

Newsletter Research, Network and Support Facility

Published by the EC-funded RNSF project based on the EU “Investing in People” Programme



Teaching tailoring
in Tanzania

Credit: Plan UK

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New book on the way

Springtime is back, and with a lot of good and exciting news for the IESF Group! The last Regional Workshop on Informal Workers Organization and Mobilization held in Lima in December 2017 has deemed fruitful and has led to a book entitled *Strategies and approaches for organizing and mobilizing informal workers* which will be published in the coming weeks. Focused on Informal workers' organization and mobilisation experiences, the book offers guidelines and recommendations on what works in this specific field on the basis of RNSF research and participants' contributions.

Focus on Youth

In line with the latest publication and events promoted on the IESF group centred on vulnerable groups (women, youth and disabled people), we present a focus on youth and children empowerment within informal economy, through a field study provided by Plan UK international and a set of best practices taken from the *Volume 4.2 – Recommendations Based on Analysis of a Range of Development Agencies on Support to People Dependent on the Informal Economy*.



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Special Focus on

RNSF book on organizing informal workers

By Paolo Carlini, RNSF Team Leader

New RNSF book: Strategies and approaches for organizing and mobilizing informal workers

As announced in January, RNSF is working on the finalization of a new book dedicated to a key issue: how to support the organization and mobilization of informal workers. The publication is the result of the discussions of a group of CSOs, Local Authorities, researchers and experts who attended the workshop we organized in Lima from 4th to 8th December 2017.

We will present strategies for organizing informal workers and fostering collective actions to improve their working and living conditions. Although Latin America has experienced a decade of intense economic growth informality rates are quite stable. The reduction in percentage has been minimal compared to the economic growth we have had. As example in Peru, Colombia and Ecuador, 7 out of every 10 workers are informal.

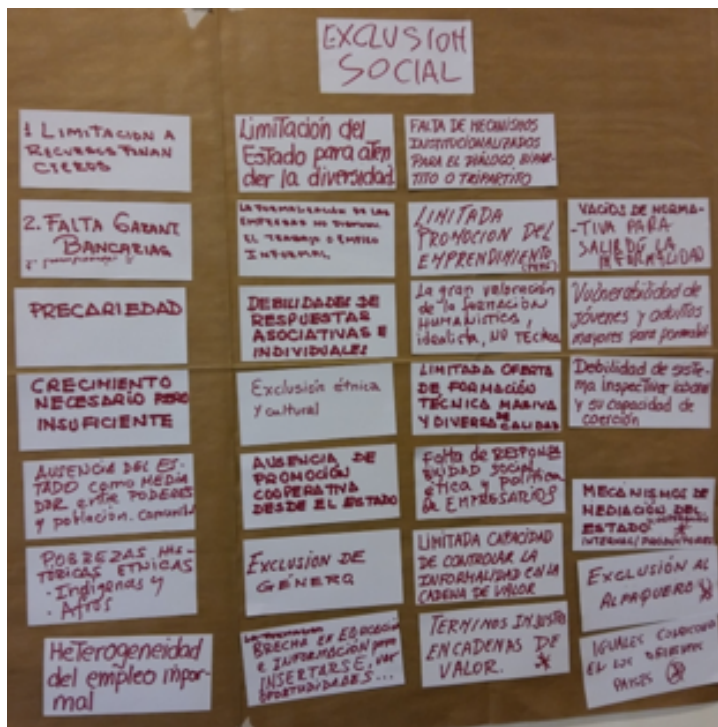
Being in the informal economy improves the chances to be in a situation of vulnerability and social exclusion thus feeding the circle of poverty and inequalities. The need to put in place integrated strategies to tackle informality is more and more clear in the governments political agenda, especially since the ILO has issued in 2015 the [Recommendation 204 concerning the transition from the informal to the informal economy](#).

The book will include examples and case studies to illustrate the benefits of organizing informal workers as way to give voice to vulnerable groups and strengthening their capacity to pursue together a common goal.

Why is it important for an informal worker to join an organization? Affiliation is a universal right that all citizens are entitled to. As examples, in the case of Peru, Bolivia and Haiti this right is guaranteed by the Constitution of the State:

- In Bolivia in the New Political Constitution of the State in Chapter III Civil and Political Rights, Section I Civil Rights Art. 21 "Bolivians and Bolivians have the following rights: clause 4. To freedom of assembly and association, in form public and private, for lawful purposes."

