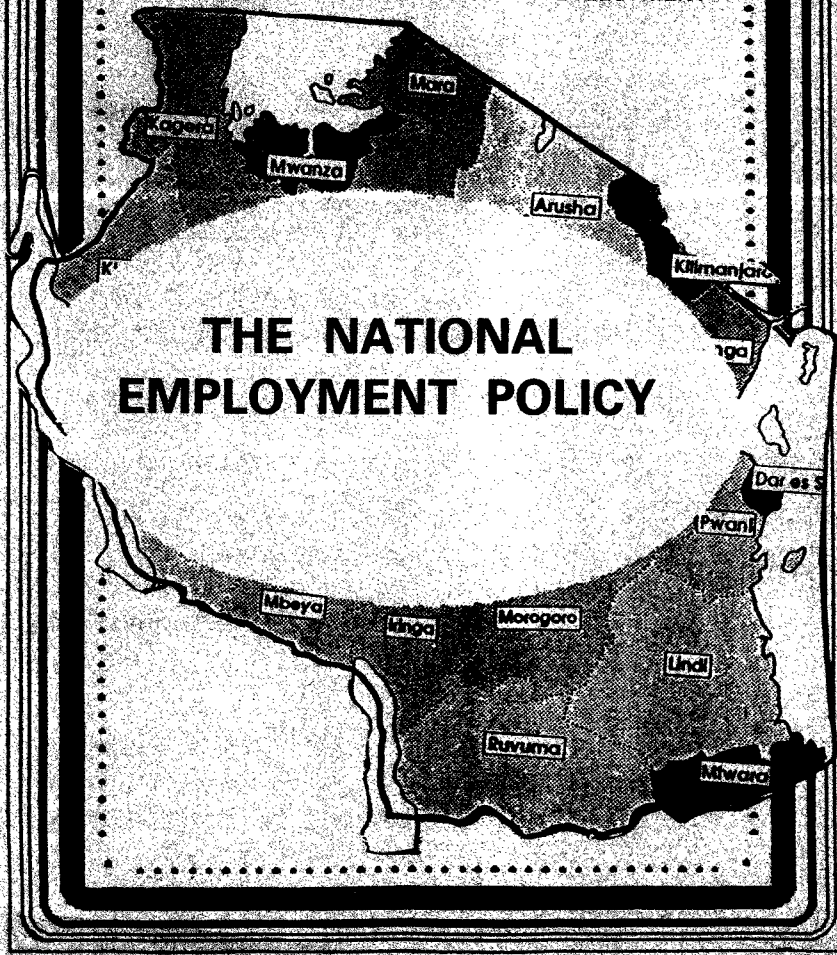




THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF LABOUR AND YOUTH DEVELOPMENT



**THE NATIONAL
EMPLOYMENT POLICY**

**THE NATIONAL
EMPLOYMENT POLICY**

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FOREWORD

In growing economies of third world particularly Tanzania employment is a core problem. If this state of affairs is left unchecked it will have severe consequences in the society. These include lack of harmony, peace and a state of social insecurity. The Human Resources Deployment Act No. 6 of 1983 is one of the strategies employed by the Government to countercheck this problem, that is the problem of lack of employment opportunities or unemployment.

In its efforts to deal with this problem the Government has collaborated with the Association of Tanzania Trade Union (OTTU), International Labour Organization (ILO), United Nations Development Programme (UNDP), donors and different local experts.

The main limitation in getting a solution to the unemployment problem is lack of a National employment policy. This bottleneck has been observed by investors, researchers and various commissions.

In view of this observation and in line with the CCM Manifesto to combat the problem of unemployment, the Government prepared the National Employment Policy which was sanctioned by the Cabinet Meeting in April, 1997.

The National Employment Policy identifies two categories of employment namely wage employment and self employment. This policy revisits the state of employment in Government, Parastatals, Private Sector, and Informal Sector. Efforts of the Government to promote employment since Independence have also been highlighted on, together with the need for having the employment policy at this point in time. The National Employment policy is the vision leading to effective utilization of available labour force and tapping available natural resources. The objective is to increase per capita income which in turn will reduce the state of poverty embracing our country.

