



NEXT GENERATION

Listening to the voices of young people

YOUTH VOICES IN TANZANIA

CONTENTS

> Executive summary	02
> Introduction	04
Next Generation Tanzania	04
The research	04
> Part 1: Tanzanian demography – dividend or disaster	06
How to capture a demographic dividend	06
Can Tanzania capture a demographic dividend?	06
Halfway there	06
Youth bulging	07
Summary	07
> Part 2: The next generation – hopes and fears	08
Research methodology	08
Key findings	09
Hopes and dreams: the confidence of youth	09
Career aspirations	11
Youth priorities	11
Future challenges	11
Challenges for Tanzania	12
Challenges for young people	16
Summary	19
> Part 3: The youth voice	20
Young people and their communities	20
Young people and the government	21
Channels for youth engagement	21
Summary	22
> Part 4: Suggestions for change	24
A louder voice for youth	24
Jobs	24
Education	25
Summary	25
> Agenda for action	26
> Recommendations	27

> EXECUTIVE SUMMARY

Tanzania has begun a process of great change. Reductions in mortality as a result of health improvements have created a cohort of young people which is much larger than preceding generations and, if fertility continues to fall, will also be much larger than successor generations.

This seismic demographic shift will transform Tanzania. If the energy and creativity of its burgeoning numbers of young people can be harnessed, the country will experience a prolonged economic boom that will trigger dramatic improvements in its citizens' quality of life. If these energies are wasted, on the other hand, social unrest will result, which could reverse the progress the country has made in recent years.

Whether or not Tanzania captures this 'demographic dividend' will depend on the drive and determination of young people, and on the effectiveness of policies to capitalise on their potential. The Next Generation Tanzania project aims both to give voice to young Tanzanians and to assist policymakers as they work to maximise the benefits of the country's demographic opportunity.

The research we conducted for the project shows that young Tanzanians are energetic, confident, and eager to contribute to their country's development. They are entrepreneurially-minded and believe that by working hard and taking risks, they will have the chance to succeed in life and realise their ambitions.

Although generally optimistic, however, young Tanzanians are also realistic about the challenges they face. Many fear that financial insecurity, corruption, ill health and a lack of capital to start businesses will prevent them from achieving their dreams. Seventy-one per cent of the 2,583 respondents to our face-to-face quantitative survey identified 'lack of jobs' as the main challenge facing young people; 65 per cent of them reported being neither in school nor in employment, with only two per cent employed in the formal sector. Many young people felt that even if there were more jobs available, nepotism and low education levels would hinder their prospects of securing productive employment. Young people in Zanzibar are particularly disillusioned, with problems of corruption, nepotism and the dearth of employment opportunities making them less optimistic and less satisfied with the government than their peers on the mainland.

Notwithstanding these obstacles, 85 per cent of young people believe that their lives will improve over the next five years. However, while they feel the responsibility for their success in life is primarily their own, they acknowledge that real progress will only be possible

if young people receive more support from their communities and their government. Four in five young Tanzanians surveyed believe the government currently provides too little support to youth, and only four per cent were aware of any government programmes aimed at assisting young people. While they feel engaged in their communities, moreover, they yearn for more respect. They believe that if policies are to be responsive to youth needs, it is important that young people are involved in decision-making processes at all levels.

In reviewing the five strands of research, which along with interviews with young people, also included conversations with key stakeholders from government, non-governmental organisations (NGOs) and the donor community, the Next Generation Tanzania Task Force makes the following recommendations. These are not intended to be definitive solutions to all of Tanzania's challenges, but it is hoped that they will catalyse debate and underpin a nationwide dialogue that brings together a range of actors to develop policies that meet the needs of young people and, therefore, increase the country's prospects of capturing a demographic dividend.

Recommendation 1: Implement the National Youth Development Policy

Implementation of the National Youth Development Policy has been slow. In 2015 a Youth Council of Tanzania Act was passed, with the aim of raising awareness of the National Youth Development Policy and putting into action the commitments therein. This council is not yet in place, however, and its prompt formation should be a priority for the government. The council should aim to build society-wide, cross-party consensus on what is needed if the potential of young people is to be realised, and adopt a long-term perspective that is robust to changes of government.

Recommendation 2: Not just more education, but better education

Tanzania has made great strides in increasing access to education, but a renewed focus on educational quality is vital if the country is to achieve a demographic dividend. This will require upgrading facilities and learning materials, investing in teacher training, working to enhance the prestige of teaching as a career choice, and working with the private

sector to ensure that curricula and learning methods are tailored to the needs of a fast-changing economy. It will also require the expansion of vocational training opportunities, and of life-skills training to help young people develop the abilities needed to thrive in the 21st century economy.

Recommendation 3: Clear the career path

Given the lack of jobs in the formal sector, a short-term priority for Tanzania should be to encourage and help young people to set up their own businesses, in particular via financing mechanisms to provide capital to young entrepreneurs; free or low-cost training in business and entrepreneurial skills; safety nets that insure young self-employed people against shocks; and efforts to facilitate small firms' operations by reducing bureaucracy and upgrading power, telecommunications and transport infrastructure. In the longer-term there is a need for policies that help create formal sector jobs, including removing unnecessary bureaucracy that deters businesses from hiring, tackling corruption in public sector recruitment, and making it easier for informal sector businesses to formalise.

Recommendation 4: Listen to the youth

Steps should be taken to increase young people's awareness of policies and programmes aimed at youth, and to provide them with the knowledge and skills needed for effective civic participation. Channels of communication should be opened up between youth and local government bodies, with a view to increasing youth engagement in local policymaking. At a national level, nurturing young leaders will help strengthen political parties' relationships with young voters, while targets for youth participation – for example in terms of voting levels or youth quotas in decision-making bodies – will mean that leaders who commit to increasing youth participation in politics can be held to account.



Channels of communication should be opened up between youth and local government bodies, with a view to increasing youth engagement in local policymaking.

> INTRODUCTION

Tanzania's population is among the youngest in the world. The median age is just 17 years. Ten million Tanzanians – almost one-fifth of the population – are aged between 15 and 24 years old. In the next two decades that number is projected to double.

Next Generation Tanzania

Tanzania's population is among the youngest in the world. The median age is just 17 years. Ten million Tanzanians – almost one-fifth of the population – are aged between 15 and 24 years old. In the next two decades that number is projected to double.

This presents a great opportunity for Tanzania. Young people's creativity, dynamism and ambition have the potential to transform the country, lifting it towards middle-income status and spurring unprecedented improvements in its citizens' quality of life. If their energies are squandered, on the other hand, and their yearning for change ignored, social turmoil and economic stagnation await.

Young people are crucial to Tanzania's future, and Next Generation Tanzania aims to help the country to capitalise on their potential. The project gives voice to the opinions and aspirations of young Tanzanians and highlights the key issues they perceive as priorities in the wake of

the 2015 election. Drawing on multiple strands of research among 15–24 year olds from across the country, the project provides policymakers with valuable new insights as they work to chart a path for the youth generation.

The research

The research conducted for Next Generation Tanzania adopted a three-tier approach:

- Desk research: a literature review of relevant documents and publications.
- Stakeholder research: in-depth interviews with selected stakeholders from government, NGOs, and Tanzania's development partners.
- Surveys of young people: 16 qualitative focus group discussions in six Tanzanian regions, quantitative face-to-face interviews with 2,583 people aged 15–24 across the country, and computer-aided telephone interviews with a further 508 young people.

This report presents the key findings from each of the research stages.

- 1. Part 1** outlines why the youth generation is important to Tanzania and describes the country's population today and projections for the coming decades.
- 2. Part 2** discusses the results of the Next Generation Tanzania interviews, including how young people see themselves and their role in society, and their hopes and fears for the future.
- 3. Part 3** examines the extent of young people's participation in society, and asks whether the youth really have a voice in today's Tanzania.
- 4. Part 4** presents young people's own suggestions for policy changes that maximise and capitalise on the potential of youth.