- In Haiti in the Political Constitution of the Republic, in Section E Art. 31. "The freedom to organize to meet without arms for political, economic, social, cultural purposes and all other peaceful purposes are guaranteed."



Brainstorming for book drafting during RNSF Workshop in Lima

- In Peru in the Political Constitution, in Chapter I Art. 2, Section 3. 3. "Freedom of conscience and religion, individually or in association. There is no persecution because of ideas or beliefs. There is no crime of opinion. The public exercise of all confessions is free, provided that it does not offend morals or alter public order."

When informal workers are supported in achieving the right of organizing themselves many benefits are possible, such as:

- To pursue common goals and improvements in living conditions.
- To have legal representation and recognition before the authorities and civil society
- To have rights to access credits, improve agreements, apply for calls for financing through projects
- To push the employer to guarantee decent working conditions and fair salary
- To access social protection mechanisms.

This collective book addresses the needs to raise awareness among key stakeholders and disseminate good practices and strategies for the organization and collective actions of informal workers in view of supporting the work of practitioners working with people depending on the informal economy.



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Reporting

Promoting sustainability through integrated employment and entrepreneurship programmes

By Plan UK, staff

Supporting the provision of decent work in the informal sector, by enabling youths to access government loans and social protection schemes

Tanzania's economy has seen steady growth in recent years, providing more opportunities for young people. However, unemployment is severe, especially among youth aged 15 – 35 years, with 700,000 young people entering the labour market annually but only 30,000 or 4% secure employment in the formal sector. The remaining 96% fall into the informal economy and some remain inactive. Young men and women aged 15-35 make up over 40% of the population, and these are the people most affected by the lack of safe, decent work. Young people experience much higher unemployment than the national unemployment rate of 10.7% – as high as 31.5% in the capital of Dar Es Salaam; poverty rates in Tanzania remain very high with more than two thirds of the population living on less than US\$1.25 a day. Most Tanzanians have few choices for earning a living, and small-scale or subsistence agriculture is common to provide food for the household. Those who go out to work frequently have no option but the informal sector, such as selling in markets, casual labouring or piece-work. Conditions can be exploitative and the returns poor, and the work often veers into illegal or unsafe activities with no protection for workers. Girls and young women are at particular risk of being exploited or suffering harm through informal work.

The World Bank has highlighted skills shortages as a key contributor to high youth unemployment. Even when young people can afford to take on a course or an apprenticeship, they may struggle with learning due to low levels of basic education. Therefore market-relevant courses tailored to meet the needs of the most marginalised are crucial to give young people the skills and knowledge to earn a safe, sustainable living.

Why are we implementing this programme?

Plan International's 39-month Partnership to enhance livelihoods and social inclusion of marginalised young people dependent on the informal economy project aims at improving and increasing access to employment opportunities and promoting economic empowerment for 10,132 marginalised young

YEE Project map



Marked Red triangles indicate project regions:

- Ilala and Temeke Districts in Dar es Salaam Region
- Kisarawe, Kibaha district and town Council in Pwani Region
- Kilombero district in Morogoro Region
- Mtwara District and Municipal Council in Mtwara region
- Lindi District and Municipal Council in Lindi region

women and men (age 15-35) in ten districts in Tanzania, ensuring that they have market-relevant skills through vocational training and apprenticeships. The programme, funded by the EC, started in April 2015 and has helped trainees put their new skills into action with life-skills and employability training, start-up kits and access to credit. The intention of this approach was to enhance the youths' ability to access self and wage employment, contributing to wider efforts to reduce poverty and exclusion among vulnerable groups dependent on the informal sector in Tanzania. We are specifically targeting people living with disabilities, orphans, young mothers, youths working or likely to work in risky jobs and youth registered as vulnerable, marginalised or homeless.

We are working in partnership with Voluntary Services Overseas (VSO), the Vocational Education and Training Authority (VETA), Community Development and Relief Trust (CODERT), and Uhamasishaji Hifadhi Kisarawe (UHIKI). The Ministry of Information, Youth, Culture and Sports and Ministry of Labour and Employment are project associates, as well as the local disability focused organisation Comprehensive Community Based Rehabilitation in Tanzania (CCBRT).

Our vocational training courses have taken place in 62 outreach training centres which have been set up in schools across the project area. The centres also coordinate with the master craftspeople, who train our apprentices. Our vocational training courses have taken place in 62 outreach training centres which have been set up in schools across the project area. The centres also coordinate with the master craftspeople, who train our apprentices.



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Woman practicing tailoring

Credit: Plan UK

Our learners have benefited from being able to join a Youth Savings and Loans Group (YSLA). For many, this was the first time they have been eligible for credit or have received any financial training. Each savings group operates according to an agreed model, with every member contributing a set amount of savings each month. To date, 489 YSLA groups have been established, formed of 6,979 of our graduates.

To help share knowledge, resources and access to government social protection schemes, the project encourages young people to form into youth led Income Generating Activity Groups (IGAs) of 5-15 members in the same industries and locations. Among our graduates 6,260 youth have established 522 IGAs, and more than 30 additional groups are currently being formed by the new graduates. Each group has access to sector specific start-up kits to establish them in their new profession.

The financial literacy and business skills training helps our trainees manage not only their personal finances, but also looks at the basic skills they need to run a small business. This training is delivered through the Youth Savings and Loans Associations, and is geared towards youth that have a decent level of literacy and numeracy skills.

A life skills and employability training is also conducted alongside the vocational and business trainings for all learners. The training is designed to foster positive attitudes and boost the self-esteem of our trainees. It introduces them to learn and develop the behaviours they need to get ahead in their own business or as an employee.

We are also providing post-training support for our graduates. The young people from our project come together for yearly alumni meetings; these events give young people the chance to share success stories and hear talks from guest speakers. Our graduates are being encouraged to keep in touch with each other via the WhatsApp messaging service, with success

stories and work opportunities being shared over the project group. We have also provided childcare support to ensure that young mothers have the best chance of engaging in training opportunities.

Linking with local government and private sector through advocacy and policy platforms

At the initial start-up phase of the programme emphasis was placed upon improving the support and linkages with public and private sector services. The programme aimed to make sure young people know how to access services and help. As part of this approach 30,000 copies of a youth friendly booklet of government policies and laws, were produced for distribution to the outreach training centres. A youth-friendly guide on how to access government services was also produced and aims to help young people make the most of the support available to them at the national and regional levels of government. We also have set up a Youth Advisory Board for private sector engagement in each of the five project regions. Employers from the private sector have expressed their support, and have committed to lobbying peers to do the same. Some have agreed to be guest speakers to talk about the opportunities available in their industries. Thanks to the active participation of youth people, project staff and business owners in the Board discussions, we know that 51% of our graduates have secured paid employment, against a target of 50%.

As part of the action, the project formed 10 district Youth Livelihood Forums, made of 20 members each, as well as a national network. Each Forum member receives training on communication, leadership, lobbying and advocacy. The aim of the Forums is to empower young people with knowledge about their rights, as well as government policies and services. Each Forum has developed an action plan, and had meetings with decision-makers and government. In November 2017, twenty Youth Forum members attended the live parliamentary session as guests of the Hon. Minister Jenister Mhagama, the Minister of state in Prime minister's office Policy, Parliamentary, Affairs, Labour, Employment, Youth and the Disabled. Building support in the government for youth livelihoods is essential to helping young people find work in the future.

Access to social protection linking informal & formal

As part of Plan International's decent work agenda, helping to strengthen the informal sector through various economic interventions is important, the Tanzania youth economic

Since 1937, Plan International promotes the rights of children around the world.



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empowerment programme utilised learning from several programmatic models that place youth employment at the heart of our programming. The approach used in this project placed emphasis in linking government funded low interest loans and social protection schemes with youth led businesses. Youth run businesses are encouraged to connect with local government officials and register formally as companies, paying taxes and accessing government funded social protection schemes available in the formal sector, such as national insurance and health insurance. Registered youth led businesses can also access low interest government loans between 1 and 10 million TZS, provided by the government's youth development fund. To date, 48 youth groups have accessed government loans in support to their businesses. This is a feasible source of funding as youth led enterprises have a challenged access to credit from banks and microfinance institutions.

