



THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF LABOUR, EMPLOYMENT AND YOUTH DEVELOPMENT

National Employment Policy 2008

Dar es Salaam, Tanzania
2008

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GLOSSARY

“Employment” in view of the vision of this policy, employment will encompass:

- Legally accepted activities, which are within the national accounts production boundary.
- Activities aiming at attaining decent work goals
- Activities yielding an income at least equivalent to the set sectoral minimum wage

“Employed Persons” The employed persons comprise all persons above the age of 14 years, who during a specified reference period are either at work performing some legal work for (i) wage or salary, in cash or in kind, or, (ii) in self employment and performing some work for profit or family gain, in cash or in kind, including those with jobs but not at work (temporarily not at work), earning a minimum income equivalent to the minimum wage in the wage employment

“Unemployment” Unemployment is defined as a situation of total lack of work of an individual. It can be viewed as an enforced idleness of potential wage earners or self employed persons that are able and willing to work, but cannot find work. In Tanzania where a significant amount of the people can earn a living only by working for others; being unable to find a job is a serious problem. Lack of work makes a person feel deprived and rejected by society. The Unemployment rate is thus the percentage of the unemployed relative to the total labour force.

“Underemployment” The underemployed persons comprise all persons in paid or self-employment, whether at work or not at work, involuntarily working less than the normal duration of work determined for the activity, who were seeking or available

for additional work during the reference period. Such persons are considered to be visibly underemployed as opposed to invisible underemployment characterized by low income, underutilization of person's skills, low productivity and other factors. Underemployment rate is the percentage of underemployed persons relative to the total labour force.

“Gross Domestic Product (GDP)” This refers to the estimated financial value of the total goods and services produced within the country during a particular period, usually computed on annual and sometimes quarterly basis.

“Productivity/Labour Productivity” Productivity usually refers to the efficiency of input use, such as capital, labour, and land, to maximize output, and is usually given as the ratio of input to output. In the case of labour productivity, the focus is on the efficiency of labour use in the production of output.

“Youth” 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

“Decent Work” Productive and remunerative employment for men and women in an environment providing respect for labour rights, dialogue and social protection

Informal Sector; Means non- farm, small scale and self employed income generating activities based on low level of organization, low capital and low technology.

ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
CBOs	Community Based Organizations
CSO	Civil Society Organizations
HIV	Human Immunodeficiency Virus
ILFS	Integrated Labour Force Survey
ILO	International Labour Organization
LESCO	Labour, Economic and Social Council
LMI	Labour Market Information
MDA	Ministry, Departments and Agencies
MKUKUTA	Mkakati wa Kukuza Uchumi na Kuondoa Umasikini Tanzania
MP	Member of Parliament
NEPSA	National Employment Promotion Services Act
NGOs	Non – Governmental Organizations
NSGRP	National Strategy for Growth and Reduction of Poverty
PWD's	People With Disabilities
R & D	Research and Development
SMEs	Small and Medium Enterprises
URT	United Republic of Tanzania
WHO	World Health Organization

FOREWORD:

The National Development Vision 2025 inspires, and raises national hopes, of attaining high economic and employment growth to meet the needs and aspirations of all Tanzanians.

This has strengthened our determination to build a strong, diversified and competitive economy that will provide adequate and sustainable employment opportunities in Tanzania. In the above regard, our goal is to achieve full and productive employment for all Tanzanians.

The aim of this National Employment Policy is therefore to stimulate an adequate employment growth in our economy, in order to reduce Unemployment and Underemployment rates and eventually attain full, productive, and decent employment for all Tanzanians.

The overall vision of this National employment Policy is to have society engaged in decent gainful employment capable of generating adequate income to sustain it, and reduce poverty as envisaged by the Tanzania Development Vision 2025, , the National Strategy for Growth and the Reduction of Poverty (MKUKUTA), as well as facing the challenges of labour Market gaps in the globalized economy.

The Specific Objectives of the National Employment Policy are:

1. Enhance skills and competencies for those in the formal and informal sector especially rural areas;
2. Promote the goal of decent and productive employment as a national priority and enable all participants in the labour force to gain productive and full employment
3. Promote equal access to employment opportunities and resources endowments for marginalized and vulnerable groups, including women, youth and People with Disabilities (PWDs)

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4. Put in place conducive and enabling environment to promote growth of the private sector and transformation of the informal sector into formal
 5. Ensure income security and social inclusion,
 6. Safeguard the basic rights and interests of workers in accordance with International Labour Standards, and
 7. Foster faster economic growth and adequate allocation of investment resources to employment potential sectors such as agriculture, non- farm activities in rural areas, manufacturing and agro-processing industries, and infrastructure and social services sectors.

Employment creation is a multidimensional issue involving all Tanzanians, Government Ministries, Departments and Agencies (MDA), Regional and Local Authorities, The Private Sector, Employers and Workers organisations, the Development Partners and a wide range of various NGOs and Civil Society organizations.

We therefore call upon the private sector, Employers, Workers, CSOs and other stakeholders to collaborate closely and effectively with the Government to achieve, the successful implementation of this National Employment Policy.

In conclusion, we express our deep appreciation to individuals and organizations, too many to mention, who have in one way or the other, contributed to the successful preparation of the National Employment Policy.



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MINISTER FOR LABOUR, EMPLOYMENT AND
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Dar es Salaam, August, 2008

CHAPTER ONE

1.0 INTRODUCTION

1.1 General Overview

As Tanzania strives to achieve the goals and objectives of the National Strategy for Growth and Reduction of Poverty linked to the National Development Vision 2025 and the Millennium Development Goals, employment promotion and efficient development and utilization of the national human resources are critical requirements. The National Development Vision 2025 envisages that the “...creation of wealth and its distribution in society must be equitable and free from inequalities” and that “there is a need to promote broad-based investments in human capital development strategy which involves a wide range of players...” The major objective of the National Employment Policy 1997 was to increase employment opportunities leading to poverty reduction by creating an enabling environment for all stakeholders to participate fully in human capital development and employment promotion to attain high rates of economic growth.

In order to realize the stated development goals and objectives, the Government in collaboration with other stakeholders, has revised the National Employment Policy of 1997 and inaugurated a number of policies and strategies to address constraints towards employment growth and emerging Labour market challenges. For this reason, this revised Policy is linked to Tanzania’s major macro and sectoral policies as well as programmes undertaken at micro levels to provide direction and focus on employment creation initiatives.

