



Contributions of the Non-Profit Sector to Economic Growth and Employment for Young People in Tanzania: A Literature Review

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ABSTRACT



This literature review examines the role of the non-profit sector in Tanzania and its contribution to youth employment. It explores how non-profit organisations are conceptualised and classified within national economic frameworks and assesses whether their contributions to employment are recognised. While these organisations support service delivery and community development their role in employment generation remains unexamined in official labour statistics. Employment data do not distinguish non-profit organisations as a separate sector and this makes it difficult to assess their impact on the labour market. The review analyses youth employment patterns and finds that young people form a large segment of the working-age population but often face informal and unstable work conditions, including within the non-profit sector. Evidence from government reports and sector studies suggests that non-profit organisations create employment opportunities but these remain small in scale and financially uncertain. Career progression in the sector is also limited. The absence of systematic data on youth employment in non-profit organisations contributes to their exclusion from national employment policies. Addressing this gap is necessary to establish the sector's full potential in supporting youth employment and economic development.

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CAPSI Director

DISCLAIMER

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LIST OF ACRONYMS

| | |
|----------|--|
| CSOS | Civil Society Organisations |
| ECENGOS | Elite-Centred Local NGOs |
| FFLONGOS | Foreign Funded Locally Organised NGOs |
| FONGOS | Foreign Organised NGOs |
| GONGOS | Government Organised NGOs |
| LONGOS | Locally Organised NGOs |
| NGOS | Non-Governmental Organisations |
| NPOS | Non-Profit Organisations |
| PENGOS | Personal NGOs |
| POS | People Organised NGOs |
| TANGO | Tanzania Association of Non-Governmental Organisations |

01 INTRODUCTION



This review attempts to establish how the non-profit sector contributes to the economic growth and employment of young people in Tanzania. It first explored five questions to establish how the sector is defined in Tanzania. The review shows different and contesting definitions of the non-profit sector in Tanzania. However, for the purposes of this review, a broad definition is adopted based on the common characteristics emerging in the various definitions discussed. The second issue, addressed in section three, explores how non-profit organisations (NPOs) are classified. Different studies have attempted different classifications using similar or different criteria. However, a broad and homogenising classification was proposed. This takes note of the essential characteristics differentiating NPOs and thus clusters the many different typologies into small manageable numbers, which minimises overlapping characteristics.

Sections four and five of this review deal with the broad question of how the non-profit sector and young people are presented in the literature in terms of their contributions to economic growth and employment; and the question of marginalisation as broadly defined in this review. Section four shows that the contributions of the non-profit sector to growth and employment of young people is not considered at all; and in a few cases where contributions do occur it is treated as a token. This is the case despite the fact that the sector has been growing both in magnitude and importance.

Section five presents the marginalisation question, where concepts such as dignified work, vulnerability, and precarious work are defined and operationalised to map out the level of marginalisation of young people in the economy and employment.

The review's major conclusion is that there is a paucity of information regarding the non-profit sector's contributions to economic growth and employment of young people in Tanzania. This is despite signs that a few government departments are developing some interests and initiatives to establish the sector's contribution to economic development.





02

THE CONCEPT OF THE NON-PROFIT SECTOR

Several studies have, among other things, dwelt on defining the concept of the non-profit sector. It is noted that there has been an effort towards defining the concept by linking it to other related concepts, namely civil society organisations (CSOs), the informal sector, the third sector, the non-profit sector, and non-governmental organisations (NGOs) (Haapanen, 2007; Kiondo & Ndumbaro, 2004; Meena, 1997; Ndumbaro & Kiondo, 2007; Robinson & Mutakyahwa, 2004). The review shows that the concept and its associates emerged in Tanzania's lexicology during the 1990s, following a transition from socialist ideology to a neoliberal approach¹ According to Ndumbaro and Kiondo, (2007) and Chachage (2002), this is despite the existence of the non-profit sector, including philanthropic organisations, in Tanzania before the neoliberal era, dating back to the pre-colonial period. The review highlights three key points: first, that 'non-profit' and 'not-for-profit' are the main common factors connecting these various hybrid concepts; second, that while these concepts are related, they are not synonymous; and third, that much of the effort to define the concept has focused on CSOs, which are often mistakenly seen as a direct synonym for NPOs.

A broad and unifying definition of NPOs emerge from the various contrasting interpretations of what the sector represents and the types of organisations it includes. NPOs are characterised by several key features, namely, first, they existed in pre-colonial African societies and continue to exist today; second they encompass both incorporated and non-incorporated NPOs; third, their origins stem from philanthropic activities, mutual assistance, solidarity, and support; fourth, NPOs can be found in a variety of settings, including both rural and urban areas and include both faith-based and non-faith-based organisations; sixth, they are voluntarist, self-organised, and possess organisational structures that vary in complexity; seventh they aim to promote community or societal interests, which can be economic, political, or cultural; and eighth, they operate on a not-for-profit basis and are driven by selfless motives rather than self-interest.

A broad and homogenising conception of NPOs was derived from the various contending definitions of what the sector is and what kind of organisations it entails. The concept of the non-profit sector in Tanzania is shaped by historical shifts, legal frameworks, and the evolving role of civil society. While early definitions linked NPOs to voluntary associations, cooperatives, and faith-based charities, the neoliberal era introduced regulatory classifications that distinguished between formal and informal entities. The NGO Act of 2002, for example, narrowed the sector's legal boundaries by mandating state registration which excludes numerous informal and community-based organisations operating outside formal legal frameworks. Scholars have debated whether the sector should include all non-state, non-market entities serving public interests or only those recognised through formal legislation (Haapanen, 2007; Kiondo & Ndumbaro, 2004; Robinson & Mutakyahwa, 2004). This debate underscores the tension between state control and sectoral autonomy, with regulatory frameworks both legitimising and constraining non-profit activities. Some definitions emphasise economic functions, particularly service provision, while others stress political roles, including advocacy and governance engagement. The non-profit sector in Tanzania is therefore neither a rigidly defined category nor a monolithic entity but a dynamic and contested space shaped by legal, economic, and socio-political forces.

The concept of the non-profit sector in Tanzania is shaped by historical shifts, legal frameworks, and the evolving role of civil society.



¹ Between 1960s and 1980s Tanzania was inclined to the socialist ideology popularly known as Ujamaa and self-reliance ideology. This ideological inclination was relaxed especially in more significant way since 1990s, ushering in a less state centric political economy, which opened the doors for mushrooming of NPOs especially of the NGO type. (Makaramba, 2007)



03 CLASSIFICATIONS OF NON-PROFIT ORGANISATIONS

One of the challenges in classifying NPOs in Tanzania arises from ongoing debates about what the sector encompasses. Various studies (Chachage, 2002; Kamata, 2006; Kiondo, 1992; 1995; Shivji, 1995) have employed different criteria for classifying NPOs. For example, Kiondo's (1992) classification examined factors such as organisational structure, the origins and class of those who established the organisations, and, in some cases, their funding sources (Kiondo, 1995). Based on these elements, Kiondo (1992) identified four major categories: foreign organised NGOs (FONGOs), government organised NGOs (GONGOs), locally organised NGOs (LONGOs), and people organised NGOs (POs) (Chachage, 2002: 147). From these main categories, Kiondo (1992) also identified several subcategories, including foreign funded locally organised NGOs (FFLONGOs), elite-centred local NGOs (ECENGOs), and, in some instances, personal NGOs (PENGOs). Except for POs, the other categories exhibit varying degrees of relationship with the state and donors. Although this classification occurred several decades ago, the criteria used remain relevant and recognisable today.

