water, schools, hospitals and other facilities, yet youth especially school leavers continue to flock into the towns daily. Their flow into towns increase the growing problem of unemployment among youth. Their belief is that descent employment can only be found in cities and towns, where industries and other production facilities are located..

2.5 Socio- Economic Status

2.5.1 Economic growth
There has been an improvement in the overall development of the Zanzibar economy in recent years. The Growth Domestic Product (GDP) has increased in both nominal and in constant prices. GDP growth has marked an average annual growth rate of 6.4 % between the years 2002 to 2006. The highest growth rate was 8.6% recorded in 2002, whereas 4.9% and 6.1% were recorded in 2005 and 2006 respectively. The growth in 2006 was mainly attributed by a high growth of the agriculture sector from 2.8% in 2005 to 19% in 2006 due to conducive weather condition prevailed for larger part of the cropping season. Industrial sector has grown by 15% in 2006 compared to 13 % in 2005, while service sub-sectors have together declined to – 2.7% in 2006 compared to a growth of 5.3% reported in 2005.
Economic growth has also been driven by the increasing contribution and growth of the service sectors in recent years which now represents up to 43% of GDP (2006). The service sector has grown at an average of 7% over the period (2002 – 2006) due mainly to tourism related activities. However, the distribution of direct benefits from tourism related activities is still relatively focused in a few areas and not to the population at large. Since majority of youth are involved in small enterprises, the poor growth in the SMEs sector which has the potential to provide employment opportunities constrains the efforts to increase employment and incomes.

Due to better weather conditions in 2006, agriculture sector in terms of crops productions has improved making its contribution to GDP to record 30% mark in 2006 compared to 23% in 2005, while industry sector has increased marginally to 15% compared to 14% in 2005. Likewise, the contribution of service sector to GDP had declined from 51% recorded in 2005 to 43% in 2006. This decline to larger extent was attributed by an increase of agricultural share to the GDP.

An increase in the level of GDP at current prices has lead to an increased per capita income from Tshs 368,000 (USD 327) in 2005 to Tshs 464,000 (USD 370) in 2006. Some of the basic economic indicators for the past five years are as shown in the Tables 1 and 2.

<table>
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<tr>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>25%</td>
<td>-1.5%</td>
<td>21.4%</td>
<td>4.2%</td>
<td>23.4%</td>
<td>2.8%</td>
<td>23.3%</td>
<td>2.4%</td>
<td>30.0%</td>
<td>19.0%</td>
</tr>
<tr>
<td>Industry</td>
<td>12.4%</td>
<td>9.7%</td>
<td>11.8%</td>
<td>12.5%</td>
<td>10.2%</td>
<td>9.8%</td>
<td>14.5</td>
<td>6.6%</td>
<td>15%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Services</td>
<td>41%</td>
<td>-2.6%</td>
<td>8.6%</td>
<td>35%</td>
<td>4.5%</td>
<td>39%</td>
<td>51%</td>
<td>5.3%</td>
<td>43%</td>
<td>-2.7%</td>
</tr>
</tbody>
</table>

Source: OCGS-Socio-economic survey 2006

2.5.2 Inflation

Despite a high increase in the production of food crops, the prices of goods and services didn’t show any sign of decline in 2006. In fact the prices of most commodities in the basket of goods and services have increased, result an upward trend in the inflation rate to
11.4% in 2006 compared to 9.7% in 2005. The major factors causing this high increase in the inflation rate includes high price of seasonal production inputs and services associated with high levels of imports from abroad and devaluation of the local currency. The issue of skyrocketing oil and fuel prices have direct negative impact on production costs hence the consumers’ prices.

2.5.3 Interest rate

Banks interest rates which are supervised by the Central Bank (Bank of Tanzania) have remained stable for a period of time now, nevertheless the difference between deposit rate and loan rate have wider difference. On the average savings rates (deposit rate) for many of these commercial banks, ranges between 2 - 4 % while the loan rates ranges between 15 – 22%. This wider margin discourages borrowers from taking loans from banks to indulge into any investment activity. The small entrepreneurs are the ones highly affected, because conditions for getting loans from these commercial banks are beyond their reach.

2.5.4 Exchange rate

The exchange rate of the local currency to most convertible external currency has been trading slowly in recent period. The shilling has been devalued marginally from Tshs 850 per USD in 2002 to currently Tshs 1,350 per USD by end of June 2007. The situation makes the Dollar well expensive all the times thus making the traders increase the prices of their imported goods.

Table 2: Basic Macroeconomic indicators for the period 2002 – 2006

<table>
<thead>
<tr>
<th>Indicator/Year</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>GDP (current prices ) Tshs Billions</td>
<td>256.00</td>
<td>286.6</td>
<td>344.3</td>
<td>394.9</td>
<td>512.4</td>
</tr>
<tr>
<td>GDP growth (constant prices) %</td>
<td>8.6%</td>
<td>5.9%</td>
<td>6.5%</td>
<td>4.9%</td>
<td>6.1%</td>
</tr>
<tr>
<td>Per capita Income (Tshs)</td>
<td>261,000</td>
<td>284,000</td>
<td>331,000</td>
<td>368,000</td>
<td>464,000</td>
</tr>
<tr>
<td>Per capita income (USD)</td>
<td>276</td>
<td>273</td>
<td>303</td>
<td>327</td>
<td>370</td>
</tr>
<tr>
<td>Inflation rate</td>
<td>5.2%</td>
<td>9.0%</td>
<td>8.1%</td>
<td>9.7%</td>
<td>11.4%</td>
</tr>
<tr>
<td>Exchange rate (Tshs/1 USD)</td>
<td>850</td>
<td>970</td>
<td>1,050</td>
<td>1,140</td>
<td>1,280</td>
</tr>
<tr>
<td>Population (000s)</td>
<td>982</td>
<td>1,013</td>
<td>1,045</td>
<td>1,077</td>
<td>1,114</td>
</tr>
</tbody>
</table>

Source: OCGS (Economic Survey, 2007)
2.5.5 Poverty status
The 2004/2005 Household Budget Survey (HBS) results revealed that 49% of Zanzibar population is living below basic need poverty line. The situation is worse in rural areas where 54.6% of the people are living below basic need poverty line and 15.07% are below food poverty line. The corresponding proportions for urban area are 40.5% and 8.94% respectively. The incidence of poverty varies between districts, with Micheweni emerged to be the poorest district in Zanzibar where about three quarter (74%) of its people are living below the basic need poverty line and 33.3% are below food poverty line. One of the basic reasons for this poverty is lack of productive employment especially to youth in rural areas who are then forced to migrate to urban areas in search of jobs.

3.0 NATIONAL RESPONSE TO EMPLOYMENT CREATION
3.1 Long-term Development Plan (Vision 2020)
Zanzibar has opted for Long term Development Plan, the Vision 2020, in order to adopt sound social and economic sectoral policies focused toward the reduction of both absolute and relative poverty, reducing income gaps between social groups and geographical zones and enhance individual capacity to attain essential needs of life.