In line with reduction of poverty objectives and effective response to the labour market dynamics, the acquisition of decent, gainful employment by all Tanzanians eligible for employment, is the way

forward. The revision of the National Employment Policy (1997) was necessitated by the challenges posed by the on-going macro economic reforms, Eastern African Regional Integration developments, and the impact of globalization on the Labour Market. The policy is also designed to ensure greater involvement and active participation of the private sector, civil society, communities, and development partners in human capital development, in employment promotion, employment services provision and job creation initiatives

1.2. The employment situation and challenges in Tanzania

1.2.1 The macro-economic context

The problem of unemployment and underemployment has now become so serious, that it should be regarded as a major national development challenge with ramifications for economic welfare, social stability and human dignity. Unemployment and underemployment have remained one of the intractable problems facing Tanzania since the 1970s, whereby the country went through an economic crisis reflected by the fall in the annual GDP growth rate from 5% to an average of 2.6% in the early 1980s, and about 1% in the beginning of the 1990s (URT: Economic Survey 2000).

Since the mid 1980s, Tanzania embarked on implementing a series of economic reforms that gradually placed the economy on a sounder footing. After an initial recovery in economic growth in the late 1980s, the early 1990's were again plagued by macroeconomic instability and poor economic growth that called for the adoption of macro-economic reforms.

The on going reforms have yielded substantial economic growth and impressive performance of the economy at the macro level in the past ten years. The overall economic growth has been rising consistently

(except for 2003 due to drought) from 3.3% in 1997 to 6.8 percent in 2005, constituting an annual growth rate of 5.1% (URT: Economic Survey, 2005) The achievements in GDP growth stemmed from improved performance in agriculture, wholesale and retail trade, hotels, restaurants, tourism, mining, and manufacturing.

Inspite of the positive achievements recorded through Tanzania's macroeconomic stabilization policies, crucial challenges remain. One of these; is the high levels of unemployment and poverty in the country.

In addition to macro-economic stabilization and structural reforms, more efforts have been directed to poverty issues through the initial Poverty Reduction Strategy (2000/01–2002/03) and the National Strategy for Growth and Reduction of Poverty (NSGRP), 2005-2010, aimed at addressing comprehensively the critical issues of economic growth and reduction of income poverty, improvement of quality of life and social wellbeing, as well as governance and accountability.

The major objective of this policy is, therefore to take advantage of the foundation that has been laid, so as to effectively address the challenges of unemployment, underemployment, low productivity and consequently poverty eradication by half, as envisaged in the Millennium development goals. The need to create more and better jobs, enhance gender equality, improve the access to employment opportunities by all, and generate more decent employment, is the major challenge to poverty eradication, economic growth, social development and social integration.

1.2.2 Labour Market situation in Tanzania

The economically active population in Tanzania is estimated to be 18.8 Million (ILFS 2005/06). This represents an increase of 3.3 million or

21.5 percent compared to the findings of the 2000/2001 Integrated Labour Force Survey (ILFS), with the corresponding Labour force growth rate of 4.1% annually, equivalent to about 800,000 new labour force entrants into the Labour Market each year. In 2006, 16.6 m workers or 88.3% of the economically active labour force were employed, and the majority of the employed, worked in the rural areas, primarily on smallholdings as self-employed or unpaid family workers. The remaining 2.2m people (11.7% persons aged 15 year and above) were unemployed. There was a noticeable increase in the number of those employed in the private sector over the decade, especially in urban areas, although from a low base. In 2006, approximately 3.0% of the total employed, worked in the public sector, central and local government and parastatal organizations. Employment in the public sector declined between 1990 and 2000 as a result of privatization of public entities and structural adjustment policies.

(a) Employment by main sectors

The 2005/06 Integrated Labour Force Survey showed that, employment in agriculture (i.e. implies crop farming, livestock keeping, fishing and forestry) decreased from 80.9% (2000/01) to 75.1%, but still employs the vast majority of the total labour force; this was contributed by the growth of the private sector (both formal and informal private), where employment share had increased from 13% (2000/01) to 19.3 % while on the other hand the Public and Parastatal sectors are beginning to grow again though at a slower pace.

The Surveys that have been conducted have also revealed that one-third of all Tanzanian households had at least one member involved in informal sector activity. Moreover, the number of these households is increasing over time.

There was a decrease in unemployment between 2000/01 and 2006.

Using the national definition of employment, which requires that a person be without work, be available for work and be seeking work, including those who work seldom, the number of unemployed persons dropped slightly. Over the past five years, the number of unemployed persons decreased from 2.3 m. to 2.2 m. The rate of decrease was highest in urban areas –especially in the city of Dar es Salaam.

(b) Employment by major Industrial sub sectors

According to the Integrated Labour Force Surveys that have been undertaken, Labour in Tanzania is engaged mainly in 22 occupations. The largest occupation group of these is the small holder farming in the agricultural sector, followed by service/shop sales workers and elementary occupations, which account for 91% of the total occupational employment. The data shows a high dependence on agricultural employment. The agricultural sector employs about 75% of the total Labour Force and contributes 50% to Gross Domestic Product (GDP). The dominant mode of employment in agriculture is self-employment with households operating smallholdings and using low levels of technology, simple and rudimentary tools, hence low productivity. The rural sector on the other hand, continued to experience high underemployment and low productivity. The urban informal sector is increasingly becoming an important labour sponge and a sector of last resort for job seekers in the urban areas. The sector exhibits a high degree of vibrancy in job creation but is faced with a number of constraints and suffers from low productivity and low technology use and the use of rudimentary tools. In this regard, there is a need to shift this imbalance in total employment, by exploring and developing employment generation potentials in other sectors, without losing focus of the significant labour absorptive capacity of the agricultural and informal sector.

The Mining and tourism sectors were the fastest growing along with transport and communication. The industrial sector accounted for 16% of GDP in 2002 and grew by 8.6% in the same year compared with 7% in the previous years. The sector's productivity is plagued by weak infrastructure development including–transportation, unreliable water and power supply (electricity), factory power shedding, and by low business, management and entrepreneurship skills. Establishment of more agro–processing industries is needed in order to increase job opportunities and diversify the economy, and also provide more reliable markets for agro-products, thereby increasing earnings through higher prices of value-added products. The construction sector which employs about 10% of the total labour force in Dar es Salaam, is growing relatively rapidly, hence it has a high potential for employment creation. This is triggered largely by public construction projects both in the urban and rural areas, as well as residential and commercial housing. The sector is expected to show buoyant growth under the National Strategy for Growth and the Reduction of Poverty, as the government and private sector aim to increase investments in 'lead' sectors including agriculture, tourism, mining, manufacturing and infrastructure development particularly through community-based construction and maintenance of rural roads.

The Services sector has also improved its performance, growing at 6.6% in 2002 from 4.8% in the previous year. Trade which include hotels, retail and wholesale trade, expanded by 7% in 2002.