This Policy also identifies strategies for exploiting existing wealth, especially in sectors dealing with Industry and Trade, Agriculture and Livestock, Fisheries, Service Sector and small Scale mining. The policy also identifies special groups which require special treatment while seeking employment and proposes responsibilities of different authorities/players to deal with different aspects of the policy. The question of unavailability of correct data on the supply and demand of labour, the need of having Employment Promotion Offices and provision of consultancy services is also covered.

The Policy has also dealt with the issue of administrative and management costs. It also emphasises the importance of the cooperation of all the actors mentioned to give help and contributions as recommended.

In view of responsibilities, contributions are expected from Government leadership, Parliamentarians, ATE, Politicians, NGOs leadership, OTTU and all others who are involved in one way or another in implementing this Policy.

The Government hopes that the nationals of this country and all others concerned will carry on the implementation as planned and advise the Government accordingly on better ways of improving such implementation of the policy.

The major need for the policy is to help generate self employment as independent businessmen or entrepreneurs, instead of banking on salaried or wage labour.

HON. S. R. KINYONDO (MP),
Minister of Labour and Youth Development

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The Labour Department wishes to express its sincere appreciation to all the people and institutions which in one way or another were instrumental for the formulation and completion of this Policy document. We appreciate their remarkable roles they played to bring this policy document into reality. Also our heart felt thanks go to all those who contributed but, we cannot mention all of them but they rest assured that their role they played is greatly commended.

However we would like to single out the following for their invaluable contribution Messrs A. M. Vuai and Kenya Hassan-former Principal Secretaries in the Ministry, Mr. A. I. Mdamo former Labour Commissioner, Mr. D. S. Dandi, Mr. S. R. Haonga, Dr. R. G. Monji, Mr. A. J. Masare, Mr. E. K. Ndimbo, Mr. W. M. S. Mazzuki and Mr. Mario Tucros, an ILO consultant on Informal Sector Policy. The members of the National Employment Council under the Chairmanship of its former chairman, Ambassador, Fulgence Kazaura who were also involved in the early stages of the formulation of this Policy.

Lastly, but not least in importance, we find it necessary and befitting to express our sincere gratitude to the ILO Area Director Ms. Andrea Singh, and the UNDP for their concern and efforts in making sure that the policy is formulated.

I. S. KILLO,
Acting Labour Commissioner

THE NATIONAL EMPLOYEMENT POLICY

1. *Introduction:*

Employment in our country falls under two main categories. These Categories are of wage employment and self employment. In both categories, employment is defined as any acceptable activity in which a workforce is actively engaged. Such activity yields payment in some form. Such payment accrues to a worker as an income required to meet his/her basic needs. Out of the total population of 28,000,000 in Tanzania, 13,000,000 constitute the labour force of ages 15—64 years. Among these people a total of 11,294,927 is taken to be involved in either wage or self employment. About 30% of the labour force is either unemployed or under employed.

2. *Wage Employment in Government and Parastatal Organizations:*

Currently there are about 500,322 employees in the Government and Public institutions distributed as follows:— Government 319,455 employees and 180,867 in parastatals. The labour market has been registering a growing number of labour force from schools amounting to not less than 700,000 people each year. On the other hand, demand for labour force has been decreasing especially during the current period. Employment vacancies were limited to about 30,000 each year. Such vacancies dropped to only 9,500 in the years 1986 to 1989. Such a drop in the capacity of the public sector to employ is explained by the following factors:—

- (i) A decline in National income from an average rate of 5% in 1970s to an average rate of 2.6% in the period 1978 to 1981. During the same period the population had been increasing at an average rate of 3.3% each year although it slightly dropped to 2.8% the following years;
- (ii) The retrenchment and cessation of new employment in the country;

- (iii) A rapid increase of youths who complete different training institutions and who were tuned to seek wage employment after school are not able to be employed by the major employer the Government;
- (iv) A shift from labour intensive to capital intensive technique of production in some industries.

3. *Wage Employment—The Private Sector:*

This sector employs not less than 433,136 people. The trend of employment shows that this sector employed 141,438 people in 1970. This figure rose to 433,136 people in 1990. Employment opportunities in this sector are projected to increase in the future due to current favourable Government policies in revamping the economy. Such policies include those pertaining to privatization, trade liberalization, good investment climate plus other efforts. Despite such favourable conditions for private sector employment, the following persistent conditions are easily noticeable:—

- (i) Lack of capital, technology and management skills among the Nationals of the Country. This deficiency is attributed to lack of capital, markets and work experience;
- (ii) Investor's reluctance to invest in our economy due to differentt reasons;
- (iii) Our economy being at the early stages of transition from centrally planned economy to free market economy. This transition implies both the means and the ends of the process of production. Such transition requires know-how and experience which is still scarce in our country.

