

RESTLESS DEVELOPMENT

TANZANIA

**THIS IS OUR NATIONAL STRATEGY FOR
2011-2015**

VIJANA KWANZA – YOUNG PEOPLE FIRST

**22 MILLION PEOPLE ARE UNDER 25 IN TANZANIA
THAT'S NEARLY HALF THE POPULATION**



**RESTLESS
DEVELOPMENT**
THE YOUTH-LED DEVELOPMENT AGENCY

WE ARE RESTLE

**BECAUSE THE PROBLEM
OF THE WORLD PERSISTS
WE WANT TO RESOLVE**

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We know there are many challenges and opportunities for development and growth facing Tanzania.

Based on our 18 years of experience, we know that young people can contribute to achieving the urgent development priorities of Tanzania today. Since then we have helped thousands of young Tanzanians to become young leaders who show that young people can create lasting change.

We have been cited as best practice by UNICEF, UNAIDS and the World Bank for our unique youth-led methodology.

We are winners of the Stars Foundation Award for Impact in Education in 2007.

WHAT WE MEAN WHEN WE SAY YOUNG PEOPLE

Around the world, the term 'youth', 'adolescent', 'young person' are interchanged, often meaning the same thing.

At Restless Development, we know that 'youth' refers to a phase of life when a person moves from a time of dependence (childhood) to independence (adulthood).

The most common international definition used by the United Nations and the World Bank, defines youth as between the ages of 15–24. This is the same as the Government of Tanzania's Youth Development Policy (2007). However, different national strategies have definitions as wide as 14–35.

We work with young people across this age range depending on the specific needs of target group we are reaching and the nature of the programme.

Our organisation is youth-led. This means we are driven and guided by young people, drawing upon their energy, creativity and skills to create positive change.

All our programmes show that young people and youth are an asset to society.

Our strength comes from being led by young people and young professionals, from the village right through to the boardroom.

We aim to prove on a daily basis that young people really can.



WHY YOUNG PEOPLE

YOUNG

Tanzania has the 10th largest youth population on the planet.

There are 22 million young people under 25 living in Tanzania.

With 48% of them under the age of 15¹, Tanzania's child bulge will transform into a youth bulge in the coming years.

With their size, energy and potential, young Tanzanians make up a huge and vital resource for development. Yet they are disproportionately affected by the challenges facing Tanzania today, and with their numbers on the rise, it's even more critical to engage young people in development today.

UNEMPLOYED

Young people are vulnerable to unemployment and lack resources for wealth creation.

53.3% of the unemployed workforce are young people

Unemployed young women outnumber unemployed young men by 33%.

Young people who do work are often unpaid, and their jobs and income are insecure.

The agriculture sector, the main source of youth employment, is in decline.

Without stable livelihoods, young people suffer from extreme poverty and social exclusion, often resulting in negative behaviours formed at a young age, e.g. risky sex, drug abuse, and crime.

Only 4% of young people have access to micro-credit and loan schemes in Tanzania, meaning that young Tanzanians struggle to create their own opportunities.

A RECENT STUDY

by Restless Development highlighted the following challenges:

YOUNG WOMEN AND EMPLOYMENT:

"If you want to be employed by contract you must offer a sex bribe. There was one friend called Eliza... she was told by our boss that if she wanted to be employed by contract she must provide him with sex... My friend decided to agree, and the boss signed a contract with her. But after some days the boss called her to the guest house for sex and she refused. The boss told her that he would stop her contract. Eliza said that if he stopped her from working she would go to the court. She continues to work, but it is not comfortable."

Fatma, 18, Kinondoni, Dar es Salaam²

YOUNG PEOPLE AND INCOMES:

The government should think about providing the youth with loans and credit so as we could get capital for starting our own income generating activities. The government should observe the youth because we are the labour force of the Nation.

¹Tanzania Demographic and Health Survey (TDHS), 2010

²Restless Development, State of Youth Research, Focus Group Discussion, October 2011

³Restless Development, as above, October 2011

WHY YOUNG PEOPLE

AFFECTED

Young people are severely affected by sexually transmitted infections and risky behaviour.

45% of all new infections are among young people aged 15–24¹.

HIV prevalence rate among 15–24 year olds is 5.9% compared to the national average of 5.7%².

Young women account for 75% of young people aged 15–24 living with HIV and AIDS³.

The areas where Restless Development works, experience the highest prevalence rates in the country with Iringa at 15.7%, followed by Dar es Salaam at 9.3% and Mbeya at 9.2%.