(c) Unemployment rate by Area and Age group (National Definition)

Unemployment rates differ substantially depending on the locality. The rural areas have the lowest unemployment rate of 7.5% followed by other urban areas (excluding DSM) at 16.5 % and is highest in Dar es Salaam at 31.5%. In 2006 the total National unemployment rate is at 11.7% (persons aged 15 years and above).

The ILFS 2006 shows that unemployment rates are highest for persons below 35 years of age in all areas. Persons in the age of 18 -34 years living in all localities face the highest rate of unemployment at 13% for female and 10% for males. With youth (15-24 years) unemployment is highest among female youths at 15.4% as compared to 14.3% for males.

The total number of employed youth (aged 15-34) according to the National definition is 9,056,217 while the unemployed youth are 1,398,677, about 13.4% of the total youth workforce (ILFS 2006.) This high rate is calling for the attention of the government and other stakeholders to prepare well-targeted policies and programmes that address youth unemployment.

The growth in the labour force consists mainly of primary and secondary school leavers with little or no skills. This demands substantial investments in human capital development as well as development strategies to ensure future job creation opportunities and accordingly also the elimination of child labour country wide. On the other hand, the increasing number of entrants into the labour market also offers an opportunity for increased production and productivity if these new entrants are equipped with the employable knowledge, skills and training, required by the labour market.

2.3 Government efforts

The government recognizes the link between economic growth, poverty reduction and labour market performance and has implemented a number of measures and polices to strengthen the labour market institutions and systems that promote and coordinate employment. Since the adoption of the National Employment Policy in 1997, the Government in collaboration with other stakeholders has continued to design and implement a number of policies and programmes aimed at

enhancing job creation. Supportive policy and legal frameworks have been developed and reviewed for enhancing employment creation. Such programmes and projects implemented, include those focusing on increasing financial support for micro credit schemes for the youth, women, entrepreneurs and other vulnerable groups, skills training through vocational education and training, management and business training and counseling as well as review of labour and employment related laws. It is accepted, however, that past efforts have not been sufficient to prevent an increase in national Unemployment and Underemployment rates. Hence the need arises to promulgate a new national employment policy to reverse the past trends and not only reduce Unemployment, Underemployment rates but also increase labour productivity.

CHAPTER TWO

2.0 RATIONALE, OBJECTIVES AND SCOPE OF THE NATIONAL POLICY

2.1 Rationale and justification

The Employment challenges facing Tanzania are quite critical, calling for an urgent need to create productive employment through a multi-pronged employment generation strategy which emphasizes sustainable employment promotion as a national priority agenda, sensitizes national development efforts to move at a faster pace, to reduce rising unemployment and underemployment rates, as well as increase productivity at enterprise level, with the eventual goal of full and productive employment.

Despite the remarkable achievements recorded by the 1997 National Employment Policy, there are several outstanding challenges such as the new emerging labour market challenges, emanating from the new socio-economic environment, intensified regional integration, new developments on science and technology, and the globalization challenges that were not previously addressed adequately. Also, the previous policy was not comprehensive enough to consolidate into an integrated and coherent policy proposal that could effectively address the current labour market dynamics and challenges. Its formulation process also did not involve a holistic approach and full stakeholder participation at all levels. This reviewed Policy therefore focuses in filling in the gaps in past policies and addresses new developments that have had significant adverse impacts on employment creation. In this respect, this policy emphasizes the need to sensitize and mobilize all sectors of the economy to mainstream employment promotion in their respective policies and development programmes

2.2 Scope

Employment is a multi-dimensional issue that needs to be pursued from the perspective of national macroeconomic, sectoral and micro policies and programmes and other perspectives. Employment is a cross cutting issue and therefore policy implementation depends on the involvement of all stakeholders as identified in this policy document. Relevant corresponding sectors and micro policies and programmes will mainstream employment creation into their plans and programmes. All national strategies and policy implementation programmes will have to contribute towards attaining the National Employment objectives and targets

In view of the emerging impacts of globalization, the National Employment Policy aims at making the Tanzanian labour market prepared to face the challenges of the competitive globalized world economy.

2.3. Vision

The vision of the National employment Policy is to have a society engaged in sustainable decent gainful employment, capable of generating a decent income for the improvement of the quality of life and social well being for Tanzanians, and to reduce poverty as envisaged in the Tanzania Development Vision 2025, as well as addressing the emerging challenges of globalisation.

2.4 Mission

Enhance and develop human capital as well as its utilisation, to assure productive and sustainable employment in the rural and urban economies, by improving knowledge and skills, adequate income earning opportunities and labour market services.

2.5 Objective

The overall objective is to stimulate national productivity, to attain full, gainful and freely chosen productive employment, in order

to reduce unemployment, underemployment rates and enhance labour productivity

2.5.1 Specific Objectives

- a) Promote a common understanding of the unemployment problem among key stakeholders and generate collaborative and current efforts towards solving it
- b) Enhance skills and competencies for those in the formal and informal sector especially rural areas;
- c) Promote the goal of decent and productive employment as a national priority and enable all participants in the labour force to gain productive and full employment
- d) Promote equal access to employment opportunities and resources endowments for vulnerable groups of women, youth and People with Disabilities (PWDs)
- e) Put in place conducive and enabling environment to promote growth of the private sector and transformation of the informal sector into formal
- f) Ensure income security and social inclusion,
- g) Safeguard the basic rights and interests of workers in accordance with International Labour Standards, and
- h) Foster faster economic growth and adequate allocation of investment resources to employment potential sectors such as agriculture, non- farm activities in rural areas, manufacturing and agro-processing industries, and infrastructure and social services sectors.
- i) Improve collection, analysis and timely disseminations of labour market system at all levels.
- j) Address crosscutting issues related to environment, gender and HIV/AIDS in employment

CHAPTER THREE

3.0 POLICY ISSUES AND STATEMENTS

3.1 Creating a common understanding of the employment and unemployment concepts.

Different stakeholders perceive employment concepts and definitions differently and hence address them differently, sometimes conflicting with each other. This in turn negatively affects the implementation of the employment programmes.

Objective

To have common understanding of employment concepts, definitions and value of work among stakeholders

Policy Statement:

The Government in collaboration with the Private Sector Organizations, Workers Associations, Civil Societies Organizations and other stakeholders shall sensitize the society to ensure common understanding of employment concepts, definition and value of work.

3.2. Accelerating and Making the Pattern of Economic Growth more employment intensive

Current annual economic growth has accelerated in recent years to 6.8% in 2005 from 3.3% in 1997 (URT: Economic Survey, 2005) Despite the recorded economic growth, unemployment and underemployment rates have continued to increase, implying that past economic growth

rates have not been high enough to reduce unemployment and underemployment rates to obtain a noticeable impact on reducing unemployment and eliminating underemployments.