The Tanzania Association of Non-Governmental Organisations (TANGO) has classified NPOs based on thematic areas and their countries of origin. It categorises NGOs into seven broad categories: social and economic development, women and youth, environment, professional, international, health, and education. However, this classification is limited to registered organisations. This conceptualisation excludes many unregistered NPOs. Additionally, it does not include cultural, sports, and arts organisations or groups. It also overlooks numerous self-help groups, credit and savings associations (Upatu), and NPOs registered under other legislations, such as cooperatives, trade unions, student associations, staff unions, and faith-based organisations.

Kamata (2006) proposed a new classification system for NPOs based on six distinct aspects. These aspects include the nature and origin of the NPOs, whether they are membership-based or faith-based, their area of operation (which can be community, local, national, or international), the specific issues they address, their relationship with the state, and the source of their legal existence.

The origins and founders of NPOs are the first criteria used to define their first category. A key distinction is whether an organisation is local or foreign. Many registered NPOs, especially those in the NGO sector and the broader non-profit sector, are local and typically established by local elites (Shivji, 2006). In contrast, many unregistered NPOs are created by working individuals from urban or rural areas. These organisations are community-based and represent non-elite groups. They often emerge in response to economic hardships and systemic marginalisation faced by these communities. As Ndumbaro and Kiondo (2007) noted, these NPOs play a crucial role in supporting one another in social welfare matters, such as dealing with illness, death, and burial ceremonies.

Many registered NPOs, especially those in the NGO sector and the broader non-profit sector, are local and typically established by local elites (Shivji, 2006).

Though registered in Tanzania, foreign NPOs are often extensions of their parent organisations based in other countries. Their offices in Tanzania are part of a larger network with branches in various nations. Although constituted and legally registered abroad, they extend their activities to Tanzania and other locations. In the early 1990s, these foreign NPOs sought collaboration with local organisations, providing them with financial or material support. However, over time, many of these foreign NPOs began to operate independently and carried out activities directly within Tanzania. They are involved in various sectors, including governance issues, social services, charity, and disaster management. Consequently, the distinction between local and foreign NGOs can often be unclear regarding their operations. Examples of such organisations include Oxfam, Care International, and Landesa.

It is important to note that some foreign NPOs are representatives of their home governments. While they provide financial and technical support to local NPOs, they on behalf of their governments may also take a direct and active role in advocating for and influencing policy in Tanzania and other host countries. A survey of these foreign NPOs' activities over the past ten years shows that they have increasingly begun to advocate openly for specific issues (Kiondo, 1992; Kamata, 2006). Rather than just funding and supporting local NPOs, these foreign organisations operate similarly to local ones. Kiondo (1992) refers to these as FONGOs. Although they appear independent and operate autonomously (Kamata, 2006), Schwartz (2004) cautioned that they are closely associated with and may be partially or wholly dependent on and promoting the interests of their home governments. As such, they may not be classified as true NPOs.

The second category of NPOs is distinguished between membership and non-membership organisations. Some NPOs are based on membership, while others are not. Membership can derive from individuals or from existing

organisations. Most traditional NPOs, such as cooperatives and trade unions, are membership-based. In these cases, membership consists of individuals engaged in similar productive activities. However, when trade unions and cooperatives form umbrella organisations, their membership comprises other organisations. Professional organisations also fall into this category, as they are established by individuals working in the same profession, regardless of their workplace. These associations typically aim to promote the welfare of their members and protect and advance professionalism (Chachage, 2002: 148). Examples of such NPOs in Tanzania include medical associations, engineers' associations, academic staff associations, teachers' associations, and civil aviation associations, among others (Rutastara, 2001). Membership size varies and is often determined by the number of individuals in the workforce or the size of the organisation or profession. For example, the membership of trade unions for teachers, railway workers, or dock workers in Tanzania is generally larger than that of most NGOs (TUCTA, 2023). In fact, the membership numbers of the former can reach hundreds, whereas NGOs often have memberships ranging from five to 30 people (Ministry of Labour, Employment, and Youth Development, 2015; 2021).

Most NGOs established in the 1990s were created by like-minded individuals and can be classified as modern NGOs. In contrast, traditional NPOs such as trade unions and cooperatives are membership-based. These organisations, formed around specific trades, professions, or common interests, aim to pursue collective goals related to their activities. For instance, the organisation of cotton, coffee, tea, and cashew growers in Tanzania has its roots in crop production dating back to the colonial period. As of 2023, Tanzania had 734 registered cooperatives with a total of 8 349 325 members (URT, 2023b: 3). While NGOs may also have members, their backgrounds differ, and they often have more limited constituencies (Shivji, 2002).

The third category of NPOs consists of those without members. In Tanzania, most of these organisations emerged during the 1980s, with their primary role being service provision within communities. Ndumbaro and Kiondo (2007) referred to these as PENGOS. Due to their lack of membership and organic ties to any specific social class, they tend to be closer to the state and often more accountable to either the government or their donors, and sometimes to both. These organisations arose in the social and economic context of structural adjustment programs. During this period, donors preferred to finance development through NPOs rather than the government. This shift occurred because donors believed NGOs were less corrupt than government institutions and, therefore, more accountable. As a result of this change in donor focus, Chachage (2003: 177) noted, "even faith-based organisations, formerly known as religious organisations, suddenly became NGOs!"



A fourth category consists of faith-based NPOs. In Tanzania, several such organisations serve various functions, ranging from championing human rights to providing social services. Notable examples include the Christian Council of Tanzania, Baraza Kuu la Waislamu Tanzania, and the Tanzania Episcopal Conference. These faith-based NPOs are actively involved in civic and social duties. Many of them also have agencies that implement their social and charity programmes, such as the Human and Social Council of the Evangelical Lutheran Church of Tanzania.

The fifth category of NPOs is defined by the geographical areas they serve. Some NPOs operate within specific administrative regions or districts, while others are community-based, primarily focusing their activities in rural or peri-urban areas. Additionally, national organisations tend to be based in urban centres such as Dar es Salaam, Arusha, Mwanza, Morogoro, and Dodoma, with some having offices or representatives in other regions (See Appendix 1 for a list of NPOs/NGOs in Tanzania). Community-based organisations can be either formal or informal (Makaramba, 2007). The reasons for their establishment vary; they may be created to address specific social and economic challenges faced by communities or to respond to broader national and global issues, such as gender equality, environmental concerns, human rights, poverty alleviation, and access to financial and credit support.