3.2 Poverty reduction plans
Zanzibar prepared and implemented her first medium–term Poverty Reduction Plan (ZPRP 2002 – 2005) as a move to implement the strategy within the long-term plan. Poverty reduction in both urban and rural areas entails increasing capacity of the people to get the necessities, namely; food, better shelter/housing, adequate and decent clothing, improving democracy and social security. Other things remaining constant, poverty reduction could be synonymous to empowering the poor to successfully manage their lives and have a say on the course of their development.

The reduction of poverty requires, inter-alia, sound macro-economic policies aimed at creating employment opportunities; education and training that will promote sustainable livelihoods through freely chosen productive employment and work; and basic social
services, including health facilities. In order to attain that goal, the poor should be empowered through freely chosen participation in all aspects of political and socioeconomic spheres. ZPRP strategy included policies targeted to improve income distribution and equity in accessing employment opportunities, production resources such as credits, land and other natural resource bases.

3.3 Zanzibar Strategy for Growth and Reduction of Poverty (ZSGRP)

Goal 3 of Cluster 1 of Zanzibar Strategy for Growth and Reduction of Poverty, acronymic (MKUZA) in Swahili on Reducing income Poverty and Attain Overall Food Security has proposed a specific intervention on promoting youth employment and increasing gender balanced access to training and vocational training education opportunities. Under this initiative, Ministry of Education and Vocational Training (MEVT) will expand opportunities for vocational training and education. Other sectors of the economy will also strive for more job opportunities to youth including school leavers.

CHAPTER TWO

4.0 FACTORS INFLUENCING EMPLOYMENT TO YOUTH

The following factors are the factual determinants for youth employment. They can either encourage engagement of youth in employment opportunities or discourage them from venturing into any employment opportunity due to fear to some or any of these factors.

4.1 Legal and Regulatory issues

The potential of young entrepreneurs and informal workers to enhance their productivity and to progressively transform survival activities into decent work will depend on an enabling legal and regulatory framework supporting the representation of SMEs and other self-employment activities. In Zanzibar SME sector is still at its infant stage and not much has been done to expand the sector to generate employment opportunities and hence increase output to the country. Many of the legal and regulatory issues are contradictory and un systematic hence do not favour the operator
Long and cumbersome procedures on import and export of goods, create unnecessary delay and add to the expenses of the trader. Some of these procedures include port procedures in removing and entering the goods to the port, licensing and permits and consular certification of products. When not exercised diligently, these processes can cause frustration to emerging traders. There is a need to streamline them so that they can help the entrepreneurs to exercise the opportunities offered by neighboring markets. This could reverse the trend of depending on importation to exportation of goods so that many youth can be employed by the sector.

4.2 Infrastructure development

The issue of developing various infrastructures such as roads, ports, airports, electricity, water, working premises and others, compounded by other customer services centers are supposed to be labour-intensive oriented for facilitating employment. The idea is that, the infrastructure should be of beneficial to the poor, youth and other disadvantaged group for boosting agricultural products, manufactured goods and service provisions and make easy access to transport systems and marketing centers.

4.3 Fiscal incentives

The fiscal policy exercised by the government to generate revenue in order to finance its budgets can have a negative impact to the development of employment to newly emerging business employees. Rates of taxes and charges and their multiplicity charged by the government can have negative effect to the development of self employment. To many tax portfolio charged by a number of institutions could discourage youth from entering into production and service rendering. Similarly the taxation system which operates in Zanzibar create extra burden to tax payer and in may cases discourages investment in trading as it reduce the trader’s profit.

4.4 Financial (banking) services.

Financial, especially the banking service is a pre requisite for improving and sustaining any business enterprise. Currently there are five banks operating in the country accepting deposits and providing short term loan which can lapse 3 to 9 months with high interest rate. With the exception of People’s Bank of Zanzibar, the commercial banks in Zanzibar
are branches of main banks located in Dar es salaam. High loan interest rates discourages the entrepreneur to ask for fund from these institution as they fear to fail to pay the interest or the loan as their business are not assured particularly those operate in informal sector. There is a need to review the lending rates downwards with a view to attracting more borrowers in the scheme and hence increase multiplier effects of the loans and create employment opportunities and higher income generation particularly among the youth.

Access to credit is very difficult across the whole spectrum of private operators, because of the lack of adequate collateral, costly registration of documents and limited ability to make bankable projects and business plans. These conditions are the basic requirements for processing a commercial loan. Currently most of the loans given by many of these banks are personal loans which are linked to salaries.

4.5 Advisory and consultancy services

Despite of its importance in supporting business operation, private business services are limited in scope and quantity in Zanzibar. There are few management, accounting and legal consultancies, internet services providers, freight forwarder and clearing agents. In addition to that, there is only one institution, under the Ministry of Tourism Trade and Investment which provides advisory and information services to specific enterprises and is not utilized effectively. Availability of advisory services will help to improve the skills and capabilities of entrepreneurs, management and employees of different enterprises. Measures should be taken to ensure that appropriate level of support is available in the country to motivate young entrepreneurs to venture into business activities.

4.6 Entrepreneurship skills and Culture

Entrepreneurship skills are very important for youth self employment. It provides the trainings for developing set of values and skills to increase the employability of youth. The skills involve creativity, innovativeness and flexibility. The strategic initiatives are needed strongly to promote the culture of entrepreneurship through the post- basic education so as to create further opportunities. Entrepreneurship is the alternatives
solutions towards the professional carriers and technicalities for self employment and income generating activities.

Entrepreneurship and entrepreneur skills can solve this problem if it acquired to the youth. These skills are very essentials particularly for those who are self employed or engaged in business activities even if they are employed already. However it should be noted that, skills alone does not guarantee employment or business ownership and exercising the skills will result to be employed.

In Zanzibar context, this field is surrounded by various factors which reduce the ability of the field in creating the employment for youth. Policy governing business environment have a direct impact in developing or hindering the enterprises operation. The Government through its Education Policy should advocate a system which is more labour oriented education, at the same time provide .information, education and communication materials to mobilize Zanzibar youth to avoid selectiveness in employment opportunities. There are some negative aspects on certain types of jobs as viewed by some youth due to culture aspirations. Some of young unemployed youth especially school leavers prefer public sector employment, bilateral companies and large domestic firms rather than self employment. The preference creates a gap between the expectation of youth and the realities of the opportunities that exist in the labour market. The public sector cannot absorb all what is in the market, definitely some have to resort to self employment or into the private sector. The Education policy and Vocational centers should address these feelings of youth before they get into the labour market

4.7 Existing Policies and programmes

The public and private sectors have been implementing a number of policies and programmes that are geared towards creating employment, but need to have direct impact to youth. These programs and policies need to benefit the youth to have meaningful employment opportunities. Investment policy, SME policy, trade policy and others support the existence and development of SME and other enterprises as they focus to prepare conducive environment for investment and trade to emerge in the country. These
and other initiatives need to have specific strategies into how to address youth employment in those areas.