The final part of the report provides conclusions and presents the Next Generation Task Force's recommendations for action.



PART 1: TANZANIAN DEMOGRAPHY— DIVIDEND OR DISASTER

How to capture a demographic dividend

Countries which have a large proportion of young people relative to the rest of the population have an opportunity to capture a ‘demographic dividend’, with transformative economic growth and social change propelling them to higher stages of development and greatly improved living standards. This part of the report draws on the Next Generation Tanzania literature review to explain how this dividend operates, and to show how Tanzania’s demography means the country is favourably placed to reap such a harvest.

For a demographic dividend to occur, a country must have a cohort of young people, often known as a ‘baby boom’, that is disproportionately large relative to both the generation that preceded it and the generation that will follow it. Large youth cohorts are brought about either by increases in fertility or, more often, improvements in health, diet and sanitation which reduce infant and child mortality and allow many more children to survive to adulthood. As a large cohort of children reaches adulthood and working age, it has relatively few older, non-working dependants to support. If fertility declines in its wake, it will also have smaller numbers of children to support. The swollen cohort of people of working age, less burdened by non-working dependants than previous generations, can therefore invest its time and money in productive activities such as setting up and investing in businesses, employing others, purchasing the products made by others, saving for the future, and

passing on the benefits to the next generation by investing in the health and education of children.

The period during which the most productive segment of the population is also the largest presents a one-off opportunity for a country to expand its economy. Historically, countries that have experienced youth bulges have tended to emerge from them much wealthier. In East Asia, for example,¹ the number of working-age people grew nearly four times faster than the dependant population between 1965 and 1990, and the region experienced average annual growth rates over the period of more than six per cent. It has been estimated that the demographic dividend accounted for over one-third of this economic boom.² Southeast Asia’s recent growth has also been assisted by demography,³ with the growth in the region’s working age population estimated to have accounted for one percentage point of its annual per capita income growth.⁴

Demography, however, is not destiny – countries that do not equip their baby boom generations with the skills to make a positive economic contribution and whose labour markets cannot absorb large numbers of new entrants are more likely to experience demographic disaster than demographic dividend. The political scientist Henrik Urdal has found that countries with a high proportion of 15–24 year olds face a significantly increased risk of conflict compared with countries with a more even age distribution.⁵ Urdal also found that higher secondary education enrolment rates and rapid fertility

reductions offer societies with youth bulges protection against such unrest. This latter finding highlights the importance of policy in determining whether a country will capture its demographic dividend.

Can Tanzania capture a demographic dividend?

Halfway there

Tanzania has made great strides in reducing mortality in recent years – the first step in creating the conditions needed for a demographic dividend. Infant mortality fell from 100 deaths per 1,000 live births in 1990 to 35 per 1,000 in 2015.⁶ The average for Sub-Saharan Africa is 56 per 1,000. Over the same period, child mortality (under five years of age) declined from 165 deaths per 1,000 live births to 49 per 1,000, well below the Sub-Saharan average of 83 child deaths per 1,000 live births.⁷ Largely as a consequence of these declines, life expectancy at birth in Tanzania increased from 50 years in 1988 to 63 in 2013.⁸

The second step towards creating the demographic conditions needed for a dividend is reducing fertility. Tanzania has made much slower progress in this area. Most countries that experience improvements in child survival also see reductions in fertility, as parents realise they need fewer children to achieve their ideal family size. This normally occurs after a time lag, however, it takes parents a while to realise that their children are more likely to survive to adulthood and although they have fallen in recent decades, fertility rates

1 > East Asia includes China, Hong Kong, Japan, Republic of Korea, Singapore, Taiwan.

2 > Bloom, David E; Williamson, Jeffrey G (1998) Demographic transitions and economic miracles in emerging Asia. *The World Bank Economic Review* 12/3: 419–455.

3 > That is, Cambodia, Indonesia, Laos, Vietnam, Malaysia, Myanmar, Thailand and the Philippines.

4 > Bloom, DE, Canning, D and Malaney, P (2000) Population dynamics and economic growth in Asia. *Population and Development Review* 26 (Supplement): 257– 90.

5 > Urdal, H (2006) A Clash of Generations? Youth Bulges and Political Violence. *International Studies Quarterly* 50: 607–629.

6 > World Bank (2015a) *World Development Indicators*. Washington DC.

7 > *Ibid.*

8 > World Health Organisation: Global Health Observatory Data. Available online at: www.who.int/gho/database/en/

in Tanzania remain high by global standards. The fertility rate fell from 6.5 children per woman in 1988 to 5.2 in 2012,⁹ but it remains higher than the Sub-Saharan average of 5.0, and much higher than the high-income country average of 1.7.¹⁰ Fertility rates are much higher in rural than urban areas: the average woman in the former has 6.1 children, compared with an average of 3.7 children for her urban peers.¹¹

Reductions in mortality combined with continuing high fertility have triggered a population boom. At independence in 1961, the country had ten million inhabitants. In 2015 the population stood at 53 million, and by 2050 it is projected to reach 137 million.¹² The country's annual population growth rate of 2.7 per cent is among the highest in the world, with 1.2 million people added to the population each year.¹³

Youth bulging

While mortality reductions have led to a large increase in the number of young people in Tanzania, high fertility means that although large relative to previous

generations, the youth cohort still has huge numbers of children to support. In 2015, young people aged 15–24 numbered 10.2 million and made up 19 per cent of the total population.¹⁴ The number of 15–24 year olds is projected to rise to 17 million by 2030 and 26 million by 2050.

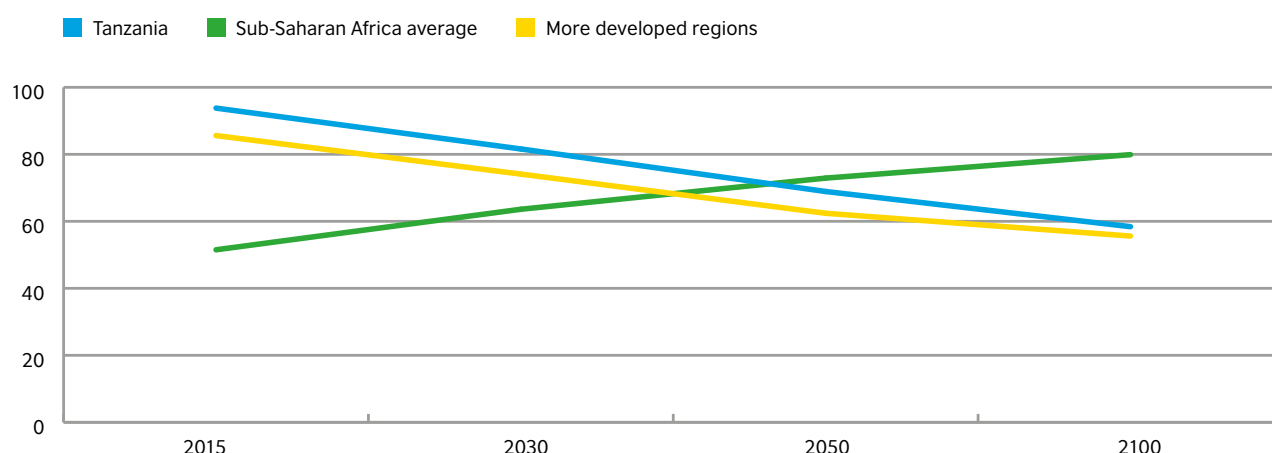
As the members of this youth bulge swell the workforce, the ratio of dependants to people of working age will fall. In 2015 there were 94 dependants (people aged below 15 years and above 64 years) for every 100 people of working age (15–64 years).¹⁵ This is significantly higher than the Sub-Saharan African average ratio of 86 dependants per 100, and is almost double the ratio in more developed regions of the world (52 per 100). As Figure 1 shows, however, Tanzania's dependency ratio is projected to fall sharply by 2100, to less than 60 per 100, while the ratio in more developed regions will increase. Although it will still have more dependants to support than the average Sub-Saharan African workforce, this will leave Tanzania's

working age population with a much smaller burden than its counterparts in richer countries, thus opening up the possibility of a demographic dividend.