4. *Self Employment—The Agriculture Sector:*

Agriculture sector absorbs a total of 9,115,932 people out of the total labour force in the country. Among those involved in agriculture 53.8% or 4,918,200 people are women. This sector is faced with several problems which make it unattractive to many investors. Problems facing the sector include:—

- (i) A general state agriculture evolution characterized by low incomes resulting from low production arising from poor management and inappropriate technology;
- (ii) Agriculture production has failed to adapt itself to changing economic climate of science and technology. Many farmers still practise traditional farming. Sensitization to farmers to use modern farm practises is still far from their economic reach;
- (iii) There are poor advisory and consultancy services;
- (iv) Lack of good communication and transportation systems;
- (v) Unorganized markets for farm inputs and produce;
- (vi) Agriculture is a seasonal activity and depends on weather which is not predictable;
- (vii) Lack of capital and difficult procedures for securing loans.
- (viii) A slow increase of the value of gross products from farm produce and unreliable markets.
- (ix) Low investment of capital and supportive infrastructures.

5. *Self Employment: The Informal Sector:*

The informal sector employees are estimated to be not less than two million people. This is more than twice the number of people employed in the formal sector (Government, Parastatal and Private firms). The Informal Sector on the other hand has the capacity to employ 62.5% of the yearly increase of labour force in urban areas. The capacity of the formal sector is 8.5%. Operating at small scale, most projects in this sector include pottery, cooking oil extraction, brewing and selling of local brews, making mats and baskets, small retail shops and related trade activities, flower milling, automobile garages, carpentry, building works, bricks making, poultry farming, vegetables, fruits and flower farming, fishery, mining,

beekeeping etc. Tanzania has many varieties of natural resources. Despite such resources, many people still seek wage employment because they are unable to employ themselves.

Despite the existing potentials, the informal sector faces the following problems:—

- (i) Long and cumbersome procedures for loans;
- (ii) Lack of investible and working capital;
- (iii) Little experience in technical know how and in managing projects commercially;
- (iv) Lack of basic infrastructures in work places like roads, water and supply of electricity;
- (v) Lack of forward and backward linkages between agriculture and industry. Such linkages create interdependency and promote growth of the two sectors;
- (vi) Lack of inborn norms for self employment and inability to use endowed personal faculties to use the available wealth in competitive markets.

6. Unemployment: Impact on Society:

Poverty is a state whereby no income is earned from any source or earning, less income which is inadequate for normal livelihood. To earn an income one has to be employed. Poverty therefore is a state of unemployment. Unemployed person leads a miserable life, he/she struggles to survive even at the expense of violating existing good traditions and norms of a society. Women, Youths and disabled people are the most vulnerable groups.

7. Government Efforts in Promoting Employment:

The Government has so far taken several steps in promoting employment in the country. These steps include:—

- (i) Formulation of Agriculture Policy — agriculture is the backbone of our economy;
- (ii) Expansion of Education in the country;
- (iii) Initiation of Vocational Educational and Training Programme;

- (iv) Establishment of Human Resources Deployment Act, 1983;
- (v) Expansion of Industrial Sector;
- (vi) Establishment of National Service;
- (vii) Initiation of Education for Self Reliance;
- (viii) Nationalization of the commanding heights of the economy;
- (ix) Initiation of Employment Promotion Programme through Donor assistance;
- (x) Initiation of funds to assist development activities of Women, Youths and Petty traders.

8. *The Need for the National Employment Policy:*

To reiterate the afore-stated assertion, the development of our economy has been far from satisfactory. Such development has led to the reduction of employment opportunities and a growing state of not only poverty but misery especially in rural areas. This state of poverty is amidst an environment of a growing number of unemployed people and abundant natural resources which are not exploited even to a minimum level. In view of such idle resources, the need arises to have a National Employment Policy which will direct the effective ways and means of utilizing such resources with an ultimate objective of combating poverty. This policy is also a venue for inculcating people into the culture of self reliance through diligent and hard work.