4.8 Market access
Zanzibar market is small, but producers and entrepreneurs can utilize the available Tanzania and East African market to sell their products. These regional markets including the Southern African Development Cooperation (SADC) market can be utilized by Zanzibar producers and exporters. Zanzibar has some comparative advantage to certain products especially spices and fish products which can enter into these markets and other world markets. Nevertheless standards have to be observed in order to be able to enter into these markets and compete effectively. In order to face the competition to these and other products, good quality products is very essential.

4.9 Business incentives
Apart from tax incentives which can stimulate business in the society, exemptions to raw materials imports and others is an incentive for youth to enter into various investments especially those of production and service rendering.

4.10 Information, Communication and Technology (ICT)
The use of Information, Communication and Technology (ICT) is very important in current business operations. Entrepreneurs need to understand the market situation before doing any business and the preferred types of products at particular time. This knowledge can be sought through ICT system.
The use of media is important in advertising and promoting business inside and outside the country. The available public and private media institutions can be utilized to publicize the available potential of products and services undertaken by youth and others.

5.0 POTENTIAL/PRIORITY AREAS FOR YOUTH EMPLOYMENT
5.1 Agriculture
Agriculture is the main sector for employment and income generation in Zanzibar. The HBS report indicates that agriculture, fishing, and informal sector activities account for
55% of the labour force in rural areas. The overall goal of the sector is to promote sustainable development of the agricultural sector for economic, social and environmental benefits for its people. However the sector is confronted with a number of challenges that include, insufficient provision of agriculture services such as credit, extension services, insufficient technical know-how, on post harvest loses, as well as insecure tenure which are the basis for motivation to enter into the sector especially for youths and women.

The agriculture policies are generally silent about youth employment; however, there are many opportunities that can be exploited to generate employment opportunities particularly for youth. The sector needs to be improved, be mechanized with various incentives to make rural youth engage in it.

5.2 **Private Investment areas**
The overall objective of investment in Zanzibar is to meet the challenges of abject poverty and economic diversification through attracting foreign and local investors in various sectors including service sectors such as finance and business services, information, technology and tourism. There are various opportunities for rendering small services in these investment areas. These include, tour guiding, language translators, selling of spices and other souvenirs as well as working into the hotels themselves. The challenge remains that there is still insufficient infrastructure system that is necessary to attract investment; and to enable investment to operate smoothly and in low cost so that high return can be obtained.

5.3 **Export Trade activities**
Trade is another lead sector to the economy of Zanzibar (ZGS 2007). Export of spices, seaweed, including marine products and handcrafts is done by private people which can also be undertaken by youth once empowered and regulated.

The fact that trade and industry has a backward linkages to agriculture and forward linkage with tourism sector in Zanzibar, justify its contribution to jobs creation hence
poverty reduction. Trade facilitates supply of goods and services to the tourism sectors and others. In addition it provides markets for products and services from the agriculture sector that catered for 48 percent of direct employment (or 60 percent directly and indirectly), it provides both domestic and foreign markets.

5.4 Petty/Retail Trading
Trade between Zanzibar and other East African countries is done mostly by small business people including youth and women. Similarly internal petty trading of clothes, electronic goods, plastic goods and others is done by youth in the open markets under informal system of trading. It is estimated that more than 15,000 people most of them youth are engaged in these businesses especially in town areas. The goal is formalize these businesses by allocating special trading areas around the towns and cities. A number of youth are moving up and down from Zanzibar to Dar es salaam and Mombasa in Kenya to buy and sell goods. This has been their source of employment, and the market is expected to expand as Burundi and Rwanda in the Corporation.

5.5 Small and Medium Enterprises (SMEs)
Zanzibar has a large informal sector operation where more than 80 percent of the workforce is believed to be engaged in. Majority of the establishments in the informal sector are micro, own account or employing less than 5 people. This situation is linked to low skills base as a result of limited opportunities for skills training, working capital and inadequate support for off-farm activities in rural areas. From a gender perspective, women have low participation rates and fewer skills than men. Women account for only 19 percent of total employees compared to 81 percent for men in this sector.

This sector is dominated by private individuals through 1,541 registered businesses in 2002. Out of this number, only 6% employs more than 10 people while 79% of the industry employs less than 20 people and only 3% of registered industry employs more than 100 people (SME Policy, 2006). The potential is still there for more employment opportunities especially to out of school youths and those from different vocational training centers
The Zanzibar SME policy of 2006 is aiming at developing and creating conducive environment through participation of public and private sector for the purpose of increasing employment provision, income generation and poverty reduction. The policy and the MKUZA aim at increasing job opportunities through SMEs. SMEs are important to the national economic, but they are facing a number of problems, both administrative and financial and thus fail to contribute fully in employment creation

5.6 Manufacturing sector
Apart from the SMEs sector, Zanzibar has a small manufacturing (industrial sector). Manufacturing sector in general is at infant stage and has not been fully exploited to its maximum potential to increase its contribution to the economy and welfare of the people. There is a wide potential for investors to come in, invest in big industries and thereby generates employment of the youth.

The importance of manufacturing sector in terms of employment creation and development of linkages with the rest of economy is well understood. Employment opportunities that exist in manufacturing take into consideration its linkages with agriculture, tourism, and trade. Other opportunities that could be generated include those from agro-processing, production of souvenirs, garage, transportation, and other new activities that will meet demands of tourism and trade.

5.7 The Zanzibar Tourism sector
Zanzibar Growth Strategy (2007) has accorded tourism as one among the three lead sectors of the economy. In recent years the economic growth in Zanzibar has been driven by the increasing contribution and growth of the service sector, (including tourism) which represents up to 43 percent of GDP (2006). This sector is believed to employ 56,000 people most of them in hotel operations of which 60%b are Zanzibari youth. They are mostly engaged in building of the hotel and other infrastructure as well as in services such as tour guiding, transportation and hotel services. The potential is still there, and the government hopes more people especially youth with further be employed in this sector.
5.8 **Sports activities**

Sports and other games in general are crucial part of job creation and employment opportunities among youth. A number of youth have managed to secure employment inside and outside the country because of their participation in sports especially football, netball, handball, basket ball, volleyball, and athletics. Many young people have been employed by military forces to join their sports clubs.

The existence of some professional sportsmen and women increased and contributed to the national income of the country. The strategies to sports activities have highlighted a number of achievements in jobs creation among societies.