The project integrated nature could be seen as a success, primarily through the utilisation of specific government schemes. This has instilled genuine sustainability in the programme, especially in enabling youths to access finance, business skills, training, linking youth business together, so they can access products such as loans, national insurance, and health insurance. The transformation of youth groups into fully registered business, and then enabling them to access government approved social protection schemes is an example of strengthening the longer-term viability of this approach, with the potential to garner significant learning, possible scale up and replication.

Project approach

- Develop market-relevant courses and certified apprenticeship schemes
- Enable young people to enrol in vocational courses to enter apprenticeships
- Prepare trainees for work through life-skills, employability, employment rights, business skills and financial literacy
- Organise work placements with local employers
- Identify low-cost childcare options for young mothers taking part in training
- Establish YSLA for young entrepreneurs to access to credit
- Provide start-up kits for graduates to start their own small businesses with their new skills
- Help young people access the information they need about jobs, working and help from the government, and work with the government to improve youth services



7 Good Practices you should know on

Youth and Children in the Informal Economy

By RNSF Team

RNSF recommendations extracted from *Volume 4.2 – Recommendations Based on Analysis of a Range of Development Agencies on Support to People Dependent on the Informal Economy*. This volume of research findings is the latest work of the RNSF and is based on the analysis of 202 projects and documents financed and implemented by agencies other than the EC.

Informal economy and Youth and children

Vulnerable groups are generally more likely to be victim of social exclusion and consequently to face difficulties in finding an employment on the formal labour market. Consequently an over-representation of these categories can be observed within people depending on informal economy. Moreover, within the group of vulnerable people, Youth and Children together with women, represent the largest sub-category.

According to The United Nations definition, 'youth' are defined as those persons between the ages of 15 and 24 years. Concerning the Children, the International Convention on the Rights of the Child states that are considered as child these persons below the age of 18.

Taking into consideration the characteristics of this category, specific approaches have to be developed.

Strengthening IE with attention to youth and children

- 1) Ensure that IE projects include attention to the issues of children and youth. In particular, the importance of their education instead of engaging them in child labour. The involvement of youth is highly associated with results success.
- 2) Promote methods such as peer training where youth are required to share the skills that they learned with other youth.
- 3) Approach development with young persons holistically to enable them to reach their full potential. All aspects of their personality and talents should be nurtured. Resources

We want you!

In the last newsletter we had Oxfam Italy in the spotlight. This time it is Plan UK. Who wants to collaborate with us for the next newsletters? Please let us know!



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allowing this would entail developing skills of the hands (technical, vocational and entrepreneurial) to make them self-reliant, skills of the heart and mind to live with dignity, skills of the soul to live with purpose (life skills).

4) When planning youth employment projects, it is important to identify the target population and the constraints for finding jobs. Development actions should then be developed that correspond to the identified constraints.

Note possible constraints:

- Basic skills—literacy and numeracy—are the foundation of communication and further skills development processes.
- Technical skills—trade- or job-specific skills range from manual skills to computer literacy.
- Behavioural skills—or non-cognitive skills— consist of a range of personality traits such as motivation, socio-emotional regulation, time management, and the ability to work with others
- Entrepreneurial skills—both the creativity to invent/adopt a new product or process and the business skills to market the idea. These are essential for the self-employed and employees.

5) In projects on child labour, in which children often work in the IE, ensure that emphasis is placed on development of sustainable livelihoods for household members. This decreases their dependence on child labour. Ensure that this is combined with awareness raising on child labour but also on the importance of decent work for adults.

6) Ensure that advocacy is implemented to ensure that institutions have mechanisms in place to sustain and scale up programme/project activities on supporting out-of-school (working) youth.

7) Anticipate unexpected impacts concerning children should be considered in planning support for women who are dependent on the IE:

- Children's labour inputs may increase as households' may involve children to sustain their new workloads stemming from increased production activities.
- Child accidents, for example drowning in a country such as Bangladesh, may also occur while mothers attend training sessions. A child care or baby-sitting net should be activated to enable women the freedom to participate in training.



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Credits



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<http://capacity4dev.ec.europa.eu/iesf>

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