ASSOCIATION OF TANZANIA EMPLOYERS

TANZANIA ACTION AND IMPLEMENTATION PLANS FOR EMPLOYMENT

by DR. AGGREY K MLIMUKA

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The Association of Tanzania Employers is the most representative Employers Organisation that was formed in 1960 to represent and protect the interest of Employers on labour and employment issues.

ATE pursues Advocacy and Lobbying services for a competitive business environment for employers in Tanzania particularly in the areas of labour and employment.

Other key services provided by the Association include;

- Legal services
- Training services
- Information services and consultancy services
ATE Operates in Tripartism

- ATE partners with TUCTA and the Government to address issues affecting the business sector more specifically around areas of labour and employment. This happens under the tripartism model emphasized by the International Labour Organization. (Refer the diagram below)
Tanzania Brief Highlights

POPULATION = 58 million (2018 estim.)
GDP (2017) = USD 48 Billion
Overall Unemployment = 10.3 %
Overall Youth Unemployment = 12 %
(2014 ILFS)
Overall labour Force Participation Rate = 84.7 %
I. NATIONAL EMPLOYMENT POLICY -2008

Main Goal of the Policy

- The goal of the National Employment Policy 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 Vision of the policy is to have society engaged in decent gainful employment capable of generating adequate income to sustain it, and reduce poverty.
Specific Objectives of the National Employment Policy

- Enhance skills and competencies for those in the formal and informal sector especially rural areas.

- **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.

- **Promote equal access to employment opportunities and resources** endowments for marginalized and vulnerable groups, including women, youth and People with Disabilities (PWDs);

- **Put in place conducive and enabling environment** to promote growth of the private sector and transformation of the informal sector into formal.

- Ensure income security and social inclusion
Safeguard the basic rights and interests of workers in accordance with International Labour Standards and 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.

2. OTHER POLICIES THAT SUPPORT EMPLOYMENT CREATION IN TANZANIA

• National economic Empowerment Policy 2004
  ❑ The primary objective of this policy is to provide general guidelines which will ensure that the majority of the citizens of Tanzania have access to opportunities to participate effectively in economic activities in all sectors of the economy.
  ❑ The policy focuses on the rationale for creating enabling environment that can allow employers to create more jobs and participate in developing skills in the country.
The National Youth development Policy 2007

- The overall objective is to empower, facilitate and guide youth and other stakeholders in the implementation of youth development issues.

  Specifically, the policy focuses on facilitating youth to acquire skills and competence for employment is one of the specific objectives.
The employment creation Policies described above revolve around the Tanzania Vision 2025 and National Strategy for Reduction of Poverty (NSGRP).

With Vision 2025, Tanzania intends to be a middle income by 2025 and a semi-industrialized economy by 2025.

The country strive to achieve the Vision through implementing Five Years development Plans.

The current one is the Second Five year Development Plan 2016/17 to 2020/21 is under the theme Nurturing Industrialization for Economic Transformation and Human Development.

Both NSGRP and Five Year Development Plan focus on employment creation that can positively contribute to improved well being directed towards human development.
Employment creating Industrialization for growth and human development in Tanzania (Conceptual Framework)

TZ VISION 2025

- Competitive Economy
- Social well being
- Sustainable environment
- well functioning institution

Drive to competitive Export/industrial led economy

Human Development
- Employment, social security, access to social services

Economic Transformation
- Sector shares in GDP, employment, exports, sources of revenues

Industrial Development, Human development, Business Environment, Implementation effectiveness

MKUKUTA

FYDP

FYDP II

FYDP III
Action Plan Activities for employment creation in Tanzania include the following:

- Accelerating and Making the Pattern of Economic Growth more employment intensive.
- Enhancing an effective and efficient Labour Market Information (LMI) system
- Balancing the number of new entrants and the proportion that can get paid employment.
- Improvement and Transformation of the Informal Sector for creating decent jobs
- Enhancing the Promotion of Youth employment
- Facilitating Tanzanian jobseekers to acquire appropriate skills
- Reducing Rural Unemployment and Underemployment and Rural to Urban Migration
Action Plan Activities ........................
continues

- 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
- Enhancing the capacity of the domestic private sector investors in creating new and better employment opportunities
- Employment as a cross-cutting issue
- Harmonizing policies and establishing institutional framework for effective and efficient coordination of employment creation initiatives and deliveries.
- Rationalising the Employment of foreigners in Tanzania
- Reducing the impact of HIV/AIDS and other diseases on employment creation and at the workplaces.
Action Plan Activities ............... continues

- Improving access to employment opportunities and productive resources for People with Disabilities (PWDs)
- Environmental degradation
- Promoting Human Capital Development as part of the national strategic objective for growth, employment and poverty reduction
- Supporting Research and Development (R&D), for providing inputs for Employment Policy and Legal reforms for enhancing employment creation and poverty reduction interventions
- Improving and expanding Employment Services and
- Facilitating and coordinating employment of Tanzanians abroad and the return of skilled Tanzanians to fill skills gaps among others
Government commitment towards employment creation Plan

- Ensuring active participation of various stakeholders coming from both the public and private sector.
- Promote Public-Private partnerships through engaging the private sector, employers organisation, workers organisation and the civil society organisation.
- To ensure a functional and appropriate legal framework that enforces implementation of the National Employment Policy and facilitate employment creation.
- To review Employment Policy implementation strategies regularly in a bid to ensure that they are consistent with the National Development Vision 2025 objectives.
Roles and Responsibilities of Stakeholders in the Implementation Plans for Employment

Central Government,

That is mainly responsible for creating conducive macro-economic environment and the allocation of investment that can allow further creation of employment.

Local Government Authorities,

which has the role of developing, monitoring, and coordinating employment creation initiatives at the local levels.

Employers Organisation

among many other roles, the employers organisation in Tanzania (ATE) has the role of maintaining industrial peace for continuous production and employment, as well as improving the working environment at work places other roles include: -

- Advocating for a conducive business environment for employers
Workers Organizations,

which are responsible for maintaining industrial peace for continuous production and employment, as well as improving the working environment.

The Private Sector,

which is considered the engine growth in Tanzania the private sector is the largest employer and is expected to create more employment. Other responsibilities include, complying with labour laws and providing labour statistics in order to feed the national labour database.

Other key stakeholders include Development Partners, Civil Society Organizations (CSOs), Financial Institutions, Academic, Training and Research Institutions and Mass Media.
Challenges that could hinder effectiveness of employment creation implementation plans

• There is high cost of doing business especially when compared to other economies in the region - Tanzania is ranked 137 out of 190 economies according to the World Bank doing business report of 2018.

• The high costs of doing business is due to the following reasons
  ❖ Unpredictable policy, legal and regulatory changes.
  ❖ Low prioritization
  ❖ Institutional weaknesses
  ❖ Multiplicity of taxes and mandatory contributions
  ❖ Skills gap and mismatch.
  ❖ Unpredictable policy, legal and regulatory changes and
  ❖ Multiplicity and or overlapping of regulatory institutions mandates and
  ❖ Subdued growth of credit to the private sector
Asanteni Sana