Some NPOs operate within specific administrative regions or districts, while others are community-based, primarily focusing their activities in rural or peri-urban areas.

The sixth categorised NPOs based on the issues they address. For instance, labour unions, growers' unions, academic staff unions, and student movements tackle various concerns affecting their members and society. In Tanzania, staff and student movements have raised issues ranging from immediate needs – often referred to as 'bread and butter' – to concerns about corruption and the impact of structural adjustments programmes on society. During the 1960s, 1970s, and mid-1980s, these unions were a powerful force that the state had to contend with (Mvungi & Peter, 1985). This influence persisted into the early 2000s; however, after this period, their focus shifted primarily to their own survival.

Some NPOs are focused on specific issues, while others take a broader approach. NPOs that concentrate on a major issue – such as social transformation, gender equality, environmental rights or justice, and land rights – often address related issues relevant to their primary focus. For example, gender and human rights organisations may seek to engage in constitutional debates if it helps to advance and strengthen the causes they support. It is important to note that most advocacy organisations are primarily issue-based.

The seventh category of NPOs is defined by their relationship with the state. While NPOs are expected to maintain independence from government influence (Kiondo, 1992: 97), it has been observed that some are founded and funded by the government and carry out programmes on its behalf (Kiondo, 1995). Consequently, there exists a category of NPOs that closely collaborate with the state, which compromises their autonomy. Additionally, many NPOs in Tanzania are increasingly forming closer ties with the government, often for opportunistic reasons or as a strategy for survival.

The eighth category consists of unregistered and informal community-based NPOs, which are voluntary, self-organised initiatives operating outside formal regulatory frameworks. These organisations include local self-help groups, religious charities, informal savings associations, and grassroots movements. They are embedded in community structures and play a vital role in addressing social and economic needs, particularly in rural areas where access to registered institutions may be limited. Unlike formally registered NPOs, they lack legal recognition, making it difficult for them to access external funding, form partnerships, or engage in policy advocacy at a national level. Despite these constraints, informal NPOs remain significant contributors to Tanzania's non-profit landscape through local mobilisation and mutual aid (Ndumbaro, & Kiondo, 2007; Makaramba, 2007).

The eight categories of NPOs in Tanzania are based on their registration and the source of their legality. Various laws govern the formal registration of NPOs, and different authorities are responsible for this process. These authorities include the Registrar of Societies under the Ministry of Home Affairs, the Registrar of Cooperatives under the Ministry Responsible for Cooperatives, the Registrar of Trade Unions under the Ministry Responsible for Labour Affairs, the Registrar of Companies, and the Registrar of NGOs. The type of NPO is determined by the authority under which it is registered, resulting in various designations such as society, trade union, cooperative society, NGO, or trustee. Sports clubs and cultural organisations have their own registration process. Specifically, sports clubs are registered by the Registrar of Sports Clubs under the Ministry of Culture, as per the National Sports Council Act (Makaramba, 2007). All of these organisations are classified as unincorporated societies (Makaramba, 2007). In addition, some NPOs do not register under any of the authorities mentioned above. These

are referred to as incorporated societies, which come into existence through an Act of Parliament. Examples of such organisations in Tanzania include the Tanganyika Law Society, the Building Society, and the Copyright Society of Tanzania (Makaramba, 2007).

A common pattern observed in the classifications discussed is the broadness and looseness of the categories, which creates no solid boundaries between them. As a result, some NPOs possess characteristics that may overlap multiple categories. Therefore, for the purposes of this review, it was practical to group the eight existing categories of NPOs into four main categories. The first category encompassed all formally registered NPOs, including NGOs, societies, and trusts. The inclusion in this category was based on the scope of work and geographical coverage, and the appropriate registrar formally registers these organisations in compliance with the law. For the purpose of this review, only NPOs with national geographical coverage were included in this category. The second category consisted of NPOs characterised by interest groups and membership based on specific classes, the similarity of productive activities, and the interests these organisations advance and protect. This category included cooperatives, unions, and trade unions. The third category comprised community-based organisations, which may vary in geographical coverage from a district to a ward or village. This category included both formally registered and unregistered organisations. The fourth category consisted of faith-based NPOs. By utilising these four categories, the project aimed to capture information from a diverse range of organisations that vary in size, geographical location, scope of activities, and characteristics.



04 THE YOUTH, NON-PROFIT SECTOR AND EMPLOYMENT



This section reviews the literature on youth employment in Tanzania, with a specific focus on the contribution of the non-profit sector to this area. Utilising data from the 2022 National Census and Housing in Tanzania (NBS, 2022), along with other sources, the section outlines the size of the working population relative to the general population and highlights the percentage of youth within both groups. By examining the youth segment of the working population, this section analyses employment data pertaining particularly to youth employment. Additionally, it assesses the contributions of various sectors to youth employment.

4.1 Youth as a Category of National Population

This review focuses on the non-profit sector's contributions to economic growth and employment opportunities for young people. It is important to note the demographic distinctions in Tanzania between 'young people' and 'youth'. In Tanzania, the term 'young people' generally refers to individuals aged between 0 and 14 years, who make up 42.8 per cent of the country's population of 61 741 120 (see Table 1). The definition of 'youth' varies between the two regions of the union: Tanzania Mainland and Zanzibar. In Tanzania mainland, youth are defined as individuals aged between 15 and 35 years, whereas in Zanzibar, the youth category includes those aged between 15 and 24 years (National Bureau of Statistics, 2022).

In Tanzania's mainland, youth, defined as those aged 15 to 24 years, make up 19.2 per cent of the population. When this definition is expanded to include individuals aged 15 to 35 years, the percentage rises to 34.5 per cent. While Zanzibar follows the UN's definition of youth, limiting it to those aged 15 to 24 years, Tanzania mainland has customised this definition to reflect the specific circumstances of the country. This customisation acknowledges that there are multiple stages a person goes through before reaching adulthood and economic independence. Several factors contribute to this prolonged transition, such as the extended time spent in education. For instance, it typically takes a minimum of 12 years to complete basic education and around 16 years to graduate from a university or other tertiary institutions. As a result, many individuals face delays in entering stable employment and the job market. For this review, the youth age bracket will be defined as 15 to 35 years, which aligns with the African Union's definition of youth (NBS, 2022).



Population data disaggregation indicates that out of the total population of 62 million people, 48.7 per cent are male and 51.3 per cent are female. The working population, defined as those aged between 15 and 64 years, makes up 53.4 per cent of the overall population. Notably, youth represent 64.58 per cent of the working-age population, although their share decreased slightly from 34.7 per cent in 2012 to 34.5 per cent in 2022 (NBS, 2022).