9. AIMS AND OBJECTIVES OF THE POLICY

The aims of the National Employment Policy are the following:—

- 9.1 To prepare a conducive environment for the unemployed to employ themselves by directing more resources to the self employment sectors.
- 9.2 To identify potential areas for employment and to lay down strategies of how to utilize such areas in promoting employment in the country.

- 9.3 To prepare a special procedure for coordination and developing sources of employment including creation of a Body that will supervise implementation of the employment policy.
- 9.4 To identify and elaborate on the status and roles of Government, Private Sector, society in general, NGOs, local and foreign Donors in promoting and sustaining employment.
- 9.5 Continuous application of simple and appropriate technology in order to increase labour productivity.
- 9.6 To initiate a special system whereby employers and job seekers will be made aware of the existing supply and demand of labour.
- 9.7 To strengthen (through removal of legal bottlenecks) the relationship between formal sector and that of self employment.
- 9.8 To develop the self employment sector in rural areas so as to reduce the rate of migration to urban areas.
- 9.9 To involve various groups/organizations of people in all employment programmes including women, youths, people with disabilities, retired people and retrenchees.
- 9.10 To ensure that activities initiated on self employment act as a basis for the development of the economy and are an inspiration for the culture of self reliance.
- 9.11 To encourage self employment activities in the informal sector because this sector has abundant wealth which has not been exploited significantly.
- 9.12 To see to it that initiation of self employment activities will be based on the awareness that there are industries which will be linked to such activities in terms of inputs and outputs.
- 9.13 To direct most of the labour force to the currently un-attractive sectors in order to make them attractive for production. Such sectors are Agriculture, Livestock and co-operatives. There is also need to promote use of existing rural wealth which should be sold to earn money which should in turn be used to strengthen small scale activities. These small activities

are intended to grow into large scale activities which will stimulate agriculture production through use of its raw materials or processing of its products at primary and secondary levels.

10. *Strategies for Employment Promotion:*

In an effort to promote employment by increasing per capita income and eradicating poverty, the following strategies will be employed.

10.1 *Industry and Trade:*

The industrial sector is rated high as regards to its capacity to create, additional employment opportunities. The actual capacity at present is 17% of existing wage employment. This capacity could be increased to more than 25%. To utilize this employment potential the following strategies will be employed:—

- (i) To emphasize the use of Science and technology in promoting employment;
- (ii) To sensitize privately owned industries and parastatals to operate efficiently in order to realize size-able profits which will be used in expanding and sustaining employment;
- (iii) To expand or initiate an Industrial Training and Advisory Programme which will help to boost efficiency and productivity in industries;
- (iv) To provide tax relief and easy to accept investment conditions to investors in order to promote employment;
- (v) Special favour be extended to Regions by reducing investment conditions (like low taxes for equipment building materials etc). The aim is to attract investors. Such an act will increase rural employment and so reduce exodus of people to urban areas. Industrial Promotion Centre (IPC) should decentralize its activities to regions and make regions advertise themselves through Regional Social Economical Profiles.

- (vi) To encourage urban dwellers to start small scale industries which will benefit from markets of existing large scale industries in terms of raw materials and final products needed by urban dwellers.
- (vii) To encourage development of existing activities and to start new activities by using available technologies;
- (viii) To advise youths in urban areas who are trained but unemployed to go to rural areas where they can use their skills and employ themselves.

10.2 *To increase Employment in the Agriculture and Livestock Sector:*

It is estimated that more than 70% of Tanzanian population live in rural areas. Most of this population has no sustainable employment. Lack of sustainability is attributed to the seasonality of agriculture production and lack of off-farm activities during slack agriculture period.

The objective of this policy is to ensure effective utilization of labour force in rural areas in improving agriculture and livestock production. The following strategies will be employed in order to realize the stated objectives:—

- (i) To increase agriculture productivity by improving supportive services to farming;
- (ii) To improve use of farm implements, fertilizers and pesticides in farm enterprises (crops and livestock). This programme will be implemented in conjunction with the National Agriculture Policy, Livestock Policy and other related policies.
- (iii) To sensitize individuals in order to invest in agriculture and livestock sectors in line with the National Investment laws.