Summary

Tanzania has made progress in creating the conditions needed to capture a demographic dividend. Health improvements have reduced mortality and allowed millions more children to survive to adulthood. Fertility has declined, but not yet sharply enough to relieve the dependency burden on the burgeoning youth generation as it reaches adulthood. To benefit fully from favourable demography, Tanzania will need further reductions in fertility rates. It will also need to create an environment in which its baby boomers can thrive, professionally, politically and socially. In the next part of the report, we hear from the next generation of young Tanzanians about how they think their country is faring in its attempts to meet this challenge.

Figure 1: Number of dependants per 100 people of working age, 2015–2100



9 > United Republic of Tanzania (2014) *Basic Demographic and Socio-Economic Profile: Key Findings*. 2012 Population and Housing Census. Available online at: http://nbs.go.tz/nbs/takwimu/census2012/Basic_Demographic_and_Socio-Economic_Profile_PopularVersion-KeyFindings_2012_PHC_EnglishVersion.pdf

10 > World Bank (2015a) *op. cit.*

11 > National Bureau of Statistics (2013) *Tanzania in Figures 2012*. Ministry of Finance. Dar es Salaam. June.

12 > United Nations Population Division: Department of Economic and Social Affairs (2015) *World Population Prospects – the 2015 Revision*.

13 > United Nations Development Programme (UNDP) (2015): *Tanzania Human Development Report 2014*. UNDP, Geneva.

14 > World Bank (2015a) *op. cit.*

15 > *Ibid.*

> PART 2: THE NEXT GENERATION – HOPE AND FEARS

This section presents findings from the Next Generation Tanzania research into the attitudes and hopes of young Tanzanians.

Research methodology

How the research was done

The research was conducted by IPSOS Tanzania and comprised quantitative and qualitative studies. The research was conducted between 19 February and 10 March 2016. (see the appendix page of the detailed report)

Quantitative research

A national survey was conducted by IPSOS Tanzania with randomly selected young people aged 15–24 years, using a combination of in-home face-to-face interviews (2,583 respondents) and computer-aided telephonic interviews (508 respondents). Table 1 shows the

breakdown of respondents to the face-to-face research by region, gender, and occupation and education level.

Table 1: Demographic profile of respondents

Region	Sample	%	Occupation	Sample	%
Dar es Salaam	862	33%	Not in school and not employed	1,689	65%
Arusha	329	13%	Still in school	538	21%
Mwanza	551	21%	Employed in an informal sector	311	12%
Dodoma	405	16%	Employed in formal sector	45	2%
Mtwara	250	10%	Total	2,583	
Zanzibar	186	7%	Education level	Sample	%
Total	2,583		No formal education	73	2.8%
Gender	Sample	%	Some primary school	143	5.5%
Male	1479	57%	Primary completed	881	34%
Female	1104	43%	Some secondary school	661	26%
Total	2,583		Secondary school completed	688	27%
Setting			College	97	3.8%
Urban	1,260	51%	Vocational Training	21	0.8%
Rural	1,323	49%	University degree	15	0.6%
Total	2,583		Postgraduate degree	4	0.2%
			Total	2,583	

Qualitative research

The qualitative research involved two stages. The first comprised in-depth interviews with key stakeholders from government, NGOs and Tanzania's development partners. The second comprised 16 focus group discussions with young people aged 15–24 years in six regions (Dar es Salaam, Arusha, Mtwara, Zanzibar, Mwanza and Dodoma). Participants were divided into two age groups (15–19 years and 20–24 years).

The focus groups were conducted in both urban and rural areas. The pre-selection exercise was based on set criteria, encompassing youth who were employed or unemployed, in or out of school, married or unmarried, and youth with special needs. Selected respondents were invited to a centrally-located venue. The discussions were run by expert qualitative moderators in an interactive manner within a group setting where participants were free to discuss with other group members.

The focus group discussions found that young people in Tanzania perceive themselves as energetic, family-oriented, sociable and hard-working.

Data collection and analysis

Primary data was collected through questionnaires for the household survey, and discussion guides for the qualitative focus groups and in-depth interviews. For the quantitative phase, a semi-structured questionnaire with both closed and open-ended questions, based on the survey objectives, was administered.

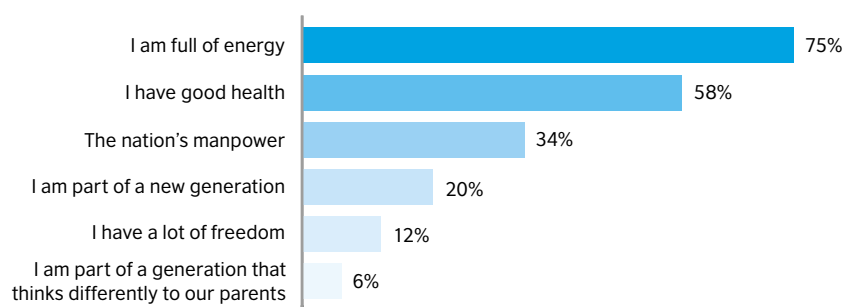
Both qualitative and quantitative data analysis methods were used in processing and collecting the data. Quantitative data underwent quality control measures; open ended questions were coded; and logical sequence checks were done. Analysis was carried out using SPSS software. For qualitative data, the in-depth stakeholder interviews and focus group discussions were transcribed and entered into a grid. Common themes were then grouped to answer each key exploratory question.

Key findings

Hopes and dreams: the confidence of youth

The focus group discussions found that young people in Tanzania perceive themselves as energetic, family-oriented, sociable and hard-working. Many see themselves as entrepreneurial and creative, and most believe it is important to take risks in life. Nearly all are proud of their youth – 99 per cent of respondents to the quantitative research said they were proud of being young, with three-quarters attributing this pride to being 'full of energy' and one-third to young people being 'the nation's manpower' (see Figure 2).

Figure 2: Reasons for being proud





'I am proud of being a youth because I am energetic. I can engage in different activities, unlike the elderly.'

Arusha

'I am proud of myself because I am the next generation; I contribute to the development of the nation....'

Dar es Salaam

This pride present within the youth is reflected in a generally optimistic outlook on life. Forty-three per cent of young people surveyed believe that their lives are better than those of their parents, with only 28 per cent believing they are worse. Eighty-five per cent, moreover, believe that their lives will be better five years from now (Figure 3).

'First of all I am a family person. I love working and seeing development.'

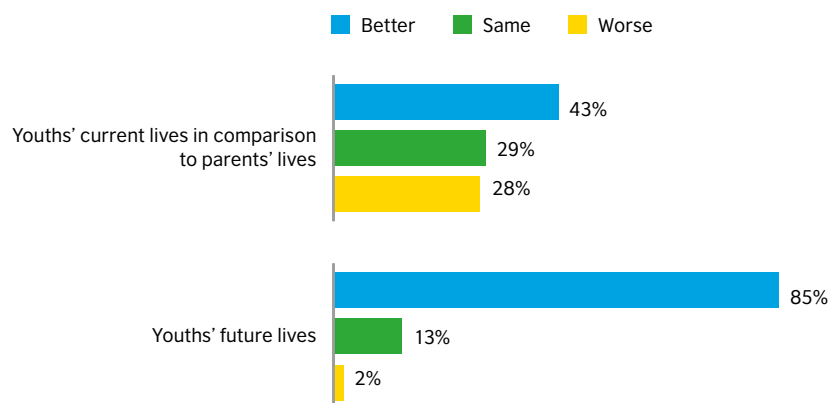
Dar es Salaam

When young people were asked by the focus group moderators what they value, the responses were diverse. The family was seen as a source of happiness, pride, strength and motivation to work hard, as well as of moral and financial support. The nation is valued because it is seen as peaceful, with the Kiswahili language seen as promoting unity and patriotism. Religion is also important to most young people, with young people in Zanzibar seeing themselves as particularly religious.