6.0 **CHALLENGES OF UNEMPLOYMENT IN ZANZIBAR**

The latest manpower Survey 2001/02 shows that young people aged 18-34 represent only 34.7% of the formal sector establishment. School-to-work transition is often hindered by the fact that young people lack the knowledge and skills required by the labour market. The problem is partly attributed to the fact that education and training systems often offer curriculum that are unrelated to the needs of the labour market and for a productive working life. Some of the challenges facing the society in terms of employment especially to youth include those listed below.

a) **Macro-economic policy set-up**

As in many other African countries, the Government had in the past served as the largest employer of educated manpower, accounting for about 85% of the educated labour force. Before mid-eighties, the private sector was small and too informal to absorb any of the out-coming graduates from schools or colleges. Most of these were employed in government institutions and others in parastatals owned by the government. The divestiture of state enterprises as part of the macro-economic policy reforms pursued by the Government led to the privatization and restructuring of state enterprises whose performance was dismal. However the macro-economic policy reforms pursued by the Government reversed this trend in early 90s through privatization and liberalization of the
economy. Now the private sector is well vibrant and manage to employ a substantial amount of graduates including youth who finish their secondary education.

b) Education system
The education system under operation reduces the duration of schooling (primary to university) from 21 years to 18. The system turns out school leavers faster than labour market can absorb leading to a spill over of labour force into the reservoir of unemployment. There is need to reverse the trend in order to ensure once students finish their education they are well matured and capable of entering into the labour market.

c) Lack of information on the Zanzibar Labour market
Unemployment situation is compounded by lack of information on the labour market as well as appropriate training for self employment. This is reflected in the absence of management and entrepreneurial training in the formal educational institutions. Products of our educational institutions and universities are not adequately equipped to go into self-employment.

The Labour Information Centre is very important in exchanging the information on vacancies available within and outside the country. It is a reliable source of information for job seekers and employers.

Currently there are no labour information centers in the country. The centers are to be established in strategic places in the country. They will assume the role of “match makers” by providing specific service of matching the skills, experience, education and other qualification of job seekers with the qualification required by the prospective employers.

For those who complete their studies, they have to move from one office to another looking for jobs, or pop in to the Establishment Office to enquire if any available job. Young entrepreneurs engaged in self employment face the problem of doing things that they have been trained for. This is because they don’t know the available potentials in the
labour market and there are no research centers for entrepreneurship and marketing issues. In fact they lack the opportunities of marketing strategies, promotions and price setting, which leave entrepreneurs in isolation and less competitive in the market segmentation.

\textit{d) Population increase}

Demographic factors seem to be compounding the already volatile labour market situation in the country. At an annual growth rate of 3.1 percent, Zanzibar has registered an increase of 34 percent over the 1988 population (2002 Population and Housing Census). Though the 2002 PHC did not access current performance in the labour market, the size of the labour market is estimated to have increased from 350,500 in 1988 to 541,000 in 2006.

Zanzibar has an island type of economy characterized by limited resources, a small land area with high population density. The 2002 Population and Housing Census put Zanzibar population at 981,754 people with a growth rate of 3.1 percent per annum. Gender distribution shows that 51% are female and 49% are male, in which youth population (aged between 15 – 35) was estimated at 355,787 people (36.24% of the total population). By the end of 2006, Zanzibar was estimated to have a population of 1.120 million people with an average population density of 400 people per square kilometer.

Zanzibar Population Policy for Sustainable Development 2003 estimated that about 35% of Zanzibar population lives in urban areas while 65% live in rural areas, of which 23% live in coral rag areas. For a country where majority live in rural areas, and depend on the land for their living, the existing level of population density exerts great pressure on the capacity of the land to handle such a number.

\textit{e) High rate of Youth unemployment:}

Youth unemployment in Zanzibar is high especially in urban areas and still increasing. More than 5,000 youth enter the labour market annually from lower and higher schools. In the same vein, this massive inflow of youth in the labour market has created an uphill
of underemployed youth which is not matched to job opportunities. Similarly there is a noted number of youth migrating from rural to urban centers and to tourism zone area in search of work. Lack of employment opportunities in any society signifies limited production and service activities. Nevertheless the opportunities are still there to expand production and business ventures if necessary measures are taken by both private and public sectors.

f) **Low level of Young female employment opportunities**

It is estimated that the youth unemployment is high for young female due to inadequate nurturing of young girls, drop out, traditional beliefs and inferiority complex. Experience has shown that few girls enter higher schools than boys. This leaves a high number of youth girls looking for jobs without skills or entrepreneurhip.

g) **HIV and AIDS, drug abuse, unwanted pregnancies.**

Surveys and reports from VCT centers have shown that youth are more infected by HIV and AIDS than adults. Youth is the most active labour force segment in any society. If this segment of the population is interfered by any of these epidemics, real development cannot be achieved

HIV/AIDS pandemic and other related killer diseases is one of the major challenges to the labour force participation in Zanzibar. The worst aspect of HIV/AIDS is that the active working populations especially the young people are particularly vulnerable to the pandemic as well as a threat to human capital formation. The productive and trained workers that are needed most in the development of the country are the most at risk of contracting HIV/AIDS.

Ministry responsible for youth development and employment have to develop an HIV and AIDS mainstreaming principles to its policies to ensure youth are prevented from HIV and AIDS infections. It is the right of everyone to be employed based on his/her knowledge and not denied job because of being infected by HIV and AIDS. Being HIV positive should not be regarded as criteria for being or not being employed in any sector.
h) **Preference of employing experienced workers.**

Most of the private corporate companies in the modern sectors (manufacturing, telecommunication, trade, tourism and banking) tend to prefer skilled and experienced work forces than the unskilled or the inexperienced new corners. This makes employment especially in the private sector for skilled personnel extremely difficult especially to the new entrants to labour market.

i) **Limited Vocational training centers and low entrepreneurial skills**

The existing Zanzibar VET System lacks relevance because it is not responsive to the needs of trainees or employers. The employers are unable to find qualified Zanzibar workers for jobs that are available, particularly in industry and tourism sectors. Either they hire workers from outside Zanzibar or have to train workers on the job. Similarly the system lacks both internal and external efficiency because of out-dated training delivery tools, lack of training materials and equipment, high unit costs of instruction, and low employment rates and earning levels of graduates. Finally it is not equitable in that it fails to address the economic plight of women and other disadvantaged groups.

j) **Un-coordinated and ineffective legal and regulatory bodies.**

For the purpose of increasing production and services in the country, labour laws which can be implemented and administrated well, and which comply with social-economic transformation taking place in the world should be in place. The organs required by the laws to administer the implementation must be made existing.

Currently there is long and cumbersome procedures on import and export of goods, create unnecessary delay and add to the expenses of the trader. Some of these procedures include port procedures in removing and entering the goods to the port, licensing and permits and consular certification of products. When not exercised diligently, these processes can cause frustration to emerging traders. There is a need to streamline them so that they can help the entrepreneurs to exercise the opportunities offered by neighboring markets. This could reverse the trend of depending on importation to exportation of
goods so that many youth can be employed by the sector. Poor coordination among Public and Private Institutions.