- (iv) To facilitate procedures for the nationals to acquire land and certificates for the Right of occupancy. Besides, condition for investments will be made more attractive as an incentive for attracting more investors.
- (v) To sensitize people to move to better areas of land in terms of size and fertility for agriculture and livestock production.
- (vi) To sensitize people to initiate off-farm activities in order to sustain their employment and to increase their incomes. Such activities include small scale industries, fishery, beekeeping, lumbering, pottery etc.
- (vii) To improve and develop basic infrastructures required for the development of agriculture production. Such infrastructures include roads, water supply, electricity provision, loans with low interest rates, good prices to farm produce etc.
- (viii) To maintain and sustain environmental development by preventing gully and windy erosions, and to grow trees for shade, fruits and vegetables.
- (ix) District Councils will be strengthened by personnel with technical and managerial skills to assist farmers in modern agriculture practices and emphasize on per capita productivity.

10.3 *Employment Promotion in the Fishery Sector*

A total of 61,500 square kilometres or 6.5% of the country is under water in forms of rivers, lakes and dams. The coastal strip is 800 km long covering 64,000 square kilometres of water. In view of this situation, fishery is an important sector in coastal areas and along the shores of big lakes of Victoria, Tanganyika and Nyasa. About 100,000 people are estimated to be employed in this sector. The potential for additional employment is estimated at 200,000 people. It is also estimated that one third of the total Tanzania labour force depend on Lake Victoria for their livelihood. To exploit effectively the resources of this sector the following strategies will be used:—

- (i) To facilitate the availability of modern fishing gear.
- (ii) To facilitate the availability of loans for capital and fishing licence.
- (iii) To facilitate the procedures for securing fishing licence.
- (iv) To provide training on fishery, industrialization and commercialization of fish for local markets and exports.
- (v) To encourage initiation of small scale industries for fishing activities like building of small fishing boats, making of fishing nets, fire-jackets. Industries using fish products as raw materials should also be started.

10.4 *Employment Promotion: The Service and Commercial Sector*

The service and commercial sector is important in providing employment. Out of the total number of people employed by the Public sector, the service sector contributes about 57% of the lot. To make it more effective the service and commercial sector will do the following:—

- (i) To simplify procedures for securing licences.
- (ii) To enact a law that will improve the sector.
- (iii) To assist in securing capital and project sites.
- (iv) To assist in getting internal and external markets.
- (v) To educate those concerned on new techniques on commerce and competitive trading.

10.5 *Employment Promotion: The small Scale Mineral Mining Sector*

This sector is important in employment creation and foreign exchange earnings. It is estimated that more than 800,000 people are involved in the sector. To make this sector more efficient, the following strategies will be employed:—

- (i) To have a proper procedure for alienation and distribution of mining areas.
- (ii) To review and simplify procedures for issuing mining licences.

- (iii) To assist in the availability of mining equipment.
- (iv) To assist in the availability of internal and external mineral markets.
- (v) To ensure availability of social services in all mining areas. Such services include medical services, security, road network etc.
- (vi) To train people concerned on mineral mining and the ways of identifying and evaluating minerals.
- (vii) To assist in the strategies for mining jewels and providing vocational and technical studies on commercial jewellery.

10.6 *Employment Promotion: Special groups*

Special Groups include women, youths persons with disabilities and retrenched. These groups have specific problems in seeking wage employment or employing themselves. In view of these special groups, special programmes of promoting employment for these groups will be started. Such programmes will put emphasis on self Employment activities.

10.6 *Employment Promotion Strategy for Youths:*

The following strategies will be adopted:—

- (i) To strengthen and expand vocational training in public and private training centres with a dual purpose of industrial employment and self employment.
- (ii) To strengthen and expand services for commercial training.
- (iii) To advise youths on how to secure loans from Financial institutions, private firms and Donors.
- (iv) To start a special fund for the purpose of covering training costs and providing loan for self employment activities.

- (v) To sensitize youths to start/joint youth economic groups.
- (vi) To emphasize practical and appropriate education and counselling in schools with an objective of preparing youths for self employment activities after their studies.

10.6.2 *Employment Promotion Strategy for Women*

Employment promotion for women will be accorded priority not only on gender equal rights basis but also due to the fact that women constitute 54% of all the labour force in Tanzania mainland. They therefore have a larger contribution to the growth of the economy. In view of this, to promote employment for women the following strategies are envisaged:—

- (i) To strengthen the fund for providing loans to women.
- (ii) To remove discriminatory laws against women. Such laws include those pertaining to ownership of land and inheritance of property etc.
- (iii) To emphasize on the use of labour saving technologies in order to reduce workload facing women in domestic chores.
- (iv) To ensure unconditional employment in terms of gender and to encourage women acquire economic power through involving themselves in various commercial activities.