'I am a people person; I love to respect everyone around me. I also fear God.'

Arusha

Figure 3: Young optimists



> *The young Tanzanians we spoke to are generally optimistic about the future, but their positivity is tinged with uncertainty and concern.*

Career aspirations

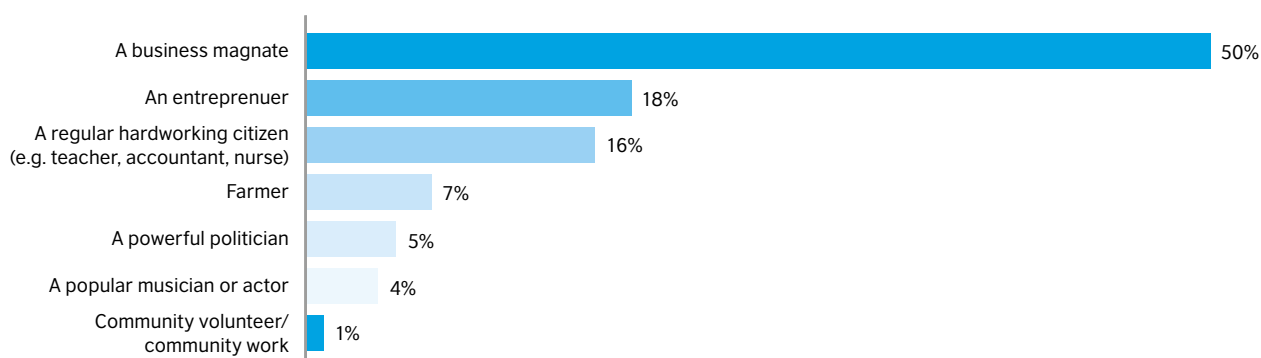
Young Tanzanians have the ability to identify and set goals for the future, and are ready to work hard to attain those goals. They aspire to be successful in their careers and eventually to give back to the community. Two-thirds of respondents agreed that it is their

primary responsibility to take care of the financial welfare of their families.

Our findings show that the majority of young people dream of being self-employed and running their own businesses. When given a list of potential career paths, half said they would like to become business magnates, with a

further 18 per cent wishing to be entrepreneurs (Figure 4). Only 16 per cent said they aspire to professional jobs, a finding which supports the idea that Tanzania's young people are highly entrepreneurial in their ambitions.

Figure 4: Career dreams



When young people in the focus groups were asked whether their dreams were still on track, the majority answered in the affirmative. However, they foresee a number of challenges which may prevent them achieving their objectives. These include a lack of self-motivation, brought about by factors such as insufficient capital or financial strains due to unemployment and low wages, and a lack of support and trust from their families and communities.

'I want to become a businessman but I do not have enough funds to establish my business.'

Dodoma

'My dream of becoming a musician is slowly dying because I don't have capital to go to record at a studio; if I have capital I will revive my dream.'

Dar es Salaam

Youth priorities

Young respondents to the quantitative research were asked about their day-to-day priorities. The top priority was education, which was cited by 37 per cent of respondents. This was followed by health and employment, each cited by 17 per cent. The qualitative research found some variations on this question between respondents in different age groups. Among 15–19 year olds, the key priorities were education, health, sports, entertainment and fashion. Among 20–24 year olds, priorities were more career-focused, and included employment opportunities, entrepreneurship, skills training and money.

'Our first priority is education. You cannot start any business or even develop without education. This education is not only formal – informal education is also needed.'

Dar es Salaam

'Our second priority is employment because most youth are involved in bad groups because they are idle. If they were employed they would be busy, with no time to involve themselves in immoral things.'

Mwanza

Future challenges

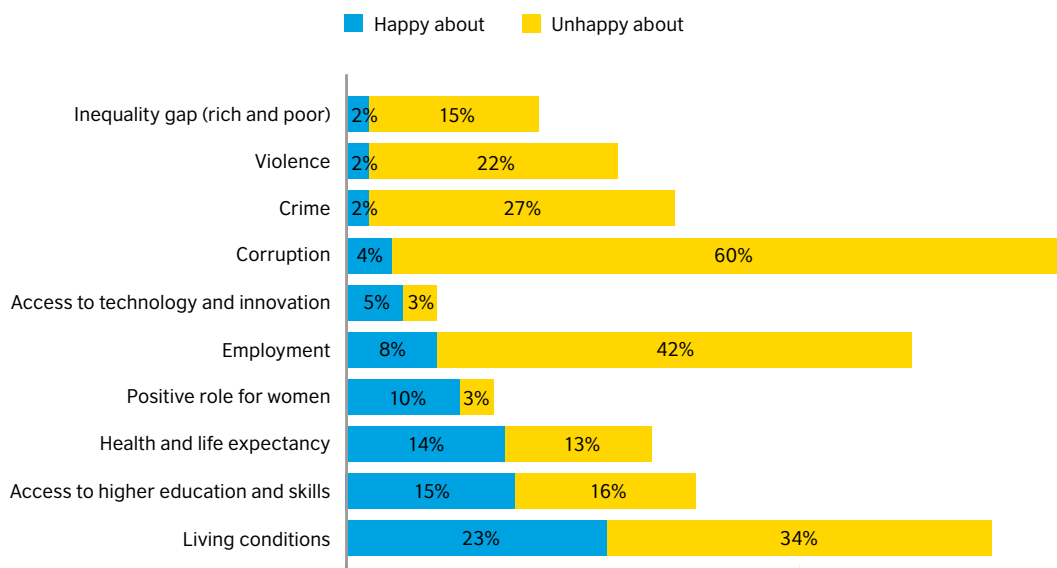
The young Tanzanians we spoke to are generally optimistic about the future, but their positivity is tinged with uncertainty and concern. Over half of respondents in the quantitative research are fearful that they will not achieve their dreams, while almost one-quarter mentioned financial security as one of their biggest fears. Ill health and disease are a further preoccupation, cited by over half of respondents. Participants in the focus groups were also worried that bad health might prevent them from realising their career ambitions.

Challenges for Tanzania

Concerns over the challenges facing Tanzania may be at the root of this uncertainty. Respondents to the face-to-face quantitative survey were asked to share their feelings about the country's performance over the past five to ten years in a number of areas.

Sixty per cent reported being unhappy about the level of corruption; 42 per cent were unhappy with the employment situation, with only eight per cent happy about it; and 34 per cent were unhappy about general living conditions (Figure 5).