7.0 ISSUES ADDRESSING UNEMPLOYMENT

In addressing unemployment and income poverty, the Government has already taken several measures. These are among the preliminary issues prompted from the challenges facing public and private institution towards addressing unemployment problem in the country. Issues include,

- Strengthening the operationalization of the SME policy to enhance entrepreneur skills.
- Increase access to micro-finance for youth, poor women and other vulnerable groups by establishing and providing soft loans to individuals and groups of vulnerable.
- Preparing a gender sensitive employment policy,
- Developing and implementing job creation programs and Action Plan
- Developing and modernizing the agriculture and fishing sectors
- Strengthen and expand Vocational and Training centers
- Change education and skills policy to be more work oriented
- Mobilize more internal and external investors to invest in Zanzibar
- Implement Zanzibar Tourism Master Plan to generate more youth employment,
- Improve sports activities as source of youth employment
- Strengthen Public and Private partnership
- Develop rural and Pemba areas to curb rural – urban and Pemba – Unguja migration
- Harmonize unnecessary legal and institutional obstacles to the creation and growth of small enterprises and other production and business activities.

CHAPTER THREE

8.0 THE ACTION PLAN

Following the identification of the major potential areas for employment in Zanzibar, and the challenges facing the society in addressing some of the issues in expanding
employment opportunities. This Action Plan has come up with the following Vision and Mission statements and later the objectives and strategies to implement activities which can improve the situation. The national target for reducing overall unemployment is to achieve a 4% rate by 2010 and for youth segment to be at 15% unemployed from 23% of 2005 (ZSGRP 2007).

8.1 **Vision**

A youth population engaged in gainful, productive and remunerative employment capable of generating decent and sustainable income for the improvement of quality of life and social wellbeing.

8.2 **Mission**

Develop and enhance human capital and its utilization to insure productive and sustainable youth employment in rural and urban economies by improving knowledge and skills and expanding earning opportunities and labour market services.

8.3 **Target**

Zanzibar Employment Policy has set a target of creating 200,000 jobs by the year 2010. This implies that an average of 50,000 new jobs needs to be created annually. The new job will come mainly from school leavers, graduates from high schools and some few drop –outs from different localities. At least 60% of the new jobs to be created annually or within a period of four years will have to go to youth and other vulnerable groups.

In the course implementing this Youth Employment Action Plan, the following Objectives and Strategies will be considered. The objectives and strategies so developed are based on the following four main strategic factors of employment. These are;

- Employment creation,
- Employability,
- Entrepreneurship, and
- Equal opportunity
8.4 Objectives and Strategies

Objective 1: To make employment creation as a national socio-economic priority to both public and private institutions

Strategies

Creating and promoting the goal of full employment by enabling all participants in the labour force to gain productive and full employment, as a major strategy for poverty reduction.

Supporting implementation of Poverty Reduction Strategy to facilitate the growth of youth employment in various sectors of the economy.

Objective 2: To create conducive environment that will make it easier to start and run enterprises in order to provide more and better jobs to youth

Strategies

2.1 Promoting a common understanding of the unemployment problem among key stakeholders and generating collaborative efforts towards solving it.

2.2 Improving necessary laws and regulations to enhance the transformation of the informal sector into formal productive and competitive enterprises

2.3 Ensuring practical incentives in the engagement of youth in production and services sectors

Objective 3: To promote equal access to employment opportunities, skills and resource for youth.

Strategies

3.1 Creating conducive environment for Youth entrepreneurs that will develop more jobs creation and improve their performance and competitiveness to the labour market by supporting their efforts technically, and legally,

3.2 Raising awareness through information and communication to make youth engage in self employment.
3.3 Underling availability of cheap and easy access to credit facilities to youth to engage in self employment

**Objective 4:** To reform the country’s education system so that it can provides the knowledge and basic skills that facilitates the transition from education to work.

*Strategies*

4.1 Enhancing and improving the relevance and effectiveness of the education system at various skills levels for needed occupation
4.2 Strengthen the existing VET centers and expand gradually,
4.3 Streamline HIV and AIDS problems to workforce into all Public and Private policies and strategies

**Objective 5:** To establish an effective coordination mechanism and information system that will provide available employment opportunity, in the labour market and market access to products

*Strategies*

5.1 Sensitize and mobilize community to take measures on reducing high population growth as means of balancing employment with work opportunities.
5.2 Design mechanism that will ensure relevant employment opportunities reserved to women and PWDs,
5.3 Establishing youth employment network for information searching,
5.4 Install a coordination mechanism that will involve private and public youth employment stakeholders

**9.0 INSTITUTIONAL FRAMEWORK AND COORDINATION MECHANISM**

The coordination processes for the ZYEAP is one of the major challenges because lack of awareness of clear definition of coordination mechanism related to different institutions and between public and private institutions will undermine youth employment programs.
The overall issue of distribution of responsibilities under different stakeholders between public and private, employers and employees is another major concern to youth employment.

The government through the Ministry responsible for youth development will be responsible for coordination and facilitation of labour market and youth employment development. This will be done in conjunction with other stakeholders such as private sector organizations, workers organization, employers associations and other national and international organizations. To assume this role, the ministry will need to have efficient communication system to cater for the information needs in the entire labor markets.

The government will promote employment creation through various human development programs by strengthening the education system and implement other development policies and programs. The promotional program will involve creation of business confidence, provide supportive infrastructure for economic development, promote private investments and facilitate the availability of credit services to support the development of Small and Medium Enterprises.

The Government through various policies has indicated its role of providing essential support services and creation of enabling environment for effective operation of private sector. Under this initiative, the private sector is presumed to take the driving seat in socio-economic process. With respect to youth employment however the government will have full involvement in human resource development and employment regulation through adoption of available policies and programs approach.

Youth Employment Action Plan so designed should involve education system, human resource development policy and job creation to appropriate matching in the labour market. In this context, the need to having effective coordination mechanism among various stakeholders remains critical so as to create sustainable employment creation programs for Zanzibar youth.
CHAPTER FOUR

10.0 ROLES AND RESPONSIBILITIES

10.1 Ministries, Departments and Agencies (MDAs)
These include ministries responsible for Youth, Education, Vocational training, Trade, Investment, Industries and SMEs, regional administration, and others. This department under the Ministry responsible for Youth will perform an important role of youth mobilization and promotion of effective human development programs for youth and insure that they are benefiting from all employment initiatives in the country. Efforts will be done to ensure there are adequate youth job opportunities in the available market. Also Ministry responsible for Youth is going to facilitate the formulation of Zanzibar Youth Employment Network as the way to improve partnership and coordination of Youth employment in Zanzibar.

10.2 Zanzibar Youth Employment Network (ZAYEN)
The ZAYEN will bring together policymakers, employers and workers, young people and other stakeholders to pool their skills, experience and knowledge in order to find new, innovative and sustainable solutions to the youth employment challenge.