10.6.3 *Employment Promotion Strategies for persons with Disabilities*

According to ILO, in any given Nation about 10% of its total population comprise of people with disabilities. In this respect, Tanzania is estimated to have not less than 2,800,000 people with disabilities to date. The number of people with disabilities who are unemployed is 500,000. Lack of unemployment to this group has a greater negative impact to

them than those who are not disabled because of being discriminated at work places. In the short run, efforts will be made to secure employment for them and in the long run to assist them enter the National employment mainstream and if need be accord them priority in employment. To achieve this, the following strategies will be used:—

- (i) To increase availability of capital and improve fund for Disabled people for the purpose of securing employment.
- (ii) To avail more vacancies for vocational training for disabled people;
- (iii) To encourage employers to employ more disabled people than they are currently employing.
- (iv) To implement as required all laws pertaining to the employment of people with disabilities.
- (v) To give priority to disabled people in counselling, acquiring licences, working tools, work places and reducing taxes. To sensitize disabled people so as to undergo and start self employment activities.

10.6.4 *Employment Promotion Strategy for Retrenched:*

In view of the Economic Reform Programme in Tanzania there is need for initiating programmes for technical and commercial training, acquiring-capital, work places and providing counselling to retrenched people from Government, Parastatal Organizations and Private Firms. The aim of such programmes is to make such people be re-employed or employ themselves.

10.7 **EMPLOYMENT PROMOTION OFFICES:**

The problem of unemployment in our country is increasing yearly. Job seekers are not aware of the behaviour of the Labour Market because centres to acquire such information do not exist. So Offices for promoting employment in the sense that they will provide employment services and labour exchange are necessary to be established.

In order to establish such Offices the following strategies will be followed:—

- (i) To collect, compile, translate, store and distribute data related to political sub-system and all information pertaining to the labour market.
- (ii) To assist job seekers get desired employment. Private centres will also assist in linking employers and seekers of employment within and outside the country.
- (iii) To give advise to students/trainees on the state of existing labour market within and outside the country.

10.8 EMPLOYMENT FOR EXPATRIATES:

Vacancies for wage employment are very few. Many Tanzania Graduates do not find employment especially in existing private industries, some institutions and Parastatals. Vacancies in such institutions are made available to Expatriates who have the same competence as our Graduates. Such cases are also common in construction companies and various consulting firms.

There is need to utilize our own Graduates and in so doing there will be a close monitoring of existing laws and guidelines pertaining to employment of such personnel.

There is also an exodus of professionals (brain-drain) to greener pastures outside the country. To such people the following will be done:—

- (i) To state categorically the type and number of employment vacancies existing in labour market and in approved employment agencies;
- (ii) To protect the employment status of Tanzanian working outside the country.
- (iii) a certain amount of money will be fixed which will be deducted from salaries earned abroad. This amount will be sent to this country as family remittances.

11.0 SUPERVISION AND COSTS OF IMPLEMENTING THE POLICY

A National Employment Council will be created, under the Chairmanship of the Office of the Vice President. The Secretariat will be the Ministry dealing with Employment Affairs. At Present it is the Ministry of Labour and Youth Development. The responsibilities of the Council will be:—

- (i) To coordinate Employment Policy in the country by relating activities of each sector with the growth of employment and labour productivity
- (ii) To lay way for conducive environment which will attract Parastatals and various institutions, private sector, NGOs, individuals in contributing to the increase and sustainability of employment.
- (iii) To supervise, coordinate and evaluate the implementation of the employment policy
- (iv) To relate the implementation of other national policies with the objectives of employment policy in order to facilitate implementation on an integrated basis.
- (v) To direct more resources to the implementation of the policy.
- (vi) To coordinate expenditure and development of youth, women and petty trader's Funds with the objective of ultimately having a self sustaining National Employment Trust Fund. This Fund will finally be owned by the target groups as share holders.

