



**RESTLESS  
DEVELOPMENT**

# Strategic Plan (2022-2030)

Unleashing the power of young people

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# ABOUT RESTLESS DEVELOPMENT

Restless Development Tanzania is the leading development agency championing youth leadership nationally. We started working in Tanzania in 1993 and, since then, our Hub has evolved into an organization with true national reach. We are registered as a local non-governmental organisations under the Registrar of the Ministry of Community Development, Gender, Women, Elderly and Special Groups.

Our Hub belongs to the global family of Restless Development, a non-profit global agency with independently registered Hubs in nine countries. Our agreement with the wider Restless Development family governs universal standards, brand usage, and ways of working between Hubs. It also established a global support team which provides technical support, shares funding opportunities, and monitors quality control of Hub operations. However, all Hubs are all independently registered and governed, bound together by a vision in favour of youth power. Each Hub independently leads its national direction – including the development and implementation of its strategic plan – and areas of expertise.

Restless Development Tanzania is responding to this growing generation of young people and associated socio-economic challenges by unleashing the power of youth leadership and securing the power of young people to play a bigger role in development. Young people in Tanzania are showing us how to bridge the divide between national development and local action, leading to long lasting transformative change within their communities. In doing so, contributing to Tanzania's five-year National Development Plan (2020–2025) and the Global Development Sustainable Goals (SDGs).

## **Leadership & Governance at Restless Development:**

We have a commitment to young staff and youth leadership within the organisation, and our leadership reflects our commitment. Our intergenerational leadership structure ensures that we are practising our diversity and inclusion policy. We are also proudly Tanzanian. We are led by a Tanzanian Hub Director whose role is to supervise the Leadership Team. Our Leadership Team is composed of five senior colleagues and several young staff, all Tanzanian nationals. The Leadership Team is responsible for leading the hub in major decisions under the oversight of a local Board of Directors.



# OUR REACH

Guided by the definition of the Tanzania National Youth Development Policy (2007), we work primarily with young people between ages 15–35 years old. However, our demographic reach is actually much broader. It is through the young people we work with that we are able to reach the whole of communities, including children and adults.

We operate nationwide. We are nationally registered with the Ministry of Community Development, Gender, Women, Elderly and Special Groups, which guarantees our access and reach to work across the whole of Tanzania. Historically, we have worked in almost all provinces and with thousands of communities. We continue to diversify our reach both by activating new opportunities for youth-led change and leveraging ongoing efforts of our organisation and our partners.

Our way of working allows us to operate anywhere, always in partnership with local young people. How we work across the country, though, is dependent on local priorities and needs and – importantly – the local actors and partners already working in the region. Our reach differs depending on whether we are working on direct implementation with communities, through community-based organisations or local authorities, or with advocacy and influencing power holders.



# The Situation for Young People in Tanzania

In Tanzania, young people (15–35 years old) are an increasing proportion of the population – they comprise 35.6% of the population as of 2020. The Government of Tanzania recognises the role of the growing youth population in securing its 2025 Vision and is increasingly taking measures to support young people to actively develop the country. However, Tanzania’s energetic and innovative young people continually face barriers to leadership opportunities in the form of accessing education, livelihood opportunities, sexual and reproductive health, and participation in governance spaces that are only compounded based on their gender and the impacts of climate change.

## Education

Gaps in proper access to education still remain for young people. Half of young people experience a mismatch between the 21st century skills needed for the labour market and their formal education. Even more (70%) view the educational system as one that is outdated with inadequate educators, inaccessible facilities for young people with disabilities, and prohibitively high-cost in part due to insufficient funding.

Young people view poor access and inadequate utilisation of digital technology as a key barrier.

Furthermore, drop-out rates are high for girls as a result of teen pregnancy. This is triggering an increase in illiteracy due to out-of-school young people, especially young mothers, not having access to adult education.

## Livelihood

Opportunities still remain limited for most young people and unemployment is high (13.4% overall, 14.3% for young women), especially in urban areas. We see 4 main challenges that impact youth livelihoods:

1. **Lack of relevant skills:** Overwhelmingly, young people and adults alike believe that the top reason that young people struggle to earn a living is because they do not possess the relevant skills needed for employment.

2. **Insufficient financial capital:** Many young people feel that in order to open up doors for them to improve their livelihoods, they need to have more financial capital available. They struggle to access credit and/or loans to invest in building businesses and/or pursuing expensive formal education, which often leads to better work.

3. **COVID-19:** Nearly all young people report experiencing negative economic impacts such as struggling to obtain the needed capital for their business strategies as a result and most experiencing an increased burden of domestic responsibilities – especially young women.

4. **Climate change:** Floods and droughts have become increasingly common due to climate change, which is negatively affecting economic opportunities, especially in the agricultural sector.

## Gender & SRHR

Young people struggle to access resources and services related to their sexual reproductive health and rights (SRHR). While sexual reproductive health (SRH) services are available in most districts, they are not perceived as being youth-friendly and survey results show that adults underestimate the impact of poor SRH services.

Young people experience barriers such as privacy issues, inconsistencies in treatment and procedures influenced by nepotism and corruption, and social norms that make sharing personal information with elders uncomfortable. In most cases, nepotism and corruption are mainly manifested at public facilities by service providers. They have access to little information or community support for tackling GBV.

Furthermore, young mothers are bound to remain in harmful relationships for economic reasons, making young women’s economic empowerment very important for helping them to escape violent situations.

## Voice & Governance

The perception of youth participation in governance varies across communities in Tanzania; some view young people as engaged whereas others view them as trouble-makers or irresponsible.

Half of Tanzanian youth feel that they lack adequate information about civic education and governance and 13% are disenchanted with what they view as untrusted by government. The majority of young people experience limited access to meaningful formal leadership positions due to a mandated youth quota for decision-making positions not in existence in Tanzania, age discrimination and biases against youth (especially young women), contradictory laws and policies, and a lack of access to spaces where they can participate in civic life. Many young people deliberately shy away from attending decision-making forums as a result of social norms or low awareness of rights, responsibilities, and/or sufficient information.



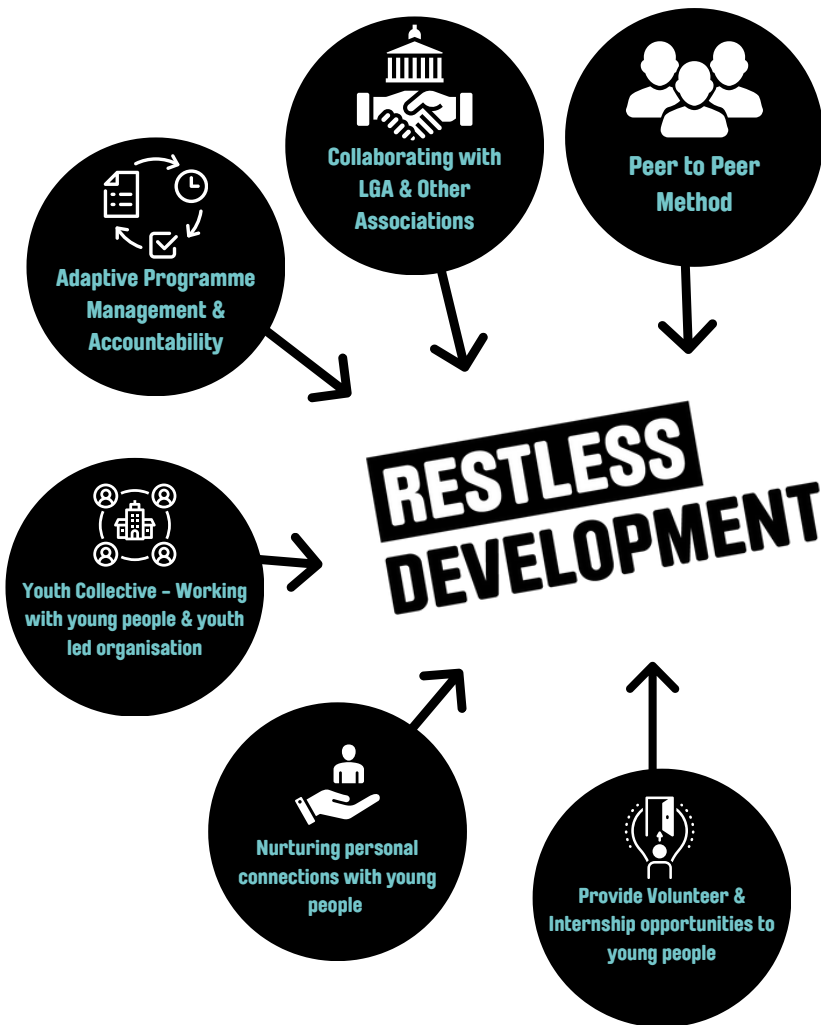
# Highlights of the previous Strategy - 2016 -2021

In 2015, Restless Development Tanzania made two significant steps in solidifying our role in youth-led development. First, we participated in the development of the country's youth manifesto which set out young