The Network also will combine a political strategy with the technical experience and implementation capacity of its partner organizations to address the ongoing challenges of unemployment and underemployment of young people. The ZAYEN can therefore play an important role in facilitating communication and sharing information, linking important initiatives and stakeholders, and filling a key National coordinating role in operationalising peer partnerships.

10.3 Private Sectors
Although the private sector in Zanzibar is still nascent and poses a great concern in that it is fragmented and informal, yet it has to take its role as major employer of the labour force. Private sector is regarded as the engine of growth and should be the major
employer of the labour force. Participation of the private sector and its organizations for the purpose of promoting employment opportunities is crucial, because public sector alone cannot absorb the growing number of job seekers in the market.

10.4 Other Civil Society organizations
These include NGOs, CSOs, CBOs and other national and international society organizations. Their major role will be support, and promote employment opportunities and advocate for descent work to youth through their forums and through different modes of information.

10.5 Development Partners (DPs)
A number of Development partners especially, ILO, UNIFEM, UNESCO, UNFPA, UNDP, UNICEF and others will play a major role in supporting the program (technically and financially) at the same time supervising its implementation. The interest shown by DPs in the initial stages of preparing the Policy and the Plan will definitely continue to its implementation, monitoring, evaluation and reporting throughout the period.

10.6 Legal and Regulatory bodies
These include Labour Commission, Establishment Office, Employer and Employees organizations, workers associations, and others. Conducive legal and regulatory environment is very important to facilitate operations of both public and private sector activities. Efforts should be made to enact new legislations and amend or review some old ones to improve market conditions. Legislations that guide business like Trade Licensing Act of 1983 and Company Legislation are outdated and need to be reviewed. Currently commercial cases are dealt within the normal courts which cause delays due to under-funding, limited capacity and lack of specialized expertise. Much will have to be done to address the existing challenges.
In order to have strong private sector and have a role of being an engine growth, stronger regulatory framework is needed. The challenge of putting in place an effective regulatory framework will need to be considered.

11.0 MONITORING AND EVALUATION

Monitoring and Evaluation has the objective of keeping the implementer make timely decisions that will keep the implementation of the program on track. M&E derives its value from the flow of relevant information to decision makers, who can then make informed decisions on whether modifications to policies and spending programs are necessary. Later M&E indicators will have to be developed to see how the output from implementation can be measured and assessed. M&E functions will provide the implementers with a flow of reliable information and analysis about what works and what doesn’t, as a basis for public action, as well as keeping other stakeholders (the legislature, the public, civil society, Organizations and development partners) informed about the progress being made in implementing the Action Plan. This will enable all stakeholders play their roles and be able to modify the ongoing policies, programmes and projects on youth employment under implementation.

12.0 RESOURCES REQUIREMENTS

In order to accomplish the activities in the designed Action Plan, a total amount of US$ 4,455,000 will be required from Development partners, Government and Private sector. It is projected that 60% of the required fund will be sort from DPs while the government will contribute 30% and 10% will be shared by the private sector. It is expected that the implementation of this Plan will generate total employment opportunities reaching about 200,000 (ZEP 2007) of which 60% will be for youth, women and PWDs.
List of References

Annex 1: Matrix for the Zanzibar Youth Employment Action Plan

**Objective:**
To make employment creation as a national socio-economic priority to both public and private institutions

**Strategy:** 1 Creating and promoting the goal of full employment by enabling all participants in the labour force to gain productive and full employment as a major strategy for poverty reduction.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1.1 Mainstream employment issues into ZSGRP, ZGS</td>
<td>By end of 2007 all national strategies to have Youth employment mainstreamed</td>
<td>Mainstreamed national policies on Youth employment</td>
<td>MFEA, MLYWCD</td>
<td>August – December 2008</td>
<td>20,000</td>
</tr>
<tr>
<td>1.1.2 Mainstream youth employment issues into main sector policies</td>
<td>By June 2008 all main sector policies be well mainstreamed on Youth employment</td>
<td>All sectors are well mainstreamed with employment creation</td>
<td>MALE, MTTI, MEVT, MLYWCD, other MDAs</td>
<td>August ’07 – June 2008</td>
<td>60,000</td>
</tr>
<tr>
<td>1.1.3 Liaise with Chamber and other private institutions on issues of youth employment</td>
<td>Make private institutions talk seriously on youth employment</td>
<td>Employment creation Plan of Chamber</td>
<td>MLYWCD, ZNCCIA, CSOs</td>
<td>Continuous</td>
<td>25,000</td>
</tr>
<tr>
<td>1.1.4 Advocate youth representation in the Decision making bodies</td>
<td>By next General Election number of Youth to be members of Decision Making bodies.</td>
<td>At least 2 Youth representation in the Decision making bodies.</td>
<td>MLYWCD, MCAGG,</td>
<td>June 2010</td>
<td>50,000</td>
</tr>
</tbody>
</table>
**Strategy 1.2** Supporting implementation of Poverty Reduction strategy to facilitate the growth of youth employment in all sectors of the economy.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.2.1 Assess and review sector MTEF to issues of employment.</td>
<td>Undertake comprehensive analysis of sector MTEF by end of 2009</td>
<td>Analyzed and reviewed sector MTEFs</td>
<td>MLYWCD, MFEA, Establishment Office</td>
<td>Sept. 2008 – June 2009</td>
<td>100,000</td>
</tr>
<tr>
<td>1.2.2 Formation of Youth Councils in Zanzibar</td>
<td>To have an effective Youth Councils.</td>
<td>A multi-disciplined Youth Councils</td>
<td>MLYWCD, MCAGG, MRASD, Private sector, Civil Society</td>
<td>June 2008 - 2010</td>
<td>50,000</td>
</tr>
<tr>
<td>1.2.2 Undertake survey to identify detailed youth potentials in Zanzibar</td>
<td>Undertake Survey analysis of youth potentials in urban and rural areas.</td>
<td>A survey report</td>
<td>MLYWCD, OCGS, MRASD, Private Sector</td>
<td>Jan. 2009 – Dec. 2010</td>
<td>100,000</td>
</tr>
<tr>
<td>1.2.3 Develop a monitoring and evaluation plan on ZYEAP.</td>
<td>Establish baseline Information to track implementation of ZYEAP</td>
<td>A well established Plan</td>
<td>MLYWCD, Labour Commission, Private Sector, DP</td>
<td>Oct.2008 – Dec. 2010</td>
<td>25,000</td>
</tr>
</tbody>
</table>

**TOTAL** |  |  |  |  | **430,000** |
Objective 2:
To create conducive environment that will make it easier to start and run enterprises in order to provide more and better jobs to youth.