On the other hand it is generally accepted that accelerating the rate of economic growth is necessary for increased employment creation and the reduction of unemployment; however accelerated growth is not a sufficient condition for reducing unemployment. Specific measures are needed to ensure that the pattern of economic growth is made more employment intensive and pro-poor. In these circumstances, major focus need to be given to the reallocation of total national investments in such a way that decent jobs can be created at a faster pace, sufficient to reduce unemployment and eliminate underemployment rates.

Objective;

To put in place measures that will ensure the pattern of economic growth is made more employment intensive and pro- poor.

Policy Statements

1. Conducive macroeconomic environments will be created to attract and direct more investments to employment potential sectors
2. The government will continue to create enabling environment for promoting and encouraging the private sector and other employment stakeholders to allocate and direct a greater proportion of total investments resources to sectors with the greatest labour absorbing potentials,
3. The government in collaboration with other stakeholders will educate and establish capacity building programmes for vulnerable and marginalized groups including people with disabilities,

women and youth to enable them participate fully in productive activities

4. The government will endeavor to create conducive environment that will facilitate the attainment of higher employment growth and reduce unemployment rate to a level below 7%.

3.3: Enhancing an effective and efficient Labour Market Information (LMI) system.

Current availability of LMI is grossly inadequate in many areas and lacking in other areas, thus making decision making difficult.

Objective

To have a robust Labour market information system, that adequately informs planning and decision making processes

Policy Statements

1. The Government in collaboration with the Employers and Workers Organizations, the National Bureau of Statistics (NBS) and other stakeholders will determine the data and information needs, standards, methodologies to be used, the time frame and institutional linkages to ensure availability of current and reliable labour market information
2. Employers will be required to facilitate timely availability of accurate and reliable employment statistics and labour market information on regular basis, on the employment levels and new jobs created and disaggregated by gender, age, sector, regions, districts and any other identified categories and will be fed into the Central Employment Data Base.

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3. The government on its part will analyse the collected data, and disseminate it to the public and other stakeholders according to their needs.
 4. The government in collaboration with other stakeholders shall complete the review on the Tanzania Standard Classification of Occupations (TASCO) which will later on be used by the public in activities such as matching job seekers with job vacancies, educational planning, reporting of industrial accidents, administration of workers compensation and the management of employment related migration.
 5. The Government will develop networks with other Regional and Global counterparts to enable free exchange of Labour Market Information and thereby facilitate the placement of Tanzanians in jobs across the Africa Region and the return of expert in the Diaspora

3.4 Balancing the number of new entrants and the proportion that can get paid employment.

Formal paid employment opportunities are increasing at a far lower rate than the rate at which demand for those jobs is growing.

Objective

To balance the existing imbalances between labour supply and job opportunities

Policy Statement

The Government in collaboration with stakeholders particularly the private sector, shall jointly work towards the reallocation of total investments to Sectors with the greatest labour absorption potentials, to facilitate faster job creation in both paid and self employment.

3.5 Improvement and Transformation of the Informal Sector for creating decent jobs

The growth in the size of the informal sector activities has mainly been due to the fact that for many members of the labour force informal sector activities are the only available economic activity for their survival, while for formal sector employees the informal sector activities are necessary for supplementing their earnings to support their families.

The informal sector faces several constraints such as unfavorable regulations, inability to qualify for credit, scarcity of land for work premises, lack of relevant skills and marketing constraints. Since the development of the informal sector is not in conformity with current industrial and trade regulations, most of the operators engage in petty trade which does not provide gainful employment.

Objective

To transform the informal sector so that it provides decent employment and increased productivity

Policy Statements

1. The government in collaboration with other stakeholders shall continue to pursue initiatives leading towards transformation of the informal sector to achieve the goals of decent work and productive employment for all and become formal.
2. The informal sector operators through their organizations shall be empowered to easily access financial services, skills training and business development services to enable them generate sustainable incomes and productive employment

3.6 Enhancing the Promotion of Youth employment

The youth constitute the majority of the active labour force not fully utilized. The nature and extent of the youth unemployment problem varies considerably across gender and geographical division.

One of the objectives of the Youth Development Policy is the creation of human resource development opportunities for the acquisition of demand driven skills and competencies for wage and self employment. This entails preparation of youths for work; by ensuring quality basic education for all young women and men, and developing a demand-driven vocational and technical education system. There is need also to remove the negative perception of youths to be self employed by sensitizing them on the employment potentials in the private sector.

Objective

To eliminate obstacles that constraint youth to access and engage into productive employment

Policy Statements

1. Youth specific needs shall be identified and addressed to enhance their employability and effective participation in the labour market.
2. Enabling environment shall be put in place whereby important inputs to enhance youth employment, such as infrastructure, skills training, vocational guidance and counselling, capacity building, business development and financial services for business start-up and improvement, will be made available by the Government, Private sector, CSOs and other employment stakeholders.
3. Youths will be given priorities and their skills enhanced to participate in formulating, developing and implementing employment creation programmes and action plans at different levels.
4. The government in collaboration with other stakeholders shall work together to instil into the youths the importance of work, good conduct and ethics, and conduct awareness and sensitization workshops and seminars on the role of self employment, informal sector and entrepreneurship.

3.7 Facilitating Tanzanian jobseekers to acquire appropriate skills

The Labour Market is characterized by an increasing number of school leavers, graduates and adults who do not find jobs in the formal sector.

One of the factors mentioned as limiting investors from employing Tanzanians is their lack of proper skills required in the jobs available. Most of them have attended schools and colleges and have graduated with high qualifications. However, the qualifications do not match with the required skills by employers.

Objective

To remove or reduce the existing mismatch between skills imparted to graduates and those that are needed in the labour market

Policy Statements

1. The government in collaboration with academic, training and research institutions, employers and workers associations shall, from time to time establish mechanism for skills development in the country to be used as guidelines for formal and informal skills training programmes to enhance employability of the national labour force both for formal and self employment.
2. Entrepreneurship training programmes at tertiary and lower education levels shall be encouraged to form part of the training curricular to inculcate entrepreneurial ability and promote self-employment.
3. Direct and on job training shall be intensified to enhance employability and productivity of the national labour force.

3.8 Reducing Rural Unemployment and Underemployment and Rural to Urban Migration

Tanzania is basically an agricultural country and most of its population is engaged in smallholder farming, using mainly manual labour. The rural areas have the added advantage of having agriculture capable of employing over 81% of the labour force. The unsatisfactory agricultural sector support services like passable rural roads, energy, water and the dependency on rains leads to poor performance of agriculture. This unsatisfactory performance of the sector, together with lack of alternative employment opportunities in rural areas lead to forced rural to urban migration, which compounds unemployment in urban areas. The current challenges are on the one hand to be able to retain

the active labour force and on the other, to increase productivity in the rural areas.