TABLE 1: Population summary per region (2022)

| Specific Population Age Group | Tanzania | | Tanzania Mainland | | Zanzibar | |
|--------------------------------------|------------|----------|-------------------|----------|-----------|----------|
| | Number | Per cent | Number | Per cent | Number | Per cent |
| Total Population | 61 741 120 | 100 | 59 847 347 | 96.9 | 1 889 773 | 3.1 |
| Male | 30 053 130 | 48.7 | 29 137 638 | 48.7 | 914 492 | 48.4 |
| Female | 31 687 990 | 51.3 | 30 713 709 | 51.3 | 974 281 | 51.6 |
| Young Population (0-14 years) | 26 399 988 | 42.8 | 25 628 380 | 42.8 | 771 608 | 40.8 |
| Male | 13 193 149 | 21.4 | 12 807 157 | 21.4 | 385 992 | 20.4 |
| Female | 13 206 839 | 21.4 | 12 821 223 | 21.4 | 385 616 | 20.4 |
| Youth Population (15-24 years) | 11 848 365 | 19.2 | 11 463 718 | 19.2 | 384 647 | 20.4 |
| Male | 5 657 379 | 9.2 | 5 474 799 | 9.1 | 182 580 | 9.7 |
| Female | 6 190 986 | 10 | 5 988 919 | 10.0 | 202 067 | 10.7 |
| Youth Population (15-35 years) | 21 312 411 | 34.5 | 20 612 566 | 34.4 | 699 845 | 37.0 |
| Male | 10 159 205 | 16.5 | 9 827 426 | 16.4 | 331 779 | 17.6 |
| Female | 11 153 206 | 18.1 | 10 785 140 | 18.0 | 368 066 | 19.5 |
| School Age Population (14-17 years) | 5 461 655 | 8.8 | 5 295 019 | 8.8 | 166 636 | 8.8 |
| Male | 2 740 655 | 4.4 | 2 658 902 | 4.4 | 81 546 | 4.3 |
| Female | 2 721 207 | 4.4 | 2 636 117 | 4.4 | 85 090 | 4.5 |
| Working Age Population (15-64 years) | 33 000 224 | 53.4 | 31 936 653 | 53.4 | 1 063 571 | 56.3 |
| Male | 15 828 450 | 25.6 | 15 323 862 | 25.6 | 504 588 | 26.7 |
| Female | 17 171 774 | 27.8 | 16 612 791 | 27.8 | 558 983 | 29.6 |

Source: NBS (2022: 3)

4.2 Youth Employment by Sectors

In Tanzania, the official definition of employment aligns closely with the international definition, with some additional elements that consider the country's unique context. This definition encompasses three main aspects: it includes all individuals aged 15 years and older who engaged in any work during the reference period, whether for cash or in-kind compensation (paid employees); it covers individuals who were involved in self-employment for non-profit purposes or family gain; and it also accounts for individuals temporarily absent from their work. Additionally, the definition includes unpaid family workers involved in the family business. However, it excludes individuals who are marginally attached to self-employment activities. This group consists of those who were self-employed in agriculture but were temporarily absent from their work or underemployed during the reference period for various reasons, such as lack of suitable land for cultivation, insufficient capital, or the unpredictability of their work (NBS, 2021).

The term 'employment', as defined in Tanzania, is used in this review because all employment data is collected and analysed according to this established definition. It is important to clarify from the outset that this review aims to address the following questions: First, is the available employment data disaggregated by age groups and sectors? Second, is the non-profit sector accounted for separately in national economic assessments? Third, is the contribution of the non-profit sector to overall employment and youth employment reflected in national employment data or other sources?

A literature survey on employment in Tanzania indicates that data is collected and presented based on age groups, gender, and sectors. The Integrated Labour Force Survey for 2020/2021 categorises the population into four age groups: 15 to 24 years, 25 to 35 years, 36 to 64 years, and 65 years and older (See Table 2) (NBS, 2021).

TABLE 2: Percentage distribution of employed persons

| Age Group (years) | 2014 | | | 2020/2021 | | |
|-------------------|------------|------------|------------|------------|------------|------------|
| | Male | Female | Total | Male | Female | Total |
| 15-24 | 26.0 | 26.0 | 26.0 | 25.2 | 25.4 | 25.3 |
| 25-35 | 28.7 | 29.0 | 28.9 | 27.7 | 27.5 | 27.6 |
| 36-64 | 39.7 | 40.3 | 40.0 | 41.2 | 40.8 | 41.0 |
| 65+ | 5.6 | 4.7 | 5.2 | 5.9 | 6.2 | 6.1 |
| Total Percentage | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Total Number | 10 429 015 | 10 109 814 | 20 538 829 | 12 409 057 | 11 730 201 | 24 139 258 |

Source: NBS (2021: 17)

According to the 2020/2021 labour survey, individuals aged 25 to 35 years made up 28.9 per cent of employed persons in 2014, but this ratio decreased to 27.6 per cent by 2020/2021 (NBS, 2021). This indicates a slight decline in their proportional share of employment over that period. The age group of 36 to 64 years represents the largest proportion of employed persons in Tanzania. Although youth constitute over 64 per cent of the working population, their share of employment is still lower than that of the 36 to 64 year age category. This suggests that young people face challenges in securing employment. Compounding this issue is the fact that Tanzania has a significant youth bulge, with around 700 000 young people entering the job market each year (DTDA, 2025). Furthermore, a report published by the Danish Trade Union Development Agency in 2025 indicates that while the working-age population in Tanzania is growing rapidly, the labour market is unable to generate enough jobs in the formal economy to keep pace. Consequently, unemployment in Tanzania appears higher than reported, largely due to “the nature of subsistence farming, which involves ‘disguised’ unemployment and informal precarious work” (DTDA, 2025: ii).

4.3 Youth Employment in the Non-Profit Sector

This addresses two issues: first, whether the non-profit sector is treated as a separate sector in various reports regarding the economy and employment specifically, and second, whether youth-specific data are available in general and in specific sectors of the economy, including the non-profit sector.

A critical analysis of various reports indicates a lack of uniformity and consistency in defining and presenting sectors. For instance, the Integrated Labour Force Survey 2020/2021 identifies four broad sectors: public, private, agriculture, and household activities (NBS, 2022: 36). Among these, the agricultural sector employs 58.4 per cent of the working population, followed by the private sector at 25.8 per cent, and the public sector at only 2.8 per cent (see Table 3). Notably, agriculture’s share of employment has decreased from 67.7 per cent in 2014 to 58.4 per cent in 2020/2021. Similarly, the public sector’s share of employment fell from 3.3 per cent in 2014 to 2.8 per cent in 2020/2021 (NBS, 2021: 36). Additionally, the private sector’s contribution to employment also declined, dropping from 28.3 per cent in 2014 to 25.8 per cent in 2020/2021. The reduction in the private sector’s employment share can be attributed to a decrease in investment in non-agricultural sectors, while the decline in the public sector’s contribution is due to a reduction in public sector employment – both at central and local government levels – during the period from 2015 to 2020 (NBS, 2020).