Strategy 2.1 : Promoting a common understanding of the unemployment problem among key stakeholders and generating collaborative efforts towards solving it.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1.1 Liaise with respective stakeholders on youth employment</td>
<td>Conduct quarterly meetings with stakeholders</td>
<td>Implementation Plans on Job creation</td>
<td>MLYWCD, Sector ministries, private Institutions</td>
<td>Quarterly</td>
<td>80,000</td>
</tr>
<tr>
<td>2.1.2 Conduct regular meetings with workers and employers Associations</td>
<td>Semi – annual meeting of workers and employers Associations</td>
<td>Reports from meetings</td>
<td>MLYWCD, Private sectors, Workers Associations , Employers Associations, Youths Organizations</td>
<td>Continuous</td>
<td>40,000</td>
</tr>
<tr>
<td>2.1.3 Provides Life skills trainings for Youth in relations with income generating activities.</td>
<td>Life skills trainings provided.</td>
<td>Number of youth engaged in income generating activities.</td>
<td>MLYWCD MOHSW ZAC CSO’s MRASD,</td>
<td>Continuous</td>
<td>80,000</td>
</tr>
</tbody>
</table>
**Strategy 2.2:** Improving existing laws and regulations to enhance the transformation of the informal sector into formal productive and competitive enterprises

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.2.1 Sensitize Private sector to formalize business through capitalization</td>
<td>Ensure business enterprises are gradually formalized</td>
<td>Number of Formalized business enterprises</td>
<td>MLYWCD, Private Sector, MTTI,</td>
<td>Continuous</td>
<td>75,000</td>
</tr>
<tr>
<td>2.2.2 Harmonize taxes, duties and charges to be conducive for small entrepreneurs</td>
<td>By end of 2010 all small taxes and charges are harmonized</td>
<td>Harmonized rates of taxes, duties and charges to small businesses.</td>
<td>MLYWCD, Private sector, MFIA, Zanzibar Municipal Council, TRA, ZRB</td>
<td>Oct. 2008 – Dec. 2010</td>
<td>40,000</td>
</tr>
<tr>
<td>2.2.3 Train entrepreneurs to produce quality products</td>
<td>By end of 2010 all producers well capacitated</td>
<td>Quality products and competitive.</td>
<td>MTTI, DP MLYWCD, MHSW, Private sector,</td>
<td>Continuous</td>
<td>200,000</td>
</tr>
</tbody>
</table>
**Strategy 2.3:** Ensuring practical incentives in the engagement of youth in production and in services sectors.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
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<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.3.1 Provides facilities and incentives to entrepreneurs</td>
<td>All small entrepreneurs are exempted from taxes and given material incentives to produce</td>
<td>Set of exempted taxed provided by authorities</td>
<td>MLYWCD, MTTI, MFEA, MWEL Municipal Council, Town Councils</td>
<td>Jan 2008 – June 2010.</td>
<td>300,000</td>
</tr>
<tr>
<td>2.3.2 Provide access to land for youth and vulnerable groups</td>
<td>Make land resources accessible to youth</td>
<td>Amount of land accessed to youth interested in farming activities</td>
<td>MWEL, DP, MLYWCD, MCAGG, MRASD, CMO</td>
<td>Continuous</td>
<td>30,000</td>
</tr>
<tr>
<td>2.3.3 Sensitize local and outside investors to employ youth in their investments</td>
<td>50% of unemployed youth being employed in local and foreign investments</td>
<td>Number of employed youth in different investments</td>
<td>MLYWCD, Labour Commission, Private sector</td>
<td>Continuous</td>
<td>30,000</td>
</tr>
<tr>
<td>2.3.4 Facilitate groups of youth to engage in production projects</td>
<td>Number of Youth groups facilitated.</td>
<td>100 groups of youths entrepreneurs formed</td>
<td>MLYWCD, MTTI, MRASD, DP, Private sector</td>
<td>Continuous</td>
<td>40,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>915,000</strong></td>
</tr>
</tbody>
</table>
**Objective 3:**
To promote equal access to employment opportunities, skills and resource for youths

**Strategy 1:** Creating conducive environment for Youth entrepreneurs that will develop more jobs creation and improve their performance and competitiveness to the labour market by supporting their efforts technically, and legally,

<table>
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<tr>
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<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1.1 Mainstream entrepreneurs skills to the education curriculums.</td>
<td>To make education be more on work related</td>
<td>Reviewed Curriculum on education and VT</td>
<td>MEVT, MLYWCD</td>
<td>Dec. 2008 – Dec 2010</td>
<td>60,000</td>
</tr>
<tr>
<td>3.1.2 Support trained youth with tools to start business</td>
<td>Ensure youth are provided with initial working tools including cheap loans</td>
<td>Number of youth or group of youth provided with tools and credits</td>
<td>MEVT, MLYWCD, MRASD, MFEA DP</td>
<td>June 2010</td>
<td>500,000</td>
</tr>
<tr>
<td>3.1.3 Create conducive environment for local and external market for local made products</td>
<td>Ensure market availability inside and outside the country</td>
<td>Good and competitive products in markets</td>
<td>MTTI, MLYWCD, private sector</td>
<td>Continuous</td>
<td>300,000</td>
</tr>
</tbody>
</table>
**Strategy 3.2: Raising awareness through information and communication to make youth engage in self employment.**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.2.1 Conduct awareness on Entrepreneurship programs in local radios and TV</td>
<td>To ensure all youth are sensitized on self employment.</td>
<td>Number of Radio and TV programs aired monthly</td>
<td>MLYWCD, MICS, MRASD, DP</td>
<td>Continuous</td>
<td>10,000</td>
</tr>
<tr>
<td>3.2.2 Produce IEC materials on Youth employment issues.</td>
<td>Ensure all districts are exposed to this information</td>
<td>Distributed IEC materials</td>
<td>MLYWCD, MRASD, MEVT, DP</td>
<td>Continuous</td>
<td>100,000</td>
</tr>
<tr>
<td>3.2.3 Initiate the establishment of Youth Information Center</td>
<td>By the end 2010 to have National Youth Information centers</td>
<td>2 Established and working Information centers in Unguja and Pemba</td>
<td>MLYWCD, DP MICS, MRASD, Private Sector, NGOs, CSOs</td>
<td>Sep. 2007 – June 2010</td>
<td>150,000</td>
</tr>
</tbody>
</table>
**Strategy 3.3:** Underlining availability of cheap and easy access to credit facilities to youth engaged in self employment

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
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<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.3.1 Mobilize community and financial institutions to provide credit facilities for youth at all districts.</td>
<td>Provision credit facilities at each district</td>
<td>Number of youth getting cheap loans.</td>
<td>MLYWCD, MFEA, MRADS, BOT, PBZ and Private Sector</td>
<td>Continuous</td>
<td>20,000</td>
</tr>
<tr>
<td>3.3.2 Sensitize youths and community to establish SACCOS in urban and rural areas.</td>
<td>Established SACCOS throughout the country</td>
<td>Number of operating SACCOS and other financial lending institutions</td>
<td>MLYWCD, DP, MFEA, MRASD, Community, CSOs and Private Sector</td>
<td>Sep. 2007 - Dec. 2010</td>
<td>20,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>1,160,000</strong></td>
</tr>
</tbody>
</table>
Objective 4;
To reform the country’s education system so that it can provide the knowledge and basic skills that facilitates the transition from education to work.