Currently, the focus in the sector is to increase output and improve productivity by modernizing and intensifying production in the sector. There are signs indicating that under intensive production and mechanization of the agricultural sector some labour is likely to be idle in future. On the other hand opportunities for expanding and diversifying rural incomes from natural resources are not realized in part due to bureaucratic and legal hurdles. The proportion of rural households who derive incomes from more than three sources is 65%. The trend is already towards increasing employment in non-farm activities in the rural areas. However this is growing at a very slow pace and without coordination and support. Non- farm earnings need support from both a strong agricultural sector and other dynamic rural sectors such as forestry, wildlife, fisheries and tourism in order to increase opportunities for earning incomes in rural areas from environment friendly non farm activities.

Objective

To reduce rural unemployment, underemployment and attain increased rural productivity

Policy Statements

1. The agricultural and rural development policies and strategies will be implemented vigorously to enhance rapid rural development and ensure more employment generation
2. The Government, the private sector and Civil Society Organizations in collaboration with other stakeholders will accelerate skills development of the rural labour force for enhancing labour productivity and their income growth.

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3. Conducive macro policies shall be established to encourage the Private sector, self employed entrepreneurs and other stakeholders to allocate and direct investments in agro-processing industries, for value addition of agricultural products and enhance their markets.
 4. The government, the private sector, civil society organizations and other stakeholders shall capitalize on non-farm activities to diversify sources of incomes in rural areas.
 5. The Government will intensify labour based rural infrastructural development, skills development and promote greater use of improved appropriate technology in farming and in rural non-farm activities, with the objective of increasing agricultural and rural productivity, enhancing linkages between agriculture and industry as well as increased incomes among rural labour force.

3.9 Empowerment of individuals through enhancing accessibility to business support services including capital, markets access for Private Sector entrepreneurs including self employers for increased productivity and incomes

The shortage of capital and limited access to credit facilities are among the most common mentioned problems among Tanzanian investors. Most of the local investors find it very difficult to get credit or are unable to identify credit sources that have affordable conditions. Some of them are, on the other hand considered by banks and other financial institutions as being too risky and are thus not credit worthy.

Objective

To establish sufficient and user friendly credit facilities and accessibility by local entrepreneurs for enhancing their employability and increased incomes

Policy Statements

1. The private sector entrepreneurs and other potential job creators particularly the SMEs shall be facilitated and enhanced to access financial, technical expertise and other business development services needed for investments.
2. Savings culture will further be promoted in communities and the formation of micro credit schemes like SACCOS, Community banks and other Micro-finance Institutions will be facilitated and strengthened to provide room for potential job creators and self entrepreneurs to obtain capital for start-up businesses and strengthening the existing enterprises.

3.10 Enhancing the capacity of the domestic private sector investors in creating new and better employment opportunities

Inadequate or lack of capital on the part of the private sector and potential job creators is a hindrance to establishing viable businesses that match the number of job seekers. Whereas it is well known that the role of the Government in doing business and hence job creation has been reduced, the private sector, which is supposed to fill in the emerging gap has been slow in responding to that need

Objectives

To enhance capacity of local investors to adequately promote pro-employment investments that matches the labour supply

Policy Statement

1. The Government will endeavor to create conducive environment for enhancing private sector participation in employment creation.
2. Indigenous Tanzanian investors shall be enabled and capacitated to assume a more active role in promoting pro-employment investments in the country

3.11 Mainstreaming Employment as a cross-cutting issue

Given the multidimensional nature of the employment challenge, the implementation of employment creation initiatives requires the active participation and involvement of many actors, and their effective coordination by Government. Currently there is lack of cooperation and proper coordination among the key stakeholders, namely the central Government, local Government, Private sector and the civil society organizations, when dealing with employment issues, leading to disharmony in execution and sometimes compounds the problem instead of reducing it. The impact of unemployment affect various stakeholders in the public and private sectors, because the problem can not be de-linked from economic stagnation, insecurity, and overall poverty. The solution to this problem requires efforts from different sectors involved in economic growth and poverty reduction programmes.

Objective

To influence Sectors to accord priority to employment creation in their development policies, plans and programmes; and accordingly also, the stakeholders to play their respective roles in employment creation initiatives.

Policy Statements

1. The Ministry responsible for employment matters shall be enhanced to effectively coordinate employment creation initiatives in the country.
2. The Government in collaboration with other stakeholders shall create conducive environment to facilitate employment growth in which the Private Sector shall play a key role.
3. The creation of decent employment opportunities will be made a priority agenda in the formulation and implementation of the county's development programmes undertaken by the government, private sector, CSOs and other stakeholders.
4. Interministerial networks, linkages and cooperation shall be enhanced to realize employment policy implementation impacts
5. Stakeholders shall be sensitized to know their rightful roles and obligations in mainstreaming employment targets in other sectors' development plans

3.12 Harmonizing policies and establishing institutional framework for effective and efficient coordination of employment creation initiatives and deliveries.

Lack of cooperation and proper coordination among the key stakeholders, namely, the central Government, local Government, Private sector and the Civil Society Organizations, when dealing with employment issues, leads to disharmony in execution, and sometimes compounds the problem instead of reducing it. The lack of focal points at the district levels to deal with employment issues leaves a gap between the central Government planning machinery and the implementing organs at the level of the local Government.

Objective

To have policy harmonization that establishes their linkages and synergies alongside with having in place a strong Institutional framework for stimulating and managing employment creation initiatives at all levels

Policy Statements

1. The Government in collaboration with stakeholders shall work on policy harmonization for the purpose of establishing their linkages and synergies for better realization of employment creation outcomes and impacts at all levels.
2. Public-Private partnership will be enhanced through dialogue with the Private sector, Workers through their organizations and the Civil Society for purposes of ensuring smooth implementation of the employment creation initiatives at all levels.
3. The Institutional capacity shall be enhanced to key stakeholders for implementing, coordinating and monitoring employment creation initiatives, at Central, Regional, and Local Government levels, and among all sectors of the economy.
4. The Central Government in collaboration with the Regional and Local Authorities shall make placements for employment Focal Points at respective establishments.

3.13 Rationalising the Employment of foreigners in Tanzania

The Government recognizes the role of foreign workers for the use of technology and skills that are not available locally, particularly those foreign workers who will facilitate the acquisition of the required skills by local personnel, through training for skills transfer in strategic

areas. However, there is a growing tendency of investors to employ foreigners in jobs that could be well performed by Tanzanians thus depriving them of the rights of employment and in many cases skills transfer is not effectively undertaken.