44% of young women are either mothers or pregnant with their first child by the age of 19 as a result of early marriage, teenage pregnancy and the status within a traditional society⁴.

30% of female 20–24 year olds believe a husband is justified to beat her if she refuses sex.

EXCLUDED

Young people are often left out of making the decisions that affect their lives

While young people are increasingly demanding for space to participate in decision making processes in Tanzania, their participation remains low.

The Government of Tanzania has enacted policies like The National Youth Development Policy of 2007, to achieve young people's right to participate formally in decision making.

Tanzania is an age hierarchical society, and while efforts are being made to increase representation of young people in decision making bodies, they need a voice in decision making forums.

A recent survey by Restless Development showed that only 25% of young girls are transitioning from primary to secondary schools in the Southern Highlands region, with only 10% of those who have become pregnant being allowed to continue in education despite the existence of a policy on the right to return to school for girls. As a result, opportunities for young girls to become independent and productive members of society are severely diminished.

By fostering a healthy young population, young people will be ready to contribute to Tanzania's development and growth priorities from the moment they enter the labour market.

This generation of young people are the first to have only lived, or who's only political living memory, is of an independent and democratic Tanzania. In this respect, today's young people are unique.

This combined with their greater access to information, means that young people can and do become engaged early, creating the potential for positive active citizenship from young people today.

A survey by Restless Development showed that young people's knowledge and participation in policy development, implementation and monitoring is low at 10.4% (Southern Highlands, Dar Es Salaam, and Dodoma), and awareness of national policies was as low as 24% in some regions.

¹Tanzania AIDS Commission Report 2008

²UNGASS Progress Report 2010

³TACAIDS 2008

⁴TDHS 2010

WHAT YOUNG PEOPLE HAVE TAUGHT US

YOUNG PEOPLE ARE NOT HOMOGENOUS.

Their interests and needs vary greatly depending on their age, gender, situation, experience and many other factors.

We will put focus in our strategy in delivering tailored programmes with and for young people.

YOUNG PEOPLE ARE HEAVILY AFFECTED BY POVERTY.

Restless Development knows that young people are not only beneficiaries, but can be agents of change in their homes, communities, and country. We engage young people in a multi-faceted way, understanding that not being able to address their own problems is often a barrier to them helping others.

We will continue enabling young people to access essential quality services where it is relevant.

YOUNG PEOPLE FROM ALL LEVELS HAVE A ROLE TO PLAY.

We have shifted our programmes to enable young people from rural communities with limited education to participate in conducting professionalised development in their communities. This not only increases community ownership in development, but enables young people with few opportunities to take the lead, and often leads to a longer-term commitment to development beyond their time with us and often results in their re-entry into formal and vocational education as part of their career development.

We will continue to expand opportunities for young people from all walks of life to lead our work.

YOUNG PEOPLE NEED TO WORK WITH OTHERS.

Young people cannot work in isolation from the rest of society, and we have learnt when young people work in partnership with civil society, donors, businesses, and government, their impact for development is even greater. Young people add value through their creativity in identifying solutions to familiar problems, and their openness to change which can help societies to move forward.

We will focus on increasing opportunities for partnerships between young people and different stakeholders to strengthen inter-generational and inter-sector partnerships for development.

WHAT WE HAVE DONE SO FAR

2010 IN NUMBERS

22,503

Young boys and girls reached directly through classroom peer education on sexual and reproductive health and life skills

209

Young Tanzanian expert volunteers in rural communities delivering sexual and reproductive health, livelihoods and civic participation activities with young people

389

Youth community action group members trained to coordinate youth activities at a community level

150

Young people and 83 civil society organisations convened to participate in national youth consultation for Mkukuta II



EXTERNAL EVALUATION

An independent external evaluation of our work from 2008–2010 identified:

WE INCREASE YOUNG PEOPLE'S KNOWLEDGE OF HIV PREVENTION METHODS

94% of young people we supported can correctly identify at least 4 ways HIV spread and how to avoid infection; whereas only 65% of young people in the control group could do the same

WE DECREASE YOUNG PEOPLE'S VULNERABILITY TO SEXUALLY TRANSMITTED INFECTIONS (STIS)

Only 4.3% of young people in Restless Development placement communities were in receipt of STI treatment, compared to 8.3% in the control communities;

This is coupled by high VCT attendance averaging 75% in Restless Development placement communities compared with only 43.2% in the control;

98% of respondents at all Restless Development placement sites had attend SRHR education events organised by Restless Development.

WE INCREASE YOUNG PEOPLE'S INVOLVEMENT IN DECISION MAKING

50% of young people we worked with participated in decision making at a family level; whereas only 30% of young people in the control group were involved;

An average of 38% of young people in Restless Development placement communities had taken part in community based decision making events; compared to only 20% in control communities;

The National Youth Consultation on Mkukuta II involving 150 young people and 83 civil society groups ensured the youth agenda was incorporated into Mkukuta II

WE INCREASE YOUNG PEOPLE'S INCOMES AND SAVINGS

Young people who earned less than TZS 100,000 before Restless Development interventions have increased their income to between TZS100,000 –TZS 400,000;

Less than 2% of young people in Restless Development placement communities spend their income on alcohol and drugs, compared with 8% spending on drugs and alcohol in the control;

Young people in Restless Development placement communities are on average saving 4% of their incomes, whereas none of the respondents in the control saved a portion of their income.

WE CREATE SUSTAINABLE IMPACT IN COMMUNITIES WITH OUR MODEL

In randomly selected sites where Restless Development has phased out, young people are still delivering peer education, teachers are still advising and supporting peer educators, large and active community action groups exist, and councils include young people as council members.

WHAT WE ARE GOING TO DO

OUR VISION

Young people are taking up leadership roles which contribute to the urgent development needs of Tanzania as set out by Mkukuta II supported by their government, communities, civil society and business

OUR MISSION

To place young people at the forefront of change and development.

TO MAKE THIS REALITY, WE HAVE THREE BIG GOALS

01 LIVELIHOODS & EMPLOYMENT

Young people are taking up productive livelihoods and employment opportunities that contribute to their household income and the economies of their communities and country.

02 CIVIC PARTICIPATION

Young people are significantly contributing to development processes in Tanzania leading to policies and practices that are beneficial to young Tanzanians and the population.

03 SEXUAL & REPRODUCTIVE HEALTH & RIGHTS

Young people are engaging in safe sexual and reproductive practices that lead to healthy lives and fulfilment of their rights.

HOW WE WILL DO IT

SCALE AND IMPACT

We are determined to increase the positive impact of young led development in Tanzania from the grassroots level right through to the policy making level.

We will diversify our techniques for delivering youth led development to achieve this, and will strive over the next four years to establish a national presence which will demonstrate that we truly are the national banner for youth led development.

In order to create sustained, meaningful impact, we will achieve our goals through five core approaches:

DIRECT DELIVERY

GENERATION OF LEADERSHIP

BUILDING A STRONG YOUTH SECTOR

SHAPING POLICY AND PRACTICE

SHARING & LEARNING

Please read on for detail on our approaches.



Teaching through drama

DIRECT DELIVERY

Structured long-term grassroots interventions in the goal areas led by young people in under-served rural and urban communities across Tanzania reaching young people in and out of school.

We will professionally identify, recruit, train and support young people to lead holistic development projects that spread knowledge, develop skills, and address priority issues within their communities and across the country.

These young people, with our support, will develop and design activities in the goal areas with community stakeholders including: community leaders, young people, community action groups, teachers, health workers, media and CBOs, to ensure ownership and local relevance.

Through this approach we reach tens of thousands of young people every year helping them to get involved in community development, access services, and participate in decision making.

The type of activities carried out varies hugely but can range from organising sports leagues as a way to share information regarding sexual health and rights to delivering livelihoods education workshops in the community to community radio debates with local leaders on the youth development policy.

Through this approach we currently reach 100 wards across the Southern Highlands, and phase out of communities within three years handing over the work to the local community structures developed.

Over the next four years, we intend to expand this approach into new areas based on rigorous survey and situation analysis, and through collaboration with our partners.

WE WILL

Place 600 trained young professionals in communities and with partners across the country

Provide structured youth-led interventions directly benefitting 200,000 young people in Tanzania through our young professional volunteers and community action groups

Deliver comprehensive training to at least 200,000 young people in and out of school on sexual and reproductive health and rights, life skills, livelihoods and employment development, and civic education complementing government plans and strategies

Build capacity of at least 600 community action groups, service providers, and local leaders to effectively plan, support, and deliver youth friendly services with and for young people

Through strategic partners, link young people to programmes, services, training and resources which provide technical support to young people across our goal areas



OUR WORK IN ACTION

In 2010 Restless Development opened a new programme in Ruvuma reaching 15 target communities in Mbinga, Tunduru, and Namtumbo. We recruited and placed 30 young community volunteer peer educators (50% female) to work directly with young people across our goal areas.

With their support we have facilitated three district level youth forums sensitizing 108 young people, village, ward and district officials on the youth development policy; delivered livelihoods and entrepreneurship training to 30 community action groups; and helped over 4,000 young people in and out of school access sexual and reproductive health services.

Like all our programmes, we work closely with local communities who participate in the set up of the programme to assess local needs, establish (where needed) community action groups to provide young people with a platform to organize their activities, and through the community action groups provide comprehensive training and local activities in our goal areas.

Mwanahamisi Rashidi lives in Mchoteka Ward, in Tunduru District. She is just sixteen years old, and both her parents passed away when she was in primary school. Mwanahamisi has always dreamt of becoming a teacher and she succeeded in passing her standard seven exams and joined Mchoteka day secondary school in 2008.

When she was in form three, she became pregnant, having had no education on sexual and reproductive health, and was shortly after expelled from school despite the policy for girls to return to school. Mwanahamisi gave birth to a baby girl in May 2011. After hearing about Restless Development's community volunteers in her area, she visited two volunteers feeling that she no longer had any opportunities for her future. The team sensitised her on the policy and provided peer education on sexual health and life skills, and encouraged her that there are girls who back to school after pregnancy.

“I’M HAPPY TO TALK TO YOU [COMMUNITY VOLUNTEERS] BECAUSE I THOUGHT THAT I HAVE GOT NO CHANCE AGAIN TO CONTINUE WITH MY STUDIES, FOR SURE YOU HAVE CAPACITATED ME A LOT. AT THAT TIME I WAS NOT HAVING SEXUAL HEALTH EDUCATION AND EVEN THE WORD LIFE SKILLS WAS NEW UNTIL I HEARD IT FROM YOU.”

Mwanahamisi has since decided to approach her old head master with the support of our volunteers to discuss returning to school, and with discussion the school has accepted her back. She will be sitting form four national examinations in October 2011.



Middle: Mwanahamisi Rashidi, form four student, Mchoteka, Ruvuma

GENERATION OF LEADERSHIP

Systematic efforts to develop young people as leaders by helping them take the next steps in the careers, business, and start their big ideas, today.

The young people we recruit, train and support in full-time professional opportunities are defined by a spirit and commitment to positive change that makes them natural leaders, and arguably the most valuable product of our work.

Over the next four years, we will be investing in supporting our alumni through structured careers support, business development support, and access to further training and resources, and building on their commitment to positive development.

We know they will also give their expertise and commitment to development within our organisation at different stages of their career helping us to evolve and continue our work effectively.

We have produced more than 2000 alumni who are working all over the world. With 70% of them going on into careers connected to development and public service.



WE WILL

Produce another 600 young leaders trained and experienced through full-time professional work

Provide tangible individual support to 300 of our alumni enabling them to further their own career and business prospects, and help their communities and countries positively

Create a formal national alumni network in Tanzania supported by regional hubs and events

Provide training to active alumni networks to support delivery of peer education in universities, communities, and places of work across our goal areas

Run career development events and fairs and set up internship schemes for young people in and out of school connecting employers to skilled young employee prospects

Establish a young women's leadership programme in rural and urban areas to support young women to achieve their ambitions

OUR WORK IN ACTION

Kerafi Mbogela, is an alumni volunteer of Restless Development. After completing his placement in 2009 he now studies Education at the University of Dodoma.

This year Kerafi and two alumni peers have been sensitising communities around their university on HIV prevention and life skills. In particular, they formed a close bond with a local group of Masaai living near the university.

The Maasai remain amongst the most affected by HIV in Tanzania. Langai's group was established in 2008. They work as hairdressers by day and by night they work as house guards. With two jobs they earn good income, but were spending their money on alcohol and prostitutes, leaving them homeless and vulnerable to STIs. Kerafi and his peers gained the trust of Langai's group who came to them for help. They explained methods of HIV prevention, assisted them in accessing VCT services, and helped them to set up a bank account and plans for saving. They linked Langai's group to a local micro-finance institution and the group is now opening a salon shop where they will live and run their business.



Kerafi (white t-shirt) doing a condom use demonstration

BUILDING A STRONG YOUTH SECTOR

Expert advice and technical training to selected youth focused and youth led organisations across Tanzania to strengthen delivery of youth development work.

We cannot reach every young person in Tanzania on our own, and neither should we. We know our youth-led model of development works, and our approaches are highly replicable.

There are more than 300 youth-led and youth-focused organisations in existence today in Tanzania, and with increasing interest in youth development in Tanzania, this number is likely to expand.

We are in a position to contribute our expertise to ensuring quality programming through partnership and tailored capacity building support to strategic and committed organisations.

We also need to work with other organisations utilising innovative approaches, to lead from them, and to coordinate for improved voice, practice sharing, joint working, and coordination as a sector.

WE WILL

Establish a new national volunteering programme placing form six leavers and newly graduated alumni in technical placements with youth-led and youth focused organisations in Tanzania across our development goals

Expand and support the development of a national and regional youth civil society forums and other existing youth platforms to improve coordination, participation, practice sharing and purpose

Provide technical training and tailored capacity building support to 300 youth camps and youth groups across Tanzania

Work with expert partners from the public, private and civil society sector across our goal areas to strengthen youth programming in Tanzania



OUR WORK IN ACTION

We are responding to demand from young people to set up income-generating projects. We are contributing in our own unique way to the development of youth led enterprises and organisations across Tanzania having already worked with 2800 young people since this work started in 2008.

We have been working with a group of girls called Umoja Dada to form a tailoring group. Through young adult volunteers we trained them in tailoring, batik-making and marketing of their products, giving the girls the skills to build and promote their business. The money for the initial materials was invested by the girls themselves. The group is already making money, re-investing its profits, and membership of the collective has increased to 22. As new members join, established members are passing on those business skills. We are now supporting Umoja Dada to develop the systems and practices to run their business transparently and sustainably, and to access technical support, resources, and market access for their businesses to grow from other organisations and businesses.



Umoja Dada

SHAPING POLICY AND PRACTICE

Structured initiatives to support policy development, implementation and monitoring which ensure policies and services exist, that benefit young people in partnership with government, donors, civil society, and the private sector.

We will be investing in this area of the next four years to ensure that young people are represented in decision making processes across our goal areas from the community to national level; and that coordinating bodies at all levels are established and effective.

To equip young people with the skills and experience to participate in decision making we will be providing training, practical accompaniment support and opportunities for young people to engage decision makers.

As an organisation which is rurally based, and working in close partnerships with communities, we are in a strong position to provide credible grassroots evidence and research to demonstrate progress and gaps in policy implementation for young people.

WE WILL

Support 1500 young people as effective representatives in decision making structures from community to national level across our goal areas

Provide technical training and ongoing support to young people and decision makers to ensure young people's role in decision making is achieved and decision makers are equipped to fulfil their roles

Deliver youth forums to enable young people and local decision makers and service providers to understand key national policies and how they relate to young people

Facilitate structured youth led consultations between young people and donors, government and the private sector to improve youth engagement strategies

Produce and disseminate grassroots evidence based researches to demonstrate progress towards commitments made for young people

Produce an annual state of the youth position paper as our banner research on the situation of young people in Tanzania every year

Facilitate local and global exchanges to see youth led development in action

Advocate for policies, practices and services essential to youth development in Tanzania

Ensure this work is led with and by young people



OUR WORK IN ACTION

13 young people from across the country took part in a consultation to contribute directly to the development of the new global USAID youth policy. Five major problems were identified by the group: unemployment, lack of youth participation in decision-making, lack of youth understanding of their skills and potential, lack of knowledge and rights, and impact of myths about HIV and AIDS. Gender discrimination was seen as a cross cutting issue. Young people told USAID 'just giving money is not a solution'. They strongly felt young people needed to be involved in making services more accessible. USAID saw this consultation as a first step in a series of engagements with youth-led groups in the development of its policy and has since invited further youth groups from across Restless Development globally to take part.



USAID consultation group

SHARING AND LEARNING

Publication of research, tools, and resources to share youth-led development models in partnership with government, civil society, donors, and other agencies to improve practice in Tanzania, as well as demonstrating the situation of young people in Tanzania.

We know our proven and tested model for youth-led development bring quick results, and can be adapted and replicated by civil society, private sector and government partners – we need to invest resources in documenting, sharing, and providing our time to ensure good practice is replicated.

We also know there are other organisations in Tanzania and globally who are paving the way for sustainable youth development in their own way, we want to contribute to increased access to these materials and practices in Tanzania.

WE WILL

Conduct technical evaluations of our youth led development interventions in Tanzania

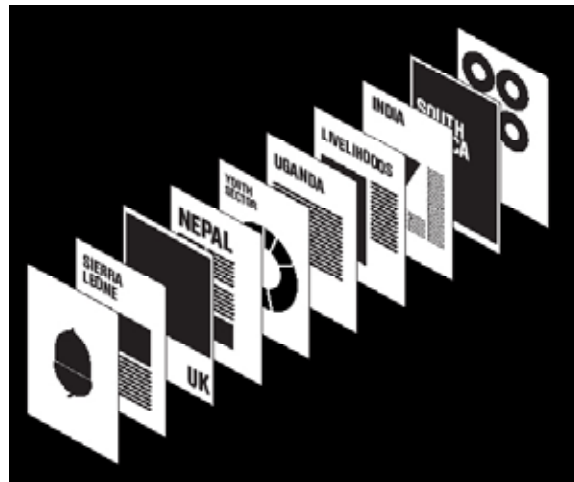
Capture and publish good practice resources on youth led development models for use by government, civil society, donors and multi-lateral institutions

Utilise social media platforms with young people to share and communicate young people's interests and needs, case studies, and researches

Research and share findings on current and emerging issues facing young people in Tanzania placing a strong emphasis on the issues facing young women across our goal areas

Document 100 case studies of our values based young leaders showing their change they are leading in the public, private and civil society sectors

Enable young people to lead our work in this area



OUR WORK IN ACTION

We believe in placing young people at the heart of our learning strategies. This year we have conducted three major researches led and involving young people from the design stage right through to the analysis of the findings.

In September 2011 we began our 'State of the Youth' research on the situation of young people across Tanzania. This research has been guided by the energy and ideas of three young Tanzanian researchers who are leading the process with the support of a young international research advisor, and with the support of our programme quality team in head office. The study has included a national desk research and interviews with key stakeholders across our three goal areas, and focus group discussions with groups of young people unreached by Restless Development on the issues facing young people today in Tanzania.



Focus group discussion

Devotha Boniphace, one of our researchers, writes:

“[I have learnt] youth in Tanzania both in rural and urban areas have a lot of good contributions and opinions that if they could be given the opportunity to give out their views and given positions to participate they could help decision makers to make the changes needed in Tanzania happen... In all the communities, it was good for me also to see that young women in both rural and urban areas are free to talk and contribute without fear when they feel that there is a woman listening to their problem... The best thing for me is that the research has made me gain more confidence, research skills, the attitude and to know the kind of languages that makes young people feel free and to own the discussion.”

WHO WE WILL WORK WITH

We know that we cannot deliver this ambitious strategy on our own. Partners from all sectors will be instrumental in our success. We will continue to form partnerships with individuals, organisations and institutions that share our values and goals. We can offer one another our skills and resources to make our work more effective and amplify our impact.

NATIONAL MINISTRIES AND LOCAL AUTHORITIES

We work closely with national ministries and local authorities in all the work we do, and will continue to strengthen and expand these partnerships across the sectors we work in over the next four years.

This currently includes: the Ministry of Education and Vocational Training's PASHA programme, TACAIDS, and the Ministry of Youth, Information, Sports and Culture; Regional, district, ward, and village authorities, councils, and staff as they relate to our goal areas.



YOUTH-LED AND YOUTH-FOCUSED ORGANISATIONS

Restless Development knows that an effective youth sector in Tanzania is critical. We currently coordinate a monthly civil society forum for youth led and youth focused organisations at national level in Tanzania with the support of a number of youth agencies.

We will continue to support the role and function of this group, as well as developing further individual partnerships at a national and local level across Tanzania.



NATIONAL AND INTERNATIONAL NGOS

Restless Development is a national strategic partner in the Sexual and Reproductive Health and Rights Alliance with African Medical and Research Foundation (AMREF, lead partner), Health Actions Promotions Association (HAPA) and the National Institute for Medical Research (NIMR).



WHO WE WILL WORK WITH

BI- AND MULTI-LATERAL AID AGENCIES

Restless Development is collaborating with the International Labour Organisation's (ILO) Youth Entrepreneurship Facility in Tanzania and together we are working to increase access to livelihoods and entrepreneurship skills development for young people in the Southern Highlands of Tanzania.

We have also provided technical assistance in youth engagement to agencies including DFID, Sida, USAID, and UNFPA.

PRIVATE SECTOR

We recognise the working with the private sector is key to enabling young people to access technical support, resources, and employment opportunities for their careers and businesses. We already partner with Airtel and Star Times who provide internship opportunities for our alumni.

KPMG LLP, a leading professional services firm providing audit, tax and advisory services, provides funding and places highly skilled employees in our country office to pass on vital expertise with a focus on financial management and internal audit to our young staff.

“We are committed to our communities and are delighted to be working with Restless Development providing pro bono services to help strengthen their mission to support young people in developing countries to reach their potential.” Roisin Murphy, Corporate Social Responsibility, KPMG LLP.



HOW WE FIT INTO THE BIG PICTURE

NATIONAL DEVELOPMENT GOALS

Our plans are centred on adding value to Mkukuta II, the Government of Tanzania's national strategy for growth and poverty reduction. We do this by contributing to poverty alleviation among young people, and by enhancing their skills and opportunity to contribute to macro-economic growth and development.

Our work contributes to a range of national strategies. For example:

In sexual and reproductive health and rights we contribute directly to the National Adolescent Health and Development Strategy. In all areas, we contribute to the National Youth Development Policy 2007, particularly:

3.23 ON FAMILY LIFE EDUCATION AND ADOLESCENT REPRODUCTIVE HEALTH

3.16 ON ACCESS TO FINANCIAL SERVICES AND SUPPORT FOR POVERTY REDUCTION

3.10 ON YOUTH PARTICIPATION AND GOOD GOVERNANCE

MILLENNIUM DEVELOPMENT GOALS (MDG)

With 2015 around the corner, there is still a long way to go to deliver on the commitments of the Millennium Development Goals. There is mounting pressure from donors, governments, and citizens of rich and poor countries alike for increased accountability, better coordination of efforts, more tangible development results and transparent value for money in the development sector.

At the same time, there is an increasing recognition of the importance of engaging young people to improve development policies and results on the ground. The result is that many traditional development actors are rethinking the role of young people and how they can engage them directly.

Our work sits at the intersection of these trends and pressures. We are a niche player in development, and will play our part in mobilising young people to deliver development results and helping other interested parties to do the same.

03 PROMOTE GENDER EQUALITY AND EMPOWER WOMEN

Target 9: Ratio of girls to boys in primary, secondary, and tertiary education

Target 10: Ratio of literate women to men, ages 15–24

06 COMBAT HIV/AIDS, MALARIA, AND OTHER DISEASES

Target 18: HIV prevalence among pregnant women ages 15–24 years

Target 19: Percentage of population ages 15–24 years with comprehensive and correct knowledge of HIV/AIDS

09 DEVELOP A GLOBAL PARTNERSHIP FOR DEVELOPMENT

Target 45: Unemployment rate of young people ages 15–24, by sex

HOW WE WILL MANAGE OUR BUSINESS AND IMPACT

Alongside this Strategy we have a business plan and a strategic log-frame.

The business plan lays out what we will do to make our strategy a reality. It sets out the organisational structure, budget, revenue model, information management systems, risk management and operational requirements to deliver on our programmatic commitments.

The strategic log-frame sets out the change we want to see over the next four years. To support the capture and measurement of the development changes we have contributed to, there is a comprehensive monitoring and evaluation system setting out roles and methodologies for quantitative and qualitative data collection from the volunteer to the board.

We expect that over the next four years our techniques to change through continuous learning and emerging trends. However, we are steadfast in our commitment to the goals we have set out achieve.

We are a values driven organisation, and the way that we deliver our work is as important as the results we want to achieve. These will underpin our Strategy to ensure that we remain a transparent, reflective and sustainable agency.

WE WILL

Continue to recruit, place and support young people and young professionals to be successful in positions of significant responsibility, often at more senior levels than in other organisations, putting our youth-led mission at the centre of who we are.

Develop annual plans and interventions based on local priorities, opportunities and resources, and with significant input from young people and our strategic partners to ensure our work is relevant to young people's interests and needs, and adding value to sector plans and strategies.

Conduct comprehensive reviews of our progress towards delivering the commitments in our strategy in 2013 and 2015.

Conduct value for money analyses of our work annually, publishing the 'value for money' results on our website.

Ensure no single donor constitutes more than 30% of our total revenue and seek to secure as much of our funding in-country to ensure our work is valued in the local market and that we build our work on locally available resources.

WHERE WE WORK

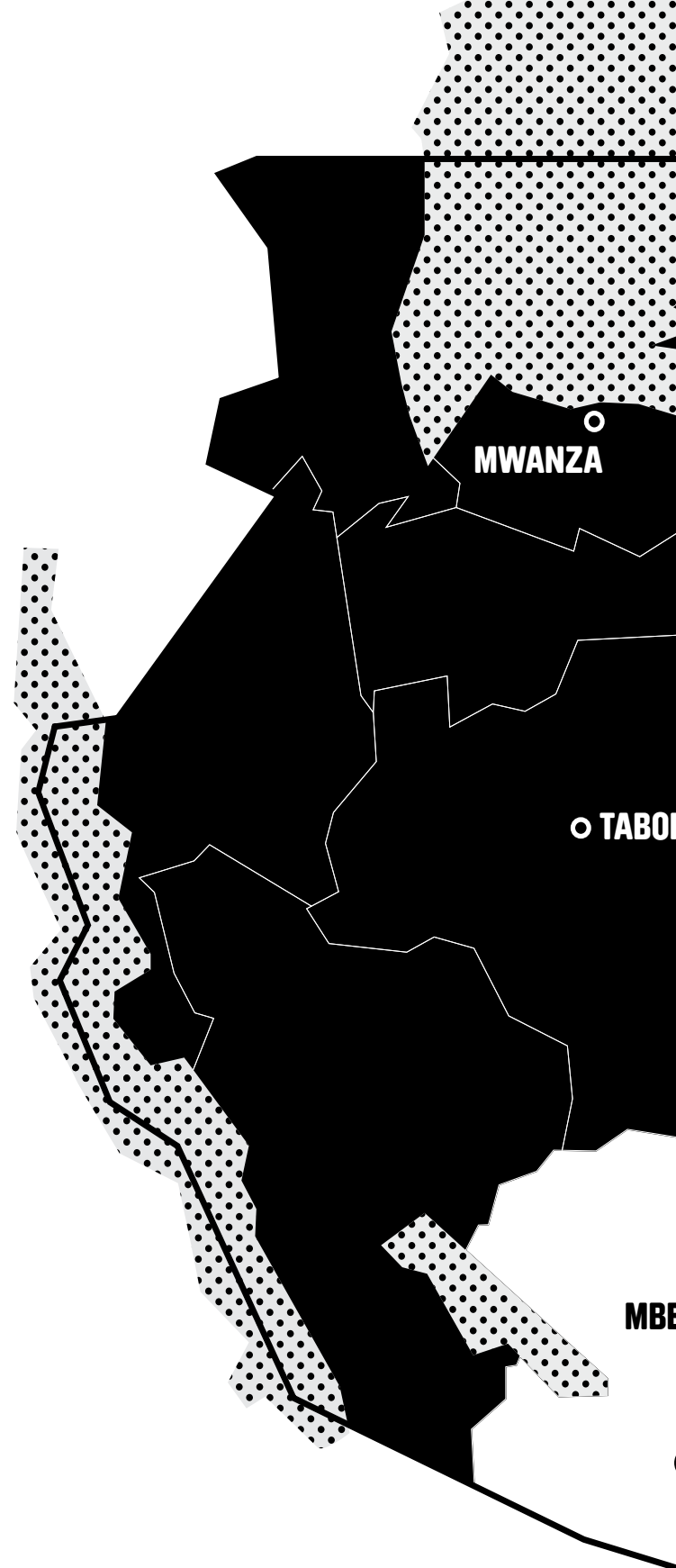
Today we work through regional programmes in Iringa, Mbeya, Ruvuma, Dar es Salaam and Dodoma with our head offices based in Iringa.

Moving forward, we will continue to work in rural, urban, and peri-urban settings across Tanzania. We intend to achieve a national presence, and will grow using flexible and sustainable approaches including:

Geographical expansion of our model where relevant to local needs and adding value to efforts of development actors

Expansion through expert technical support to committed partners in under-served regions, areas, or reaching marginalised target groups

Outreach and presence through an active alumni volunteer network across the country.





ARUSHA ○ MOSHI

DODOMA

DODOMA

○ MOROGORO

IRINGA



MBEYA

IRINGA

SONGEA

RUVUMA

ZANZIBAR

DAR ES SALAAM

○ LINDI

○ MTWARA

HUNGRY FOR MORE?

CONTACT US FOR MORE INFORMATION AND GET INVOLVED.

Online: www.restlessdevelopment.org/tanzania

Email: infotanzania@restlessdevelopment.org

Iringa

Uhuru Road, Near Lugalo Secondary School, or P.O. Box 737

Tel: (255) 0262 703422

Mbeya

UMATI Building – Opposite CCM near Mbeya Referral Hospital

Tel: (255) 0254 060

Ruvuma

SLP 453 Ruvuma

Tel: (255) 0252 602 430

Dar Es Salaam

Mikocheni area, near Hubert Kairuki Hospital, PO Box 35748

Tel: (255) 0222 745 530