Strategy 4.1: Enhancing and improving the relevance and effectiveness of the education system at various skills levels for needed occupation

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1.1. Facilitate trainings on management and business skills to youths</td>
<td>500 Youths trained annually</td>
<td>Number of trained youths on management and business skills</td>
<td>MLYWCD, MFEA, MRASD, Training Institutions, Employers and Employees Associations</td>
<td>Oct. 2007 – Dec. 2010</td>
<td>150,000</td>
</tr>
<tr>
<td>4.1.2 Promote Civic and legal education for school and out of school Youth</td>
<td>Ensure Youth acquired Civic and Legal knowledge on business</td>
<td>Number of Youth sensitized</td>
<td>MEVT, MLYWCD, MCAGG,</td>
<td>Continuously</td>
<td>100,000</td>
</tr>
<tr>
<td>4.1.3 Review and improve education curriculum to suit education – work related system</td>
<td>Ensure school curriculum reviewed by end of 2010</td>
<td>A reviewed Education curriculum through all levels,</td>
<td>MEVT, MLYWCD,</td>
<td>Jan 2008 – Dec. 2010</td>
<td>40,000</td>
</tr>
</tbody>
</table>
**Strategy 4.2:** Strengthen the existing VET centers and expand gradually.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.2.1 Strengthen existing VET centers</td>
<td>Strengthened and improved existing VET centers</td>
<td>Number of VET centers improved</td>
<td>MLYWCD, MEVT, MRASD, Training Institutions</td>
<td>Jan. 2008 – Dec. 2010</td>
<td>200,000</td>
</tr>
<tr>
<td>4.2.2 Construct VET centers per each region</td>
<td>By end of 2010 5 VET be Constructed.</td>
<td>5 VET centers Constructed</td>
<td>MLYECD, MEVT, MRASD</td>
<td>Sep. 2007 – June 2010</td>
<td>1,000,000</td>
</tr>
</tbody>
</table>

**Strategy 4.3:** Mainstream HIV and AIDS problem to workforce into all Public and Private policies and strategies.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.3.1 Review all sector policies and school curriculum to detect HIV and AIDS issues</td>
<td>By end of 2008 review exercise be done</td>
<td>All main sectors reviewed and assessed.</td>
<td>MLYWCD, other MDAs and private sector documents</td>
<td>Jan. 2008 – Dec. 2008</td>
<td>20,000</td>
</tr>
<tr>
<td>4.2.2 Mainstream HIV and AIDS issues to sensitize youth on dangers of HIV and AIDS</td>
<td>By end of 2008 all main doc, fully mainstreamed</td>
<td>Mainstreamed policies and strategies.</td>
<td>MLYECD, MEVT, and other MDAs</td>
<td>Sep. 2007 – June 2010</td>
<td>50,000</td>
</tr>
</tbody>
</table>

**TOTAL** | | | | | **1,560,000** |
**Objective 5:**
To establish an effective coordination mechanism and information system that will provide available employment opportunity, in the labour market and market access to products

**Strategy 5.1:** Sensitize and mobilize community to take measures on reducing high population growth as means of balancing employment with work opportunities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1.1 Liaise with Family Planning program to ensure effectiveness of their activities</td>
<td>Quarterly members with authorities and implementers</td>
<td>Meetings assessments</td>
<td>MLYWCD, FP(unit), MHSW</td>
<td>Continuous</td>
<td>20,000</td>
</tr>
<tr>
<td>5.1.2 Organize sensitization meetings to work places in collaboration with FP (Unit)</td>
<td>Employers and Employees at work centers</td>
<td>Sensitization meetings and reports</td>
<td>MLYWCD, FP Unit Labour Commission</td>
<td>Continuous</td>
<td>120,000</td>
</tr>
</tbody>
</table>

**Strategy 5.2:** Design mechanism that will ensure relevant employment opportunities reserved to women and PWDS,

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.2.1 Strengthen a coordinating system between employing centers</td>
<td>By end of 2008 the system to be strengthened.</td>
<td>A coordinating system put in place</td>
<td>MLYWCD, Private sector, Other Public and Private Institutions</td>
<td>Oct. 2007 – Dec. 2008</td>
<td>20,000</td>
</tr>
<tr>
<td>5.2.2 Design Monitoring mechanism to ensure women and PWDS are not denied work</td>
<td>By end of 2008, all MDAs have programs of employing women and PWDs</td>
<td>Programs in place</td>
<td>MLYWCD, MDAs and Private Institutions</td>
<td>Dec 2008</td>
<td>30,000</td>
</tr>
</tbody>
</table>
### Strategy 5.3: Establishing youth employment network for information searching.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Indicators</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.3.1 Establishment of Youth Employment Network (YEN)</td>
<td>By June 2008 the YEN be installed and operational</td>
<td>Operating YEN system in place</td>
<td>MLYWCD, MEVT, MRASD, Private sector,</td>
<td>Oct. 2007 – June 2008.</td>
<td>20,000</td>
</tr>
<tr>
<td>5.3.2 Establish Youth Publications and Website</td>
<td>By Dec. 2008 Publications and Website established</td>
<td>Publications and Website in place</td>
<td>MLYWCD, MEVT</td>
<td>Dec. 2009</td>
<td>60,000</td>
</tr>
</tbody>
</table>

### Strategy 5.4: Install a coordinating mechanism at the ministry that will involve private and public youth employment stakeholders.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Target</th>
<th>Output</th>
<th>Responsible Institutions</th>
<th>Time frame</th>
<th>Budget (US$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.4.1 Establishment of Youth Employment Network (YEN)</td>
<td>By June 2008 the YEN be installed and operational</td>
<td>Operating YEN system in place</td>
<td>MLYWCD, MEVT, MRASD, Private sector,</td>
<td>Oct. 2007 – June 2008.</td>
<td>20,000</td>
</tr>
<tr>
<td>5.4.2 Establish Youth Publications and Website</td>
<td>By Dec. 2008 Publications and Website established</td>
<td>Publications and Website in place</td>
<td>MLYWCD, MEVT</td>
<td>Dec. 2009</td>
<td>60,000</td>
</tr>
<tr>
<td>5.4.3 Establish M&amp;E system to see the implementation of the program</td>
<td>By end of 2007, M&amp;E system be established</td>
<td>A well functioning M&amp;E unit to track implementation</td>
<td>MLYWCD</td>
<td>Dec. 2007</td>
<td>40,000</td>
</tr>
</tbody>
</table>

**TOTAL**                                                                                                   390,000

**GRAND TOTAL**                                                                                              4,455,000

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