Objective;

To ensure that work permit issued to foreign workers in the country do not prejudice skilled Tanzanians access to employment opportunities emerging from local and foreign investments

Policy Statements

1. For the purposes of addressing scarce and critical skills gaps demanded by emerging investments, the Government in collaboration with the private sector and other stakeholders will establish mechanism to provide employment permits only to foreigners with appropriate skills and technical expertise that is not readily available in Tanzania
2. The government and the private sector in collaboration with stakeholders will implement the National Consultancy Policy with the objective of enhancing the market share of local consultants in the country.
3. Employers shall be required to put in place and implement mechanisms for ensuring skills transfer from foreign workers to local workers and shall limit the duration of stay of the foreign workers in the country.
4. The processing and issuance of work permits will be harmonized and streamlined
5. Labour market information and services will be developed to supply information on available skills and the need for foreign skills in Tanzania.

3.14 Reducing the impact of HIV/AIDS and other diseases on employment creation and at the workplaces.

One of the major threats to labour force participation in Tanzania, is the HIV/AIDS pandemic and other related killer diseases such as Malaria and Tuberculosis. The worst aspect of HIV/AIDS is that the active working populations especially the young people are particularly vulnerable to the pandemic. Labour market related impacts of the pandemic are absenteeism from work and decline in productivity, both of which are costly to employers in terms of medication, terminal benefits to the diseased, burial, and replacement costs. The pandemic is also a threat to human capital formation as the working population generation and the productive and trained workers that are needed most in effecting technological development are the most at risk of contracting HIV/AIDS and facing untimely deaths.

Objectives

To curb new infections and reduce the impact of HIV/AIDS and other diseases on employment creation initiatives and at work places.

Policy Statements

1. The Government in collaboration with the Private Sector, Workers Organizations, the Civil Society Organizations and other stakeholders, will continue to facilitate the implementation of HIV/AIDS control measures at work places, leading to establishment of effective programmes to mitigate HIV/AIDS in the employment sector.
2. The Government in collaboration with Employers, Workers Organizations, Civil Societies and other stakeholders will intensify efforts to implement the ILO/WHO guidelines to advocate for minimizing all forms of stigma and discrimination against HIV/AIDS affected workers at workplaces

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3. The Government in collaboration with Employers, Workers Organizations, Civil Societies and other stakeholders will continue to support programmes facilitating free voluntary screening at work places and providing counseling, nutrients and supplements to HIV/AIDS victims

3.15 Improving access to employment opportunities and productive resources for People with Disabilities (PWDs)

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 the 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.

Objective

To ensure that PWDs access equally both paid and self employment opportunities

Policy Statements

1. The Government, Associations of people with disabilities in collaboration with other stakeholders, will undertake affirmative actions to enhance employability of PWDs.
2. The government, Civil Societies and Employers will be responsible for providing special facilities and equipments to enhance the capacity of PWDs to enter the world of work as employees, or self-employed.
3. Efforts shall be made to ensure that user friendly infrastructures for PWDs are established to enhance their employability
4. The government in collaboration with private sector will continue to sensitize employers on their compliance of employing a minimum set number of PWDs as set out in the law regarding PWDs.

3.16 Mainstreaming Environmental issues in employment creation

As far as environment is concerned, some of the activities that generate employment opportunities may have adverse impacts on the environment if not well administered.

Objective

To ensure that employment creation initiatives comply with environmental requirements as stipulated in the National Environment Policy and law.

Policy Statement

Environmental protection concerns as stipulated in the respective National Environment Policy and Laws shall be ensured and mainstreamed in all employment creation programmes.

Policy Issue

3.17 Promoting Human Capital Development as part of the national strategic objective for growth, employment and poverty reduction.

Development of human capacity plays a critical role in overall employment promotion, increased productivity and poverty reduction. This embraces among others education, skills and human resources development and employability of the workforce. However the education system has not been able to supply the required skills in the labour market, as a result there is a mismatch between the required skills in the labour market and the one supplied by the education system. This reduces the chance of the labour force to be absorbed both in paid and self employment

Objective

Enhance human capability for employability and increased productivity at workplaces.

Policy Statements

1. The government in collaboration with training institutions, research institutions, employers and workers associations shall, from time to time establish and implement a mechanism for skills development in the country to be used as guidelines for formal and informal skills training programmes to enhance employability of the national labour force both in formal and self employment
2. The Government in collaboration with the Private Sector and other Stakeholders shall facilitate and encourage more investments in quality and quantity in education and skills training programmes
3. Entrepreneurship training programmes will be promoted at different education levels to inculcate entrepreneurial skills and ability, and promote self-employment particularly among youth.
4. Direct and on and off the job training shall be intensified to enhance employability and productivity of the national labour force.

3.18 Supporting Research and Development (R&D), for providing inputs for Employment Policy and Legal reforms for enhancing employment creation and poverty reduction interventions

Research and development is an area that for a long time has not been accorded priority in the employment sector development programmes. Research works are necessary for the purpose of identifying areas of gaps in terms of policies and programmes and accordingly so, provide the necessary recommendations for interventions

Objective

To promote research studies that will enhance employment creation and services deliveries at all levels.

Policy Statement

Research needs shall be identified, and from time to time be carried out to measure and monitor the implications in employment creation of all labour market interventions undertaken at different levels and sectors responsible for implementing this Policy and other related policies.

3.19. Improving and expanding Employment Services

Employment Services provide job seekers with appropriate advisory services, placement services, cross-boarder placement and recruitment services, work permit processing, job access facilitation and regulatory services. Currently the coverage and provision of these services is still limited, however the demand for these services is high and growing.

Objective

To have in place effective and efficiency centres that will provide employment services countrywide

Policy Statements

1. Public and private services providers shall conduct services in accordance to provisions provided in the national employment services laws
2. The Government will improve and expand public Labour Exchange Centres and establish a regulatory framework to facilitate registration, monitoring and self-regulation of private Employment Agencies for quality assurance

3.20 Facilitating and coordinating employment of Tanzanians abroad and the return of skilled Tanzanians to fill skills gaps

There are many employment opportunities in other countries which qualified Tanzanians could access if given the relevant assistance or facilitation. At the same time there is no coordination of those opportunities or those people who are already working abroad. Likewise there are numerous skill gaps in the country which could be filled by some of the skilled Tanzanians who live and work in foreign country.

Objectives

- To enable and assist Tanzanians acquire employment abroad and establish a mechanism of easy remittances collection
- To encourage skilled Tanzanians leaving or working abroad to come and fill the existing skill gaps in the country

Policy Statements

1. The Government will establish a Strategic Cross Border placement and Recruitment Services Unit to facilitate and coordinate recruitment of Tanzanians abroad
2. A competitive working environment shall be put in place to attract Tanzanians working abroad to return and fill skill gaps in the country.