Figure 5: Challenges in the past five to ten years

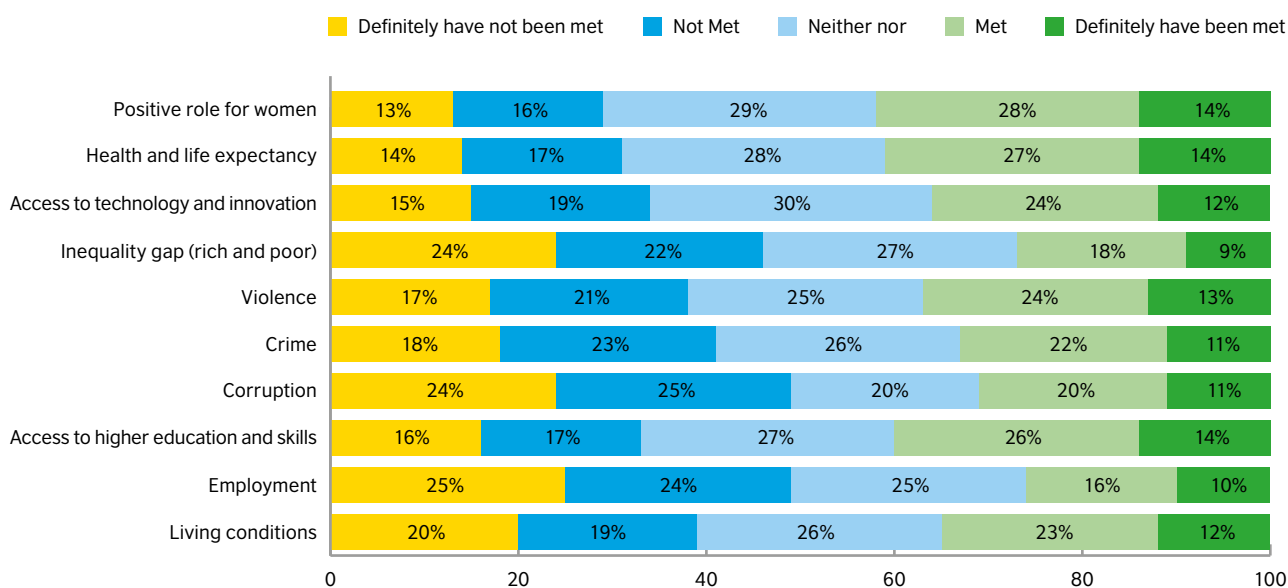


Young people believe there has been progress in meeting some of these challenges (Figure 6). Efforts to improve healthcare, promote a more positive role for women, and expand access to higher education are appreciated, with more respondents reporting that their expectations in these areas have been met than reporting that they have not been met. On the other hand, in the areas of employment, corruption, and reducing inequality between rich and poor, respondents are generally dissatisfied with the progress made.

Although there are mixed feelings about the past five to ten years, however, young people are more optimistic about the future. In all the areas listed in Figure 6, a larger proportion of respondents are optimistic than pessimistic that they will see improvements in future. Already some believe there has been positive progress since the 2015 election in the areas of education and health, although not yet in the area of employment. The majority believe living conditions overall will improve, and recent advances in the areas of gender equality, health, and access to higher education are expected by most to continue.

This positivity extends even to the problematic areas of corruption, employment and inequality, where most respondents expect to see improvements in future. Comments in the focus groups suggest that this optimism has been reinforced by the new government's efforts to tackle corruption, reduce bureaucracy and strengthen tax collection, which offer encouragement that the employment picture will improve. The government's efforts in the areas of free education provision and the increase in the numbers of higher education institutions are also viewed positively with regard to their impacts on education and employment.

Figure 6: Have your expectations in these areas been met?



> *On the other hand, in the areas of employment, corruption, and reducing inequality between rich and poor, respondents are generally dissatisfied with the progress made.*




The gender gap

Improving the status of girls and women is vital if Tanzania is to capture a demographic dividend. Educating women and empowering them to play a full part in the economy are central both to reducing the dependency burden on people of working age and to capitalising on the youth bulge's economic potential.

Although recent years have seen progress in these areas, there remains a wide gender gap both in schools and in the labour market. Seventy-two per cent of female respondents to the face-to-face survey said they were not in school or employment, compared with 60 per cent of male respondents. Only one per cent reported being in formal employment. Too often, moreover, schools and workplaces are hostile environments for girls and women. UNESCO has observed, for example, that Tanzanian schools are 'neither healthy nor safe' for adolescent girls. In the workplace, as our focus groups revealed, women are sometimes forced to provide sexual favours in return for employment.

Young Tanzanian men and women have highly unequal attitudes towards gender equality – while 63 per cent of female survey respondents agreed that women should have as many responsibilities as men (including financial responsibilities), only 22 per cent of male respondents were of the same opinion. Improving the status of women, however, is beneficial not only to women, but to all Tanzanians. Women who are well educated and engaged in productive work experience improved personal well-being and living standards. They pass on these benefits to their families, strengthening the health and education of their children and contributing to household wealth. These benefits carry through to the wider society, as working women create jobs and pay taxes and as their healthier, better educated children are more productive once they reach working age than are the children of uneducated women.*

Finally, improving the status of women will help create the conditions needed for a demographic dividend. Twenty-seven per cent of female respondents to our face-to-face survey identified early pregnancy as a major challenge women in Tanzania face. Nineteen per cent identified child marriage. Women who are educated tend to marry later and have fewer children than uneducated women.** As they move into the workplace, they have less time for child rearing, and the opportunity cost of staying at home to look after large numbers of children increases. By educating women and giving them opportunities to flourish in their careers, therefore, Tanzania can reduce its fertility rate at the same time as bolstering the capacity of its burgeoning young workforce.

 *These benefits carry through to the wider society, as working women create jobs and pay taxes and as their healthier, better educated children are more productive once they reach working age than are the children of uneducated women.*

* David Bloom and Mark Weston (2004) Girls' Education in Developing Countries: Mind the Gap. PBS Wide Angle. Available online at: www.pbs.org/wnet/wideangle/uncategorized/time-for-school-essay-girls-education-in-developing-countries-mind-the-gap/1612/

**World Economic Forum (2015) The relationship between women's education and fertility. Available online at: <https://www.weforum.org/agenda/2015/11/the-relationship-between-womens-education-and-fertility/>

Challenges for young people

With regard to the challenges facing young people in particular, lack of employment opportunities emerged as the primary obstacle. Of the 2,583 respondents to the quantitative survey, 65 per cent reported that they were neither in school nor employed. Only two per cent reported being employed in the formal sector, with 12 per cent working in the informal sector and 21 per cent in school. Unsurprisingly, therefore, 71 per cent of respondents to the survey identified the scarcity of job opportunities as the main challenge they face, with little difference between those in rural and urban areas.

The second major challenge – the overall hardship of life – is felt more keenly in rural areas, although the number highlighting this challenge

was dwarfed by the number that mentioned employment. Other important challenges mentioned included financial difficulties, lack of access to good education, and bad influence from peers (Figure 7).

The focus group discussions found that the majority of young people felt they had no chance of attaining formal employment, with their path blocked by nepotism in the workplace and corruption in the form of demands for money or – in the case of female job seekers – sex in return for jobs. In the quantitative study, 69 per cent of respondents agreed that personal connections are more important to succeed in life than personal achievements, with a similar proportion agreeing that knowing people in high places is critical to getting a job.

The low level of educational attainment was also mentioned as a factor that hinders young people from obtaining formal employment. In the absence of jobs, discussion participants reported that some young people turn to behaviours perceived as harmful, such as alcohol and drug abuse, crime, prostitution and early pregnancy.

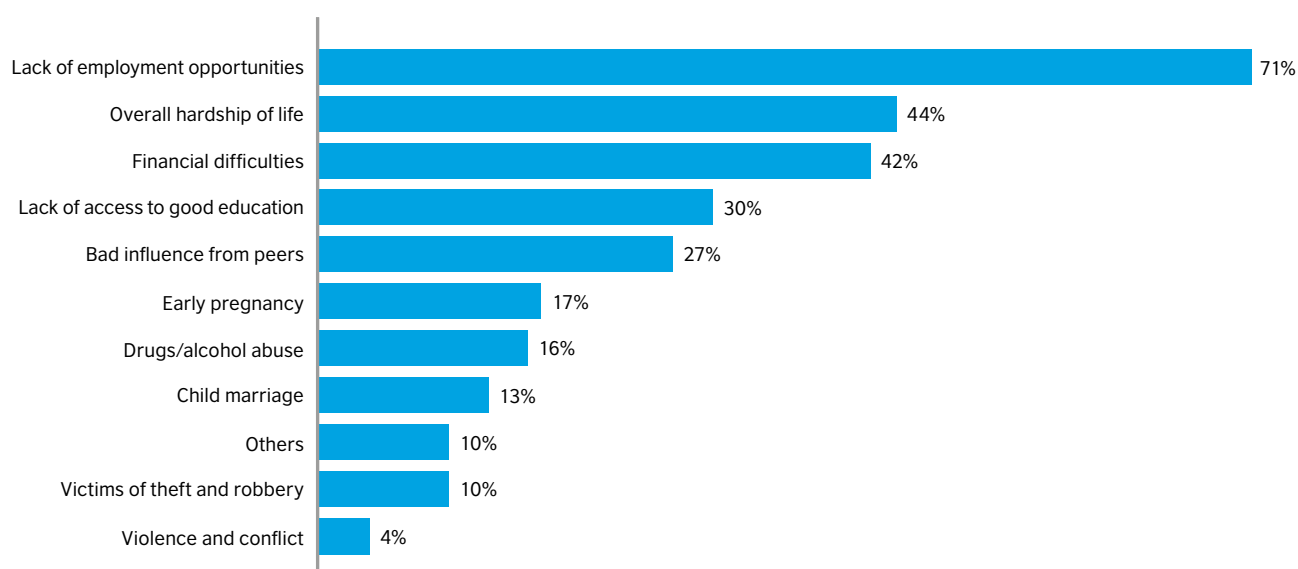
'Lack of employment opportunities is the main reason why some of the youth are not able to achieve their career goals.'