Members of the National Employment Council will be the following:—

- (a) Vice President Office—Chairman
- (b) Ministry of Labour and Youth Development—Secretary
- (c) Prime Ministers Office
- (d) Ministry of Industries and Trade

- (e) Ministry of Agriculture and Co-operatives
- (f) Ministry of Education and Culture
- (g) Ministry of Science Technology and Higher Education
- (h) Ministry of Community Development, Women and children Affairs
- (i) Ministry of Works
- (j) Ministry of Communications and Transport;
- (k) Ministry of Lands;
- (l) Ministry of Power and Minerals;
- (n) Ministry of Natural Resources and Tourism;
- (m) Ministry of Water;
- (p) National Planning Commission;
- (r) TFTU;
- (s) ATE;
- (t) TCCIA;
- (o) TCI.

The Council will be free to invite professionals of different fields in technology, know how, employment education etc to provide relevant counselling. Professionals will be invited from institutions like VETA, NIGP, SIDO, ILO, UNDP, GTZ, UDS, SUA, IDM, IFM, TEC, BAKWATA, CCT and others.

12.0 THE ROLES OF OTHER AUTHORITIES:

12.1 Central Government:

The Policy has identified areas for self employment. Such areas are Agriculture, Livestock, small scale industries, tapping of timber, honey, power, mining, fishery, commerce etc. All these sectors are under different Ministries which will be under the coordination of the National Employment Council. A close cooperation from concerned Ministries is needed to implement the objectives of the policy. Such Ministries and their roles are as indicated in Annex 'A' of this policy document.

12.2 Local Government:

The existing labour force and natural resources needed to be exploited are under Local Government, town councils, municipals councils and the city of DSM. One expects to find Labour and Youth Officers, in these areas. Such authorities will act as major supervisors of the employment policy. In order to execute their roles effectively the following will be done:—

- (i) The authorities need to be manned by a corps of well trained Labour and Youth Officers who will sensitize people to initiate self employment.
- (ii) The authorities should create departments of Employment and Youth Development.
- (iii) Such departments need to be reinforced with working tools and experts.
- (iv) The authorities should enact By-laws for each labour force to follow. All self initiated activities should be supervised at all levels from house holds, village level, ward and town and keep proper development statistics.

12.3 NGOs, Local and Foreign Donors:

Individual families, NGOs, local and foreign Donors should cooperate in the implementation of this policy in the following ways:—

- (i) To conceive and implement sustainable employment programmes.
- (ii) To finance training for expanding and sustaining employment.
- (iii) The Government should consult Donors who will assist in promoting employment in the Country.

12.4 Private Sector:

The Government will make sure that it will provide conducive environment for investment including implementing projects efficiently in order for this sector to increase and expand employment.

12.5 To emulate the examples of Foreign Countries

There is no need to conceive new ideas on employment promotion since foreign countries have experiences, in this area. Our challenge is to emulate the good things from them for the betterment of our people's development.

13.0 CONCLUSION:

Employment as a concept and employment in practice changes with time especially with the changing economic climate. The Ministry of Labour and Youth Development should be well equipped with necessary resources both human and physical in order to adapt itself to such changes. This adaptation is necessary if the Ministry is to face the employment challenge properly in collaboration with identified institutions.

The Ministry in cooperation with other sectors will evaluate the implementation of the policy objectives so that they may be realized as planned.

NATIONAL EMPLOYMENT POLICY THE RESPONSIBILITY OF THE CENTRAL GOVERNMENT IN IMPLEMENTING THE POLICY

<i>No.</i>	<i>Ministry</i>	<i>Responsibility</i>
1.	Vice-Presidents Office	To ensure that projects conceived are those which do not have adverse effects to environment and their aims are to eradicate poverty within the community.
2.	Prime Minister's Office	To see to it that district, Town, Municipal Council and the city council are the Prime implementors of this Policy.
3.	Labour and Youth Development	To Translate the Policy and give advice on what strategy to use in implementing it at the levels of District town and municipal councils and the city of DSM.
4.	Community Development Women and Children	To sensitize and educate society on the need for each labour force to be involved in productive work.
5.	Agriculture and Cooperatives	To sensitize, educate, provide inputs and know how to those initiating agricultural projects.
6.	Industry and Trade	To sensitize, educate, provide inputs and know how to those initiating projects related to industry and trade.
7.	Natural Resources and Tourism	To sensitize, educate, provide inputs and know how to those initiating projects within the sector.
8.	Lands and Urban Development.	To ensure that land is available, plots for various activities are identified and easily provided to those who need to undertake projects in this sector.
9.	Water/Energy and Works	To improve and make available services related to water, energy, and roads in project areas.