3.21 Improving Employment Conditions and respect for Labour Rights

National adherence to conducive labour standards including satisfactory working conditions including living income, health and safety, and adequate Social Protection which greatly depend on effective and efficient factory and labour inspection and labour administration machinery, is a prerequisite for effective and smooth growth of the national economy.

Objective

To ensure that employment creation initiatives comply to labour standards as stipulated in National and International instruments.

Policy Statements

1. The Government in collaboration with stakeholders will provide observance of basic labour rights and disputes preventions and resolutions as stipulated in respective employment and labour laws.
2. The Government will safeguard the basic rights and interests of workers, with regard to International Labour Standards, including those on forced labour, Freedom of Association and the Right to organise and Bargain Collectively; the Principle of Non-Discrimination and Equality of Treatment and Opportunities will be pursued,
3. Factory and labour inspection will be improved through technical training and provision of adequate logistic support.
4. The Government will continue to provide guidelines and enforce legislation on health and safe working environments that are conducive to physical, psychological and social well being of the workforce

3.22 Eliminating Child Labour

Child labour is prohibited in Tanzania, but it has been recorded that it is prevalent and worst in the rural areas. The Integrated Labour Force Survey of 2006 found that child labour involved 2,468,488 children, and out of that 591,846 were engaged in hazardous conditions. The worst forms of child labour are in four major areas: commercial agriculture; mining & quarrying; domestic services and commercial sex. This fundamentally deprives children of their rights to education and recreation in violation of international conventions. Currently, labour inspection services are provided on a limited basis due to the shortage of qualified manpower and logistic support. This has resulted in non-fulfillment of obligations and also complaints from stakeholders.

Objective

To eliminate or reduce to the minimal level child labour practices countrywide

Policy Statements

1. The Government in collaboration with Private Sector employers, Workers Organizations, Civil Societies and other stakeholders shall on a continuous basis establish guidelines and implement programmes and activities for effective elimination of child labour and particularly for combating the worst forms of child labour countrywide
2. Employers will be required to comply with labour laws guiding employment of minors

3.23 Improving and Expanding Employment Related Social Protection Services

Employment related social protection services have been limited to social security services and particularly to formal wage employees and urban dwellers. At the moment when private and self employment initiatives are being promoted, extension of social security services to cover workers in the less formal sector is a desired objective. Due to the large size of the informal sector in comparison to the formal sector, social protection and social security are enjoyed by a small percentage of the labour force, while large groups of employed and self-employed people remain unprotected.

Objective

To have in place extended affordable social protection services and social security schemes to cover previously unprotected workers

Policy Statement

Social protection services and social security schemes will be promoted to cover the unprotected workers, marginalized and vulnerable social groups in the formal and non-formal sectors as guided by social protection instruments.

3.24 Mainstreaming Gender in Employment

While it is acknowledged that positive action has been taken by the Government and other stakeholders towards addressing existing gender inequalities and disparities, these problems still present a serious challenge which prevents the society from realizing its full potential in all aspects of social, economic and political development. Furthermore, sexual harassment and violence against women still persist in some places of work. Likewise due to their multiple roles

as producers, reproducers and providers of family care, women are severely limited in preparing for, and accessing formal employment opportunities and self-employment particularly in the private sector.

Objective

To promote gender equity and equality in the world of work

Policy Statements

1. The government, the private sector, Workers organizations, Civil Societies in collaboration with other stakeholders shall ensure provision for fair and equal treatments for both men and women in accessing employment opportunities as guided by gender policies, action plans and employment laws
2. Affirmative actions will be undertaken to facilitate easy access to productive employment opportunities among women both in wage and self employment in Public and Private Sectors.
3. Measures will be undertaken to ensure availability of employment gender disaggregated data for informed policy and planning purposes

CHAPTER FOUR

4.0 LEGAL, INSTITUTION FRAMEWORKS, ROLES AND RESPONSIBILITIES

4.1 Legal Framework

The current legal and regulatory frameworks do not provide necessary provisions that ensure effective and efficient employment promotion and services deliveries as demanded in the changing labour market. This requires appropriate measures that ensure compatibility with the current labour market.

Objective

To have an appropriate legal framework that will enforce implementation of the National Employment Policy and facilitate employment creation and service deliveries at all levels

Policy Statements

1. The government in collaboration with private sector, workers organizations, Civil Society Organizations and other stakeholders will review the National Employment Promotion Services Act. 1999 to be in alignment with implementation of National Employment Policy 2008
2. The government in collaboration with other stakeholders will review other employment related laws that constraints employment creation initiatives

4.2 Institutional framework for Policy Implementation

Formulation of the National Employment Policy is designed to contribute to the acceleration of employment growth and move the nation towards full employment and the reduction of poverty. This goal can be achieved only if the policy is vigorously pursued and fully implemented. Being a dynamic exercise, the Employment Policy implementation strategies need to be reviewed regularly to ensure their continued relevance to the National Development Vision 2025 objectives and other National Policy Frameworks.

Given the multidimensional nature of the employment challenges, the implementation of the National Employment Policy requires the active participation and involvement of many actors, and their effective coordination by Government. This may require establishing new institutions or further strengthening the existing ones at all levels.

The National Employment Policy implementation goal will be achieved with good and sound socio-economic and cultural, political environment that give priority to employment promotion as a central objective of national development plans. The government sees its role as that of creating an enabling environment for employment creation in which the Private Sector and other non-Government Actors will play the key role. The Government assumes the overall responsibility for coordinating all national and international efforts aimed at full human resources development and utilization.

This policy therefore, outlines the roles to be played by the major actors in policy implementation. These include the Central Government, Local Government Authorities, Employers and Workers Organizations, the Private Sector, Development Partners, and Civil Society Organizations (CSOs) including the NGOs and Community Based organizations (CBOs), Financial Institutions, Academic, Training and Research Institutions and Mass Media.

Objective

To create an effective and efficient institutional framework at all levels for smooth implementation of the national employment policy

Policy Statements

1. Employment Policy implementation strategies will be reviewed and up dated regularly to ensure that they are consistent with the National Development Vision 2025 objectives.
2. Active participation and involvement of Stakeholders will be encouraged and enhanced
3. The government will develop and undertake effective coordination of the implementation of the National employment policy

4.3 Roles and Responsibilities of Stakeholders:

Effective implementation of any policy depends on clarity on assigning responsibilities and roles to different stakeholders. This facilitates smooth operationalization of programmes and strategies with clear demarcation of levels of accountability.

Since employment is a crosscutting issue that involves different Actors, institutional coordination is of critical importance. It is necessary to have in place an enabling environment, system and mechanisms conducive for facilitating different interventions at all levels. On the basis of the above, the roles of various stakeholders are as follows:

(a) The Central Government

The Central Government will be responsible for creating conducive macro-economic environment and the allocation of investment

resources that will foster employment growth at all levels. This will be effected by doing the following:

- Put in place the requisite infrastructure facilities, which will provide basic support for growth in the employment intensive investments in potential sectors
- Take measures to reduce the risks and transaction costs of lending, to foster the growth and expansion of the agriculture, non-formal sectors and other sectors that have potential in accelerating employment growth.
- The Ministries responsible for Economic Planning, Regional and Local Authorities and that of Labour and Employment assume the primary role of ensuring that the goal of full and freely chosen and productive employment become truly and a priority in national economic and social development.
- Coordinate and monitor the employment implications of national investment decisions, to ensure that socio-economic development policies and programmes are pro-employment intensive.
- Implement vigorously and effectively the Public current and development expenditures to be supportive to programmes with more employment creation impacts.
- Ensure rural electrification and other related services such as roads networks, communication and social services are readily available.
- Sensitize the society on issues related to employment and need to emphasize on the positive attitudes and culture towards work
- Providing to stakeholders Monitoring and Evaluation guidelines and maintain a central Labour Market database
- Providing regular labour market information for informing the public on the trend of labour market characteristics

(b) Regional and Local Authorities

- To develop, monitor, and coordinate employment creation initiatives in their areas of jurisdiction to achieve the objective of this policy.
- To establish respective Committees and Focal Desks to coordinate and report on the implementation of the employment creation initiatives at Regional and Local levels.
- Promote employment intensive direct investments in sectors and areas with employment potentials.
- To put in place a system of collection, analysis and dissemination of relevant information on employment creation on a routine basis and feed it to the National labour Market information database
- To provide basic rural support services including rural roads, markets, skills training and business support to entrepreneurs for promoting and enhancing agricultural production and non- farm activities.

(c) The Private Sector

- In the context of free market economic policy whereby the government is no longer the major employer, the Private Sector is anticipated to take the leading role in employment creation hence become the potential major employer and key stakeholder in achieving the National Employment Policy objectives.
- Through continuous dialogue with Government and other stakeholders, the private sector is expected to expand investments and enhance productivity in employment intensive sectors for assurance of achieving the National Employment Policy objectives.
- To direct more of its investments to labour intensive

programmes such as agro- processing industries with value addition to agricultural products, infrastructure development- roads construction, rehabilitation and maintenance, health and water infrastructures.

- To comply with the Labour standards as prescribed under the relevant laws so as to safeguard the national interests including that of the government, the employers and employees to be engaged.
- To compile and provide routine labour market statistics for feeding the central labour market database

(d) The Employers' Organizations.

The Employers and Workers organizations have a central role to play in the following areas;

- Maintaining industrial peace for continuous production and employment, as well as improving the working environment at work places
- Advocating to all employers to comply with labour and employment standards
- Enhancing pro-employment intensive investments and increase labour productivity
- Strengthening social dialogue and improving labour relations at work places
- Ensuring better employment and income security for employees
- Promote corporate governance and accountability at workplaces
- Providing up to date data and information on labour market trends on regular basis to be fed into the national labour market data base

(e) Workers' Organizations

- Maintaining industrial peace for continuous production and employment, as well as improving the working environment at work places
- Sensitize and educate on rights and obligations of workers as prescribed in the National Employment policy and respective employment and labour instruments
- Promote industrial peace for continuous production and increased labour productivity at work places
- Advocating for pro employment investments

(f) Development Partners

Providing support in the implementation of the National Employment Policy, the National, Sector and Local level Employment Creation strategies and Programmes, for achieving the goal of accelerated job creation and the reduction of unemployment, underemployment rates, increase labour productivity and poverty reduction

(g) Academic, Training and Research Institutions

- Provide relevant knowledge, values, attributes and training/ skills that meet the demands of the labour market, in consultation with users of labour.
- Adjust their curricula from time to time to reflect labour market needs.
- Design and mainstream entrepreneurial culture in all levels of education and training system to impart business knowledge and culture to students
- Provide demand driven training and skills
- Undertake researches and studies and recommend to policy makers and implementers, areas which can increase the capacity of the economy to absorb labour and increase employability of labour

(h) Civil Society

- Complement Government and other stakeholder efforts in employment creation, and raising national awareness and accountability, in support of employment creation and the reduction of unemployment and underemployment rates.
- Sensitization of the public on the need for changing culture towards income generating activities
- Provide up to date data and information on employment trends on routine basis in their areas of operations

(i) Financial Institutions

- Provide user friendly credit facilities and services that are flexible on collateral to support entrepreneurs of all status
- Expand their services and introduce friendly services to reach the majority of the user

(j) Mass Media

- Promote advocacy and awareness on employment issues including the contents and operationalization of the National Employment Policy, the National Employment Creation Strategies, Programmes and initiatives at all levels
- Provide information to the Public on regular basis on employment development trends as well as the rights and obligation of the relevant stakeholders as prescribed under the respective laws and regulations guiding the employment and labour sector.

CHAPTER FIVE

5.0 IMPLEMENTATION ARRANGEMENTS

5.1 Structures for Policy Implementation

Government Ministries, Agencies, Regional and Local Government Authorities, and the Tripartite Social Partners, shall adopt policies and strategies that are in line with the National Employment Policy. They will also maintain and produce up-to-date information, and analyze trends about the employment situation and potential for employment growth and achievements in their respective sectors.

Objective

To have in place well defined structures, systems and implementation arrangement that will facilitate smooth implementation and deliveries of the National Employment Policy.

The Government will establish a National Employment Council, Chaired by the Minister responsible for Employment matters. The composition of the members of the Council which will be tripartite in nature shall be drawn out of the Ministries and institutions which have a great role in employment creation but shall not exceed twelve members. The Government will also establish a National Employment Creation Committee chaired by the Permanent Secretary of the Ministry responsible for employment matters, to oversee the implementation of the National Employment Policy, and the Labour, Economic and Social Council (LESCO) as an advisory body to the Ministry on matters patterning to employment. Regional and Local Authorities shall establish relevant participatory structures such as Employment Creation Committees for the implementation of the National Employment Policy, as per Local Government reforms

5.2 Policy Monitoring and Evaluation

The Government structures responsible for the implementation of this policy will make annual evaluations and prepare progress reports on the implementation of the policy to the coordinating ministry. The National Employment Creation Committee will make national annual evaluation and prepare a report to LESCO and then to the Cabinet. Employment indicators will be developed and made available to enable stakeholders at all levels to monitor and assess employment creation outcomes on regular basis.

5.3 Review and Revision of the Employment Policy

An evaluation of the outcomes of this policy will provide information on the extent to which the policy is being implemented, and the progress being made in achieving the National Employment Policy objectives. An overall policy review will be undertaken after every three years. The responsibility for the overall review is assigned to the Ministry responsible for employment matters.