TABLE 3: Percentage distribution of employed persons per sector

| Sector | Male | Female | Total |
|----------------------|------------|------------|------------|
| Public | 3.3 | 2.1 | 2.8 |
| Private | 28.5 | 23.0 | 25.8 |
| Agriculture | 56.6 | 60.3 | 58.4 |
| Household Activities | 11.5 | 14.6 | 13.0 |
| Total Percentage | 100 | 100 | 100 |
| Total Number | 12 409 057 | 11 730 201 | 24 139 258 |

Source: NBS (2021: 36)

Table 3, however, does not provide detailed information on the contributions of each sector to youth employment.

There are two broad categories of sectors: the formal sector and the informal sector. The formal sector includes all types of employment characterised by regular wages, established working hours, employment rights, and the payment of income taxes, among other factors. In contrast, the informal sector consists of private unincorporated enterprises owned by individuals or households. These enterprises are not separate legal entities from their owners and do not maintain a complete set of financial accounts. Consequently, all informal activities are not registered under specific national legislation and primarily engage in non-agricultural activities (NBS, 2021). According to the Integrated Labour Force Survey 2020/21 (NBS, 2021) the informal sector employed 7 007 783 individuals, of which 56.3 per cent were youth aged between 15 and 35 years (see Table 4).

TABLE 4: Percentage distribution of persons employed in informal sector

| Age Group (years) | Male | Female | Total |
|-------------------|-----------|-----------|-----------|
| 15-24 | 22.4 | 23.9 | 23.1 |
| 25-35 | 34.7 | 31.7 | 33.2 |
| 36-64 | 39.1 | 40.7 | 39.3 |
| 65+ | 3.7 | 4.2 | 4.0 |
| Total Percentage | 100 | 100 | 100 |
| Total Number | 3 517 209 | 3 490 575 | 7 007 783 |

Source: NBS (2021: 50)

By 2021, over 56 per cent of young people were employed in the informal sector, and by 2022, this percentage increased to 59.6 per cent (NBS, 2022). More males than females were employed in this sector. Given that a significant number of young people were engaged in various activities within the informal sector, it is important to explore their relationship with the non-profit sector and how it contributed to the creation and sustainability of informal economic activities. Additionally, it is crucial to determine whether some young people have successfully transitioned from informal to formal employment.

It is important to note that neither the private nor public sector recognises the non-profit sector as a distinct category. Nevertheless, the non-profit sector is acknowledged as a significant source of employment opportunities for young people, especially in urban areas. This sector creates jobs for young individuals in education, health, environmental conservation, and community engagement. Many young people are engaged in these sectors as interns, volunteers, or temporary workers, with the possibility of securing full-time employment (ILO, 2022). However, data supporting this is limited, and the contributions of NPOs to economic growth, employment, and specifically youth employment, are often not classified separately.

Although there are a few cases where data on the non-profit sector's contribution to employment is available, this data does not specify the number of youth employed by NPOs. A notable example is the report on the Integrated Labour Force Survey, which provides key labour market indicators for the United Republic of Tanzania and identifies nine sectors of economic activity (NBS, 2021). These sectors are as follows: central and local governments; parastatals; political parties, NGOs, and religious organisations; international and foreign embassies; private business (non-farm); own or family farm; household domestic workers; other household economic activities; and partnerships or cooperatives. While a few NPOs were listed separately, this approach does not offer a comprehensive overview of the non-profit sector. Nevertheless, the separate listing of political parties, NGOs, and religious organisations as distinct employing sectors is a positive step for some government departments, as it encourages greater attention to the role of NPOs in economic development. According to the Integrated Labour Force Survey 2020/21 (NBS, 2021), the non-profit sector employs 0.5 per cent, or 120 696 persons, out of 24 139 258 employed individuals. However, like many other sources, this survey lacks disaggregated information based on age brackets.

The non-profit sector is acknowledged as a significant source of employment opportunities for young people, especially in urban areas.

There is a growing interest among certain government departments in understanding the contribution of the non-profit sector to economic development and employment. For example, the Ministry responsible for NGOs in Tanzania conducted two surveys in 2015 and 2020 to assess the sector's impact on national development and

job creation. The 2015 report, which surveyed 267 organisations, revealed that NGOs create job opportunities for youth, particularly college and university graduates, by providing them with volunteering positions (Ministry of Health, Community Development, Gender, Elderly and Children, 2015). The report indicated that NGOs employed a total of 5 317 individuals, which included both local and foreign workers. Among these, 3 414 were fully employed, while 1 903 were volunteers. The data showed a gender disparity, with male employees numbering 3 435 compared to 1 882 females. Based on this information, it is reasonable to assume that nearly half of the 1 903 volunteers were young people.

The most recent report, released in 2020, examined 804 NGOs and highlighted their economic contributions during the survey period. It revealed that the total expenditure of the NGO sector reached TZ Shillings 1 193 502 074 491, while the income amounted to TZ Shillings 1 423 238 932 193 (Ministry of Health, Community Development, Gender, Elderly and Children, 2021). The NGOs involved focused on various thematic areas, including health, social protection, community empowerment, agriculture, education, good governance, environment, water, gender, and human rights, benefiting over 49 million people through their programmes. In terms of employment, the surveyed organisations collectively hired 8 918 individuals, averaging 11 employees per NGO. Of these employees, 6 194 were local staff, 111 were foreign staff, 2 551 served as local volunteers, and 62 were foreign volunteers. Two key observations emerged from the data in the 2021 report. First, the health sector provided more employment opportunities than any other sector, a trend that continued from the 2015 report. Second, 29 per cent of the workforce consisted of volunteers, predominantly local volunteers. This suggests that at least 30 per cent of young people find employment or work opportunities within NGOs (Ministry of Health, Community Development, Gender, Elderly and Children, 2021).

The literature review, along with anecdotal evidence gathered from a limited number of organisations surveyed for this study, indicated that most NPOs employ at least five people. The number of employees can range from five to 30, depending on the size of the organisation, the scale of its programs, and its financial stability. Based on this information, it can be asserted that NGOs, and the non-profit sector as a whole, contribute to youth employment in Tanzania. However, there is a need to quantify the number of jobs NGOs create for young people. Since the early 1990s, the NGO sector in Tanzania has been growing. According to a report on the National Strategy for NGOs, there were 17 478 active NGOs as of 2023 (see Table 5) (URT, 2023a).

TABLE 5: Active NGOs by thematic areas of operation (2023)

| S/N | Thematic Area | International | National | Regional | District | Total |
|-----|----------------------------|---------------|----------|----------|----------|-------|
| 1 | Education | 190 | 2 497 | 129 | 163 | 2 979 |
| 2 | Industrialisation | 5 | 109 | 6 | 4 | 124 |
| 3 | Health | 179 | 2 078 | 128 | 138 | 2 523 |
| 4 | Water | 36 | 311 | 14 | 9 | 370 |
| 5 | Energy | 10 | 117 | 3 | 1 | 131 |
| 6 | Infrastructure | 11 | 78 | 3 | 2 | 94 |
| 7 | Governance | 18 | 393 | 18 | 35 | 464 |
| 8 | Empowerment of Communities | 222 | 3 706 | 261 | 351 | 4 540 |
| 9 | Gender | 30 | 832 | 43 | 53 | 958 |
| 10 | Social Protection | 86 | 1 680 | 122 | 148 | 1 988 |
| 11 | Environment | 58 | 1 299 | 81 | 76 | 1 514 |
| 12 | Agriculture | 49 | 698 | 46 | 34 | 827 |
| 13 | Human Rights | 26 | 765 | 46 | 129 | 966 |

Source: URT (2023a: 3)

Based on the survey of NGOs' contributions to economic development, as well as the number of active NGOs in 2023 and their average staff size, it is suggested that the total number of employees in this sub-sector ranges from a minimum of 87 390 to a maximum of over 174 780 (URT, 2023a). However, the precise number of youths employed in the sector is currently unknown and needs to be determined. This is an area that requires further research.

The cooperative movement in Tanzania represents a significant part of the non-profit sector, where some employment data is available. Various sources indicate that this movement has immense potential for job creation.

According to the Tanzania Cooperative Development Commission website, information regarding employees in factories operated by cooperative societies and unions has been compiled from all twenty-six administrative regions of the country. The data reveals that cooperative societies owned 291 factories, while cooperative unions owned and managed 37. Collectively, these factories employ 2 816 people, predominantly in agriculture processing. Of this workforce, 1 263 are full-time employees, and 1,553 are casual workers (TCDC, 2023). The cooperative sub-sector is significant and one of the oldest in the country. Its contribution to economic growth and employment is undoubtedly remarkable. However, further research is necessary to understand its potential and the extent of its contributions fully.

It is evident from the two sub-sectors that the non-profit sector has significant potential to create employment opportunities. However, its contribution to employment is hindered by two main factors. First, there is a lack of general employment data, and when such data is available, it is often not broken down into age brackets. Second, many organisations within the non-profit sector do not maintain employment data, and when they do, they typically do not disaggregate this information by age group. Therefore, one of the project's objectives will be to gather information on employment and youth employment within various NPOs to be included in the survey.



05

DIGNIFIED WORK AND YOUTH MARGINALISATION

AANDALIO YA MOYO NI YA
LI JAWABU LA Ulimi HUTOKA



This section examines two key issues that young people face concerning the quality of employment they secure and their access to job opportunities. The concepts of dignified work and marginalisation help to address these issues. Dignity and marginalisation are assessed based on three factors: unemployment, vulnerability, and job precariousness. Many youths, whether they are in the formal or informal sectors or are unemployed, often experience these conditions. This review argues that these factors contribute to their marginalisation and result in undignified and unacceptable work conditions.

The term ‘decent work’ is more commonly used in official documents in Tanzania than ‘dignified work’. However, the two concepts are closely related in their definitions. Decent work refers to a job that provides an income sufficient to cover essential expenses such as housing, food, healthcare, and education, enabling individuals and families to live comfortably without financial stress. In contrast, dignified work emphasises respect and recognition for individuals’ contributions, safe working conditions, fair treatment, opportunities for personal and professional growth, and sufficient income (Mastercard Foundation, 2018). In Tanzania, the broad definition of decent work encompasses many aspects of both definitions. Decent work is characterised by the following features: opportunities for productive employment that yield a fair income; job security; guaranteed social protection for families; enhanced prospects for personal development and social integration; the freedom to voice concerns; the right to organise and participate in decisions affecting one’s life; and equality of opportunity and treatment for all, free from discrimination on any basis. For the purposes of this review, the terms decent work and dignified work will be used interchangeably. Both will incorporate the characteristics outlined by the Tanzania National Bureau of Statistics (NBS, 2021) while also including elements from the separate definitions. This additional context includes the notion of respectful work that fosters personal and professional growth, as well as the importance of individuals feeling valued and recognised for their contributions, alongside fair treatment.

According to an updated definition of decent work, a substantial number of employed individuals in Tanzania do not have jobs that can be considered decent, dignified, or fulfilling. Two categories of employees in Tanzania illustrate this situation. The first category is vulnerable workers. Vulnerability refers to those whose employment status exposes them to higher economic risks, such as lack of access to benefits or social protection and low wages, contributing to income stress. Vulnerable workers comprise a significant portion of the workforce, constituting 83.2 per cent of employed individuals in Tanzania, with a majority being women (NBS, 2021). The second category comprises precarious workers. These individuals face extremely low wages, long working hours, and a lack of job security. They account for four out of ten employed persons in Tanzania (NBS, 2021). Both vulnerability and precarious work contradict the idea of dignified and fulfilling employment.

For the purposes of this review, unemployment is a crucial factor in understanding the status of marginalisation in Tanzania. This is particularly significant when considering data on youth unemployment. In the 2020/21 labour survey, youth unemployment was notably higher than the national average of 9.3 per cent. Table 6 summarises the unemployment status in Tanzania, with a focus on the situation of young people.

TABLE 6: Unemployment rates (2020/21)

| Age Groups (years) | Male | | Female | | Total | |
|--------------------|---------|----------|-----------|----------|-----------|----------|
| | Number | Per cent | Number | Per cent | Number | Per cent |
| 15-24 | 424 622 | 11.9 | 669 075 | 18.3 | 1 093 697 | 15.2 |
| 25-35 | 169 358 | 4.7 | 579 886 | 15.2 | 749 244 | 10.1 |
| 15-35 | 593 980 | 8.3 | 1 248 961 | 16.7 | 1 842 941 | 12.6 |
| 36-64 | 153 812 | 2.9 | 437 366 | 8.4 | 591 178 | 5.6 |
| 65+ | 18 011 | 2.4 | 20 357 | 2.7 | 38 368 | 2.5 |
| Total | 765 803 | 5.8 | 1 706 684 | 12.7 | 2 472 487 | 9.3 |

Source NBS (2021: 62)

Table 6 presents figures indicating that unemployment in Tanzania decreases with age. For instance, in the age bracket of 15 to 24 years, the unemployment rate is 11.9 per cent for males and 18.3 per cent for females. In the 25 to 35 year age bracket, the rates are 8.3 per cent for males and 16.7 per cent for females. Overall, unemployment is highest among youth aged 15 to 24 years (15.2 per cent), lower for those aged 25 to 35 years (10.1 per cent), and the lowest for individuals aged 65 and older. Unemployment rates are generally higher for females than for males. The national average unemployment rate is 5.8 per cent for men and 12.7 per cent for women. Notably, while the unemployment rate for males in the 25 to 35 year age category drops significantly to 3.6 per cent, the decrease for females is only 1.5 per cent. This data demonstrates that the unemployment rate is

higher among females but remains elevated even in age categories, where it decreases for males. It is important to note that while young people face challenges accessing employment opportunities, young females encounter more difficulties than their male counterparts. Furthermore, unemployment among women is evident in both rural and urban areas. In rural regions, the percentage of unemployed males is 5.2 per cent, while for females, it is 9.6 per cent. In urban areas, excluding Dar es Salaam, the unemployment rate is 5.4 per cent for males and 16 per cent for females. In Dar es Salaam, the largest and most densely populated city in Tanzania, the unemployment rates are 11.8 per cent for males and 28.6 per cent for females – significantly higher than the national average.



06 CONCLUSION



This review has shown that there are various classifications of NPOs in Tanzania. Several factors contribute to these classifications, including the legal basis for their existence, membership structure, areas of operation, and incorporation status. Despite these differences, some common characteristics can be identified. These similarities have been used in this review to group NPOs into four categories.

This review highlights the growing significance of the non-profit sector. This is particularly evident in the NGO sub-sector, where some documentation is available. Anecdotal evidence suggests that there are thousands of registered and unregistered NPOs in Tanzania, and their numbers have increased. However, the lack of information regarding their contributions to economic growth and employment obscures their actual and potential economic and societal roles.

Very little is known about the sector's contribution to economic growth and the employment of young people. This issue is compounded by the fact that the sector is not separately addressed in economic calculations or reporting, which limits its recognition in the Integrated Labour Survey Report of 2020/21 (NBS, 2021). However, there is a promising sign: some government departments have begun surveying and documenting the contributions of sub-sectors within the non-profit sector to economic development and employment. A related challenge is that, even when some data is available, there is little attention given to disaggregating it by age categories. This lack of detail makes it difficult to assess the non-profit sector's contribution to youth employment in Tanzania. This gap significantly limits our understanding of the non-profit sector and its impact on the employment of young people.

In conclusion, this review highlights that young people are often marginalised, with females experiencing even greater marginalisation than males. This marginalisation manifests in various ways, such as challenges in accessing employment, exposure to precarious work, and overall vulnerability. However, it remains unclear whether the opportunities for employment and work provided by NPOs reflect and perpetuate the broader patterns of disadvantage faced by young people.



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APPENDIX 1: NPOs/NGOs in Tanzania

Sample list of NPOs/NGOs in Tanzania with focus on youth and development, empowerment and welfare (including employment) according to region/location of Tanzania.

DAR ES SALAAM

1. African Youth and Orphan Relief and Progressive Organisation (AYOPRO)
2. African Youth Development Foundation (AFRICAN YOUTH)
3. Centre for Elimination of Drugs, Alcohol and Smoking for the Youth and Children
4. Chama cha Kuendeleza Vijana (CKV)
5. Cha cha Vijana Waishio na VVU Temeke (CHAVIWAVUTE)
6. Child and Youthcare Trust (CYCT)
7. Community Youth Network Against Poverty Reduction (CYNAPR)
8. Dar es Salaam Youth Economic Development Organisation (DYEDO)
9. Guluka Kwalala Youth Environment Group (EG-MAZINGIRA)
10. Immanuel Kanisa la Viziwi Tanzania – Idara ya Vijana (IKAVITA)
11. Malezi Youth Theatre Group (MALEZI YOUTH)
12. Mikumi Youth Care (MYC)
13. Movement of Youth Against Poverty, Ignorance and Diseases (MTAPID TANZANIA)
14. Network of Children, Youth and Women Infected/Affected by AIDS (CHIYOWONET)
15. Rise Alive Youth Association (RAYA)
16. Shake Hands Youth Organisation (S.H.Y.O)
17. St. Camillus Youth Theatre Group
18. Strong and Energetic Youth Development Association (SEYUDA)
19. Sustainable Youth Development Partnership (SYDP)
20. Tanzania Children and Youth Survival Assistant Co. Ltd (TACYOSACOL)
21. Tanzania Support and Training Youth and Widows Association (TASUTYO)
22. Tanzania and Youth AIDS Control Programme (TYACP)
23. Tanzania Youth Paradise in Africa for Development (TAYOPAD)
24. Tanzania Youth Team for Campaign Against AIDS (TAYOTA)
25. Tanzania Youth Vision Association (TYVA)
26. Temeke Youth Culture Group (YTYCG)
27. The Rural Woman Youth and Children Development (WOYCHI)
28. Tukolene Youth Development Centre (TYDC)
29. Umoja Youth, AIDS Control and Community Development (UYACODE)
30. Watafiti Youth Development
31. Women and Youth Economic Development Initiative (WOYEDI)
32. Youth and Women Empowerment & Poverty Alleviation (YUWOEPATA)
33. Youth Action Development (YAD)
34. Youth Against Drug Addiction (YADA)
35. Youth Against Drugs Tanzania (YAD TANZANIA)
36. Youth Empowerment Tanzania (YETA)
37. Youth Life Skills and Development (YOLIDE)
38. Youth Networking and Development Association
39. Youth Organisation All Saints Temeke Anglican Church (YOASTA)
40. Youth With Living HIV/AIDS in Village (YOLAV+)
41. Youth/Parents Counselling Volunteers (YPCV)
42. Youth Talents Upbringing and Education Giving Organisation (TAYOTUBEGO)
43. Youth Vision Kigamboni (Y.U.K) Youth Volunteers for Poverty Fighting (YOVOPOF)

DODOMA

1. Mwangaza Youth Social Education Training (MWAYOSETC)
2. Youth and Food Production Foundation
3. Youth Development Trust Fund (YODOETF)

IRINGA

1. BAKWATA Youth Development Organisation
2. Iringa Development of Youth Disabled and Children Care (IDYDC)
3. Iringa Youth Development Association (IYODEA)
4. Kikundi cha Vijana cha Kutunza Mazingira Makambako (MAY GROUP)
5. MISO Youth Group (MYG)
6. Mlangali Progressive Youth Association (MPYA)
7. Mufindi Youth Development and Social Welfare (MUYODESO)
8. Tanzania Farmers Youth Dev. Association (TFYDA)
9. Tanzania Youth Development Foundation (TAYODEF)
10. Tanzania Youth Institute (TAYOI)
11. Tanzania Youth Social Employment and Development Association (TAYOSED)
12. Umoja wa Vijana Katoliki Jimbo la Njombe (UVIANJO)
13. Umoja wa Vijana wa Kikristo Anglican Ludewa (UVIKI)
14. Youth Rural Development Association (YORDA)
15. Youth Wake Up (YWU)

KAGERA

1. Evangelical Lutheran Church in Tanzania Youth Western Diocese – SACCOS Support Unit (ELCT/NWD SACCOS SUPPORT UNIT)
2. Kagera Cultural and Youth Development (KCYD)
3. Kagera Youth and Women Business Promotion and Development Organisation (KAYOWODO)
4. Kagera Youth Development Initiative (KYDI)
5. Karagwe Youth Fellowship Unity (KAYFU)
6. Kashogi-Karagwe Youth Development Association (KAKAYODA)
7. Vijana na Maendeleo Rulenge (VIMARU) Vijana Pambana na UKIMWI Biharamulo (VIPUBI)

KIGOMA

1. African Youth Cross Cultural Exchanges Environmental Conservation (AYOCCECO)
2. Carpenters Association and Youth Development (CAYODE)
3. Kituo cha Vijana Kibondo (Kibondo Youth Centre)
4. Ndela Kituo cha Maendeleo ya Vijana Kigoma
5. WIDEM Youth Future Programme Trust
6. Youth Against AIDS and Poverty Association

KILIMANJARO

1. JITHADA Youths Education and Development Centre (JITYEDEC)
2. Kikundi cha Ushauri Vijana Mwika Kilimanjaro – (KIUVIMWI)
3. PARE Youths Environmental Poverty Alleviation and HIV/AIDS Care (PAYEPA TRUST FUND)

LINDI

1. Kilwa Youth Development Association Lindi Youth Trust Fund
2. Upendo Youth Centre
3. Youth Cultural and Women Development Centre (YOCUWODE)

MANYARA

1. Grestroots Initiative for Youth and Geiderey (GIEDO) Huruma Youth Group (HYG)

MARA

1. Bunda Youth and Women Development (BYG)
2. MUWWE Women/Youth Poverty Reduction Organisation (MUWOYOPORO)

MBEYA

1. COCENANT Youth Support Association (COYOSA)
2. Ileje Youth Development (IYDG)
3. Mbeya Youth Development Organisation (MYDO)
4. Rungwe Youth Development Association (RUNGWE-YODEA)
5. Youth Build Future (YBF)
6. Youth Women's Christian Association
7. Youth With Hope Foundation (YOWIFO)

MOROGORO

1. Galilaya Youth Organisation (GAYO)
2. Initiative for Women and Youth Empowerment (IYOWE)
3. Kilosa Youth Development Association (KYDA)
4. Kituo cha Maendeleo ya Watoto na Vijana (CHAYODE)
5. Mafiga Women and Youth Development Organisation (MWAYODEO)
6. Tanzania Youth Awareness Building Organisation (TAYABU)
7. Tanzania Youth Culture Development Centre (TYCDC)
8. Tanzania Youth Development Initiatives (TYDI)
9. Youth Development Forum (YDF)

MTWARA

1. Mtwara Youth Anti-AIDS Group (MYAAG)
2. Mtwara Youth Poverty Fighters Group (MYPFG)
3. NEWALA Youth Network (NEYONE)
4. Nyerere Youth Development Group – (UMOJA WA VIJANA NYERERE MTWARA)
5. Tanzania Anglican Youth Organisation (TAYO-MTWARA)

MWANZA

1. Apilisha Child, Youth Development
2. Capri Point Youth Development Organisation
3. Green Hope Youth Organisation
4. Maendeleo ya Vijana Magu Shirika la Jamii (MAVIMA)
5. Tanzania Youth Against Poverty, HIV/AIDS, STI and Counselling
6. Tanzania Youth and Elderly Employment Development
7. Victoria Youth Green Farm
8. Vijana Edo Environmental Development Organisation Nursery and Plantedo Plant

PWANI

1. Bagamoyo Youth Development Network (BAYODEN)
2. Coastal Youth Vision Agency (CYVA)
3. Female Youth & Help Age Trust
4. Kisarawe Youth Development Network (KIYODEN)
5. Lanoche Orphans & Youth Camp-Kibana (LNC)
6. Mafia Youth Development Network (MAYODEN)
7. Mkuza Youth Development Association (MYODA)
8. Mtandao wa Maendeleo ya Vijana ya Kiegeni
9. National Empowerment of Youth in Tanzania (NENYOTA)
10. Tanzania Youth Workers Association (TYWA)
11. Vijana Vision Tanzania (VVT)
12. Widem Youth Future Programme (WYFP)
13. Youth Empowerment and Sustainable Development Foundation (YES)
14. Youth Partnership Countrywide (YPC)
15. Youth Volunteer's Development Association (YOVODEA)

RUVUMA

1. Mbinga Youth Group
2. Tanga Youth Development Community and Art Performances (TAYODECOTA)
3. Youth Empowerment Tanzania (YETA)

SHINYANGA

1. Chapakazi Youth Economic Group (CHAPAKAZI)
2. Tanzania Vijana na Malezi (TAVIMA)
3. Vijana Wakatoliki Wafanyakazi (VIWAWA)
4. Youth Advisory and Development (YADEC)
5. Youth Alive Club – Vijana Hai (YAC)
6. Youth Health and Development Association (YHDA)

SINGIDA

1. FPCT Singida Youth Centre (SYC)
2. Singida Youth Support Group HIV/AIDS (SIYOSUG) Singida Youth Support Group
3. Ubunifu Youth Group
4. Vijana Jiulize
5. Vijana Wakatoliki Wafanyakazi
6. Women and Youth Volunteers (WAYAV)
7. Youth Movement for Change

TABORA

1. Tanzania Youth New Vision
2. Youth Advisory and Development Council – Igunga
3. Youth Advisory and Development Council – Nzega
4. Youth Advisory and Development Urambo

TANGA

1. Korogwe Youth Centre (KYC)
2. Lushoto Aids Control and Youth Capacity Building (LACYCB)
3. Lushoto Youth Development Network (LYON)
4. Tanga Youth Action Millennium Organisation (TYMO)
5. Tanga Youth Aids & Environmental Conservation Organisation (TYAECA)
6. Tanga Youth Development Association (TAYODEA – Lushoto)
7. Tanga Youth Development Association (TAYODEA – Mkinga)
8. Tanga Youth Development Association (TAYODEA)
9. Youth with Disability Community Programme

ZANZIBAR PEMBA

1. Kojani Youth Mobilisation Care Centre (KOYMOCC)
2. Pemba Youth Advancement (PEYA)
3. Pemba Youth Development Organisation (PEYODO)
4. Pemba Youth Voice Organisation (PEYVO)
5. Youth Development Society (YODESO)
6. Zanzibar Youth Vision Centre (ZYVC)

ZANZIBAR UNGUJA

1. A World Home for Youth (WHY)
2. Faraja Youth Group (FAYOG)
3. Klabu ya Vijana ya Chuo cha Uongozi wa Fedha – Zanzibar (ZIFA)
4. Mikunguni Youth Development Organisation (MYDO)
5. Youth Centre for Poverty Alleviation (YOCEPA)
6. Youth for Development Association (VIJANA LEO)
7. Youth Self-Employment Foundation (YOSEFO)
8. Zanzibar Association for Youth, Education and Morality (ZAYEM)
9. Zanzibar Initiative for Youth who fight the spread of HIV/AIDS and Drugs (ZIFYA)
10. Zanzibar Youth Education, Environment and Development Support Association (ZAYEDES)
11. Zanzibar Youth Entrepreneurial Development Fund (ZYEDF)
12. Zanzibar Youth Forum (ZYM)
13. Zanzibar Youth Organisation Promotion Against Calamities (ZAYOPAC)
14. Zanzibar Youth Promotion Centre (ZYPC)

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