Dodoma

'Poverty is a reason why youth join bad groups and end up being drug addicts.'

Dodoma

Figure 7: Challenges faced by youth





Discontent in Zanzibar

Young people across Tanzania are generally hopeful that they will succeed in life, but those in Zanzibar are less optimistic. While 87 per cent of the total sample in the face-to-face quantitative survey believes their lives will improve over the next five years, only 62 per cent of respondents in Zanzibar are similarly positive. Fifty-two per cent of young Zanzibaris believe their lives are worse than those of their parents, compared with 28 per cent of the overall sample.

When asked about their specific fears, 87 per cent of respondents in Zanzibar fear that they will fail to achieve their dreams (compared with 58 per cent nationwide), and 57 per cent fear financial insecurity (compared with 24 per cent nationwide).

Many feel that the country is not delivering what they expect of it. Seventy five per cent of respondents in Zanzibar feel their expectations have 'definitely not been met' with regard to living conditions, 70 per cent with regard to employment, and 63 per cent with regard to corruption (in the overall sample, no more than 25 per cent said their expectations had definitely not been met in each of these areas). Sixty-two per cent said their expectations had not been met in the areas of crime and violence.

Since the 2015 election, 61 per cent of respondents in Zanzibar report being 'completely dissatisfied' with the government's performance, compared with just seven per cent of the overall sample. Only two per cent of young Zanzibaris are 'completely

satisfied' with the new government, compared with 33 per cent nationwide.

To begin to address these deficits, policymakers may benefit from attempting to increase the political participation of young Zanzibaris. Among all young Tanzanians, 78 per cent believe there is high youth participation in politics and decision-making, but among Zanzibar respondents this proportion falls to 61 per cent. It is clear that there is much work to be done if the full potential of young people in Zanzibar to contribute to Tanzania's development is to be realised.



Summary

The young Tanzanians we spoke to in our research are full of energy, ambition and a desire to succeed in life and contribute to their country's development. They are optimistic about the future and believe their lives will improve over the next five years, and they are very hopeful that their dreams of becoming successful business people will come to fruition.

Given the lack of formal jobs in the Tanzanian labour market, most young people plan to become self-employed entrepreneurs, working in a wide range of fields. They know that there are a number of obstacles in the way of realising their goals, with corruption and the employment situation seen as the major challenges facing the country as a whole, and the lack of jobs the major hindrance to its youth. However, they believe the new government has made

a promising start in addressing these problems. The focus on wiping out corruption and reducing bureaucracy, and commitments to provide free education and expanded access to tertiary schooling are seen as particularly encouraging moves which, if built on, can clear Tanzania's path towards a demographic dividend.

When asked whose responsibility it was to help young people to achieve their ambitions, three-quarters said it was their own responsibility. Two-thirds said it was the government's role, and just over one-quarter said their family should help (respondents could give more than one answer). In the next section, we ask whether the government is enabling young people to thrive, and find out about how young people perceive their relationship with their communities.

> *The young Tanzanians we spoke to in our research are full of energy, ambition and a desire to succeed in life and contribute to their country's development.*

> PART 3: THE YOUTH VOICE

The Next Generation Tanzania literature review found that young people's involvement in public life in Tanzania is limited.

In 2013 the Commonwealth's Youth Development Index assessed the civic and political engagement of 15–29 year olds in the 54 Commonwealth countries. The 'civic participation' indicator takes account of the number of young people who volunteer and the number who say they help strangers. Tanzania scored the weakest of 54 countries on this measure. The 'political participation' measure considers a country's youth policies and representation, voter education, and young people's ability

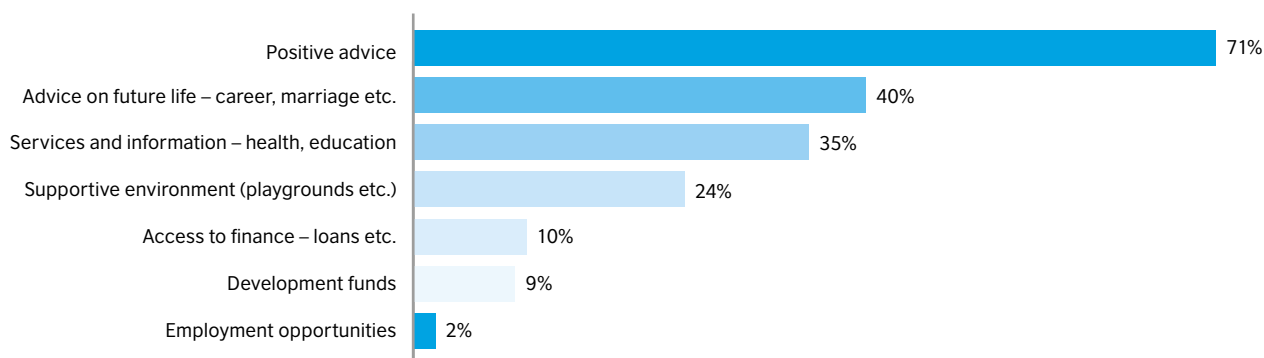
to express political views. Tanzania scored third from bottom of 51 countries on this measure.¹⁶

To gauge whether the young people we talked to in our research feel that they are playing their part in society, we asked them about their relationships with their communities and their government, and about whether they felt they had enough support from them and enough involvement in community and national decision-making.

Young people and their communities

Nearly all young respondents to the quantitative research (97 per cent) agreed that they feel part of their community. Three-quarters felt that the community was supportive of young people, providing them with advice and various services (Figure 8).

Figure 8: Types of support provided to youth (among those who see the community as supportive of youth)



In the focus group discussions, on the other hand, a different perspective emerged, particularly among urban youth but also among their rural peers. Here, too, young people said they felt part of their communities, but they felt that they did not receive sufficient support from them, and that they were only called upon when manual labour was needed. Many reported that they do not feel valued in their communities, which often see them as immature and untrustworthy, as lacking morals, and as having nothing to contribute but their labour.

'I would say us youth are excluded or not involved in developmental issues concerning the society. A good example is the village saving and loans groups where most of the members are the elders. The youths are considered as not ready to be members of such groups.'

Dar es Salaam

Looking more deeply, the quantitative findings reveal that although youth feel part of their community, this engagement is largely limited to attending community social activities such as funerals, which was cited by 81 per cent of young people as the reason they feel involved, and participating in community development activities such as cleaning the neighbourhood or repairing roads and bridges (cited by

53 per cent). Only 17 per cent said they were involved in community decision-making, and only 15 per cent said they felt part of the community because they are listened to and respected. Only seven per cent, moreover, were involved in a youth group or organisation.

Young people and the government

While young people have mixed feelings about their relationship with their communities, the relationship they have with government is more clear-cut. Eighty per cent of those who responded to the face-to-face quantitative survey believe the government does not provide enough support to youth, with only 20 per cent believing the support is sufficient. Only four per cent of respondents, moreover, were aware of any government programmes or policies that empowered youth.

While young people do not feel supported by the government, however, they do feel that they are involved in political activities. Seventy-eight per cent reported that youth participation in political activities was high, compared with 22 per cent who said it was low (it was unclear whether this participation was limited to voting in elections or extended to more concerted and sustained engagement).

There is a strong desire for engagement in policymaking. One-third of respondents to the quantitative survey said they would be interested in standing for public office (either at village, ward or national level). Young people in the focus group discussions felt that increased youth involvement in policymaking would help incorporate youth priorities into development policies. Many of them said that they yearn to be recognised and valued as mature people who have tangible ideas and can make valuable contributions.

'I would like to become a youth adviser in my society because a lot of youth are engaged in bad groups and I am in a better position to advise the youth to involve themselves in different economic activities that would develop them and the society rather than being idle.'

Dar es Salaam

Channels for youth engagement

Information on the channels young people use for engaging in social and political activities is likely to be useful should the Tanzanian government attempt to increase youth participation in society. We therefore asked young Tanzanians about how they communicate with each other, and how they access information.

 **There is a strong desire for engagement in policymaking.**

Radio is the most commonly used traditional communications medium. Forty-four per cent of young people listen often to the radio, compared with 26 per cent who watch television and just four per cent who read newspapers. The radio is also the most trusted source of both local and global news, with local television news the second most trusted source. Television is much more widely watched in urban areas (40 per cent of respondents) than in rural areas (16 per cent).

The internet is beginning to rival traditional media as a means of communication and information provision. Among respondents to the quantitative survey, 23 per cent have access to the internet, with over half of these accessing it via their mobile phones and much smaller proportions using personal laptops and internet cafes. Unsurprisingly, there is a major divide between urban and rural respondents, with internet access three times more prevalent among the former. There is also a gender divide, with 30 per cent of males using the internet, compared with only 15 per cent of females.



Young urban people want to be part of what is happening and will go out of their way to try to fit in.

When asked their reasons for connecting to the internet, Facebook was the most mentioned reason, ahead of other social networking sites, and using the internet for information searches and to download music. Social media is regarded positively in terms of increasing users' experience of the wider world and giving them the opportunity to express themselves, but there was also concern among many that it contributes to the spread of extremism.

'I like reading blogs because it is where I can get information regarding my country as well as other countries.'

Zanzibar

'I use the internet when I need to get sports updates, download songs and movies, download my exam results and read news.'

Arusha

'I use the internet for mainly two things – the first is for downloading school materials such as notes and the second for getting the latest updates on anything happening in the country.'

Zanzibar

In the focus group discussions it became clear that exposure to the internet has changed the attitudes of young people in both urban and rural settings. For youth in urban settings, the internet engenders the need to 'make it now or die trying'. Young urban people want to be part of what is happening and will go out of their way to try to fit in. They see opportunities and innovations arising and do not like to be left out.

In rural areas, for some young people the internet has brought about a sense of inclusion – even though they are far away they still feel informed and play a part in understanding what is happening in the world. For others, it has increased the feeling of being left behind and the belief that there are more opportunities in urban areas. This is one contributing factor to rural–urban migration.

Summary

Young people have mixed feelings about their relationships with their communities and their government. Many feel involved in community and political activities, while others would welcome much deeper engagement, and yearn for more respect from their communities and more support for youth by government. Overall, it appears that young people feel they have great potential to help the development of their communities and their country, but that this potential is not yet being fully realised.

The rise of the internet appears to be connecting young people to each other and to national and international events in new ways, and it is possible that this will intensify their urge for civic engagement. In the next section of this report, we explore how Tanzania can harness the potential of its young people for economic and social gain.



> PART 4: SUGGESTIONS FOR CHANGE

In this part of the report we present young people's recommendations for policies that will increase their positive impacts on Tanzania's development and make capturing a demographic dividend more likely.

As we have seen, those we interviewed believe that their destiny is primarily their own responsibility, but they acknowledge the need for support, too, from the government and from their communities. Their suggestions for change centred on three main areas – civic participation, employment and education.

A louder voice for youth

The Tanzanian government launched a Youth Development Policy in 1996. This was revised in 2007, but has not been updated since, and NGOs have complained that the policy is not supported by an implementation framework.¹⁷ A study of youth political participation by the NGO Restless Development concluded:

'Young people have limited understanding of the laws and policies affecting them... [they] are not aware of the structures for and the ways of becoming involved in decision-making and therefore are simply not getting involved because they don't know how.'¹⁸

> *Actions to engage young people and to communicate policies to them should be communicated through channels that are relevant to them.*

In considering how young Tanzanians can play a more prominent role, we asked respondents to the quantitative survey what they believe should be done in order to increase youth engagement in society. Many of the answers related to economic participation, with 54 per cent saying that providing employment opportunities was the most important way to involve the young, 37 per cent saying access to finance, and 24 per cent citing skills. With regard to participation in their communities and politics, 42 per cent said that young people need to be more highly valued, with 14 per cent calling for education to youth about politics.

Participants in the focus group discussions suggested that young people's involvement in community decision-making should be secured by having youth representatives on each community body. They believe communities need to be sensitised on the importance of engaging with young people, and also expressed a desire for advice and coaching from their elders on how to engage in community decision-making.

At a political level, a similar suggestion was made for having youth representatives at all levels of governance, perhaps via special seats or nominated positions. As well as engaging young people in civic activities and ensuring that youth priorities are taken into consideration, giving

responsibility to young people in this way would also enhance their standing in their communities and help promote a positive image of young people.

Actions to engage young people and to communicate policies to them should be communicated through channels that are relevant to them. At present, the radio is still an important means for receiving information, but the internet, and social networks in particular, are growing in importance. It is likely that more innovative means of engagement will help attract young people to participate in policymaking.

Jobs

Economic growth in Tanzania has not yet been accompanied by an expansion in employment opportunities for young people. A 2013 survey of 1,037 15–29 year olds found that only eight per cent were in wage employment, with half of respondents claiming to be unemployed.¹⁹ In the Next Generation Tanzania research, only two per cent of respondents were in formal employment, with 65 per cent neither in school or employment. The World Bank estimates that over two-thirds of male employment and four-fifths of female employment (at all ages) is 'vulnerable' employment – that is, the large majority of those considered to be employed are either unpaid family workers or own-account workers.²⁰ With 700,000 new entrants to the labour market each year, it is clear that creating jobs should be

17 > Youth Map Tanzania (2014) *Tanzanian Youth: Assets and Opportunities*. International Youth Foundation; Baltimore.

18 > Restless Development (2011) *State of the Youth in Tanzania: Annual Report 2011*. Dar es Salaam.

19 > *Ibid.*

20 > World Bank (2015) World Development Indicators. Washington DC.

a high priority for the government if a potential demographic dividend is not to become a demographic disaster.

In the Next Generation research, the absence of employment opportunities was identified as by far the biggest challenge facing Tanzanian youth. There were a number of suggestions for unblocking this bottleneck. One was the establishment of a dedicated youth fund which would help promote opportunities for young people. Such a fund, it was argued, should include financing mechanisms for existing businesses run by young people, as well as business incubation programmes to give young entrepreneurs stable foundations for start-up companies.

Another suggestion was to increase the provision of vocational training, so that young people's skills are more closely tailored to the needs of the labour market. Business skills, too, were seen as an important deficit that many young people face. It is felt that traditional education does not provide young people with the skills needed by a fast-changing global economy, leaving them ill equipped to perform the few jobs that are available.

Further suggestions for improving the job situation included tackling corruption and reducing bureaucracy, areas in which the new government is regarded as having made an encouraging start, and, in rural areas in particular, investing in roads so that it becomes easier to transport farm produce to market.

Education

Education – young people's third area of focus for policy ideas – is critical to strengthening the employability of young Tanzanians. Tanzania has made progress in increasing the number of children who attend school in recent years. Net primary school enrolment rose from 73 per cent in 2002 to 83 per cent in 2013, while the primary completion rate of 76 per cent was seven percentage points higher than the Sub-Saharan African average.²¹

Increased enrolment, however, has come at the expense of quality. The United Nations Development Programme (UNDP) observed in 2015 that, 'Generally, the educational attainments of children in Tanzania are poor and have been deteriorating in the last decade.'²² According to UNESCO, meanwhile, 'Quality standards are noticeably declining at both primary and secondary levels, a consequence of a rapid increase in the school-going population and enrolment expansion which has not been matched by a requisite supply of quality-related inputs such as qualified teachers, educational materials, sufficient classrooms, investments in school infrastructure and safety, water, sanitation and hygiene. Generally, schools tend to be neither healthy nor safe environments, particularly for adolescent girls.'²³

Although they approve of the government's new free education policy, focus group participants were in agreement that the quality of education

needs to be strengthened. Investing in buildings, classroom furniture, study materials and improving the quality of teachers are seen as key tasks for education policymakers.

In addition to the expansion in vocational training recommended above, young people perceive a strong need for life skills education. This can be delivered in schools and in communities. As well as helping them to negotiate personal difficulties in the areas of early marriage and pregnancy, drug and alcohol abuse and negative influences from peers, life skills training is seen as giving young people the flexibility, confidence and decision-making abilities they need in order to take responsibility for their careers and adapt to changing circumstances inside and outside work.

Summary

Young Tanzanians recognise the need for change if their abundant potential is to be realised and their contribution to their country maximised. They have ideas for reform in a variety of areas, particularly with regard to education and employment, but for these ideas to take hold and develop over time, young people's representation in governance at all levels must be strengthened. Communities and government, it is felt, should embrace the enthusiasm and creativity of youth, and enlist their support in taking the country forward.

21 > World Bank (2015) *op. cit.*

22 > UNDP (2015) *op. cit.*

23 > United Nations Educational, Scientific and Cultural Organisation (2011) *UNESCO Country Programming Document 2011–2015*. United Republic of Tanzania: Dar es Salaam.

> AGENDA FOR ACTION

A demographic dividend requires both favourable demographic conditions and economic and social policies that make the most of demography.

In terms of demography, Tanzania is halfway there. Impressive health improvements mean that the country has a huge generation of young people who are either beginning their working careers or will soon be moving into the labour market. Mortality declines, however, have not been matched by reductions in fertility, meaning that young adults continue to bear the burden of having large numbers of child dependants to support. If the full potential of youth to drive economic and social development is to be unleashed, more concerted efforts are needed to reduce fertility. Reductions in child mortality will help, as parents realise they need fewer children to achieve their ideal family size, but education campaigns and expanded family planning services will also be needed to assist families to meet their fertility goals.

The second requirement for a demographic dividend is a favourable economic and social environment. This report has shown that young Tanzanians have a lot to offer their country. They are energetic, ambitious and creative. Although they are aware that they will have to overcome daunting challenges if they are to fulfil their dreams, they are optimistic about the future, and do not shirk from taking responsibility for their lives. Faced with a dearth of formal employment opportunities, for example, they draw on their entrepreneurial skills to set up their own businesses in the informal sector.

But although young people believe their destiny is primarily in their own hands, they also acknowledge the need for support from their communities and their government. This concluding section of the report therefore draws on young people's own ideas, ideas from the interviews with key stakeholders, and the British Council's experience from studies of youth in other countries to present policy recommendations for Tanzania. These recommendations are not intended to be the definitive answers to all the challenges the country faces, but to inform and catalyse debate within government, the private sector, civil society, the donor community and among young people themselves on how society as a whole can create the economic and social conditions required to harness the potential of youth.

> *Although they are aware that they will have to overcome daunting challenges if they are to fulfil their dreams, they are optimistic about the future, and do not shirk from taking responsibility for their lives.*

> RECOMMENDATIONS

What next? Four steps to support Tanzania's youth in their ambition to be creative, productive and active citizens, now and in the future

Recommendation 1: Implement the National Youth Development Policy

Our first recommendation involves building on a policy that is already in place. The National Youth Development Policy is well regarded by stakeholders and covers many of the areas mentioned in this report. Implementation of the policy has been slow, however, and in the nine years since it was last revised no implementation framework has been developed. Concern over the speed of implementation led to calls for the formation of a National Youth Council, and in 2015 a Youth Council of Tanzania Act was passed with the aim of raising awareness of the National Youth Development Policy and putting into action the commitments therein.

This council, however, is not yet in place, and if the government wishes to demonstrate the seriousness of its commitment to youth, the prompt formation of the council should be a priority. As well as implementing existing policies, the members of the council should aim to forge a broad consensus behind societal support for youth. Tanzania will have a large youth population for decades to come, and it is important that a long-term view is taken of the policies needed to meet young people's needs. This view should be robust against changes of government, and this can only be guaranteed if there is cross-party agreement on the need for concerted, long-term action.

Recommendation 2: Not just more education, but better education

Addressing young people's primary area of concern – the difficulty of finding productive employment – relies on actions both to improve employability and to absorb young people into the workforce. The former means giving young people the knowledge and skills that will help them thrive in the labour market, through traditional education as well as vocational training. Tanzania has made great strides in increasing access to education, but neither schools nor vocational training centres equip graduates with the skills the modern economy demands.

A renewed focus on educational quality is vital if the country is to achieve a demographic dividend. This will require upgrading facilities and learning materials, investing in teacher training, working to enhance the prestige of teaching as a career choice, and working with the private sector to ensure that curricula and learning methods are tailored to the needs of a fast-changing economy.

Efforts to improve quality should not be limited to traditional schooling. Secondary school graduates who do not continue to university should be given the option of high quality vocational training. Expansion of life skills education, meanwhile, will help equip all young people with the flexibility, resilience and decision-making abilities they need if they are to negotiate the complexities of 21st century life.

Recommendation 3: Clear the career path

Absorbing huge numbers of young people into the workforce is a daunting challenge for any country. In the short term, and given the lack of jobs in the formal sector, a priority for Tanzania should be to encourage and assist young people to set up their own businesses, in particular via financing mechanisms to provide capital to young entrepreneurs, free or low-cost training in business and entrepreneurial skills, and safety nets that insure young self-employed people against shocks. The latter would help assuage the fears of ill health or financial insecurity that were mentioned by respondents to the Next Generation research, and encourage the risk-taking and investment that are essential for an entrepreneurial, job-creating culture to flourish.

Once these small businesses are up and running, efforts should be made to facilitate their operations, including investing in power and transport infrastructure (in both urban and rural areas), reducing bureaucracy, and ensuring that those employed in the informal sector are allowed to work without being harassed by the authorities.

In the longer-term there is a need for policies that help create formal sector jobs. Removing unnecessary bureaucracy that deters businesses from hiring, tackling corruption in public sector recruitment, and making it easier for informal sector businesses to formalise are among the steps needed.

Recommendation 4: Listen to the youth

Action is needed to allow young people to become more active citizens. Steps should be taken to increase young people's awareness of policies and programmes aimed at youth, and to provide them with the knowledge and skills needed for effective civic participation. At the same time, the government and the media have a role to play in promoting a positive image of youth, using positive role models to inspire other young people to get involved and to show their elders the value of youth engagement.

The suggestion emerged from the stakeholder interviews that channels of communication should be opened up between youth and local government bodies, with a view to increasing youth engagement in local policymaking.

This will require working with parents, community development officers and ward education officers to create space for youth in local government. At a national level, nurturing young leaders will help strengthen political parties' relationships with young voters, while targets for youth participation – for example in terms of voting levels or youth quotas in decision-making bodies – will mean that leaders who commit to increasing youth participation in politics can be held to account.

The Next Generation Tanzania Task Force hopes that the research and recommendations presented in this report will underpin a nationwide policy dialogue that engages a diverse range of actors in working to meet the needs of young people. If Tanzania is to gain maximum benefit from its youthful population, the voice of the next generation must be at the centre of such a dialogue.

At the same time, the government and the media have a role to play in promoting a positive image of youth, using positive role models to inspire other young people to get involved and to show their elders the value of youth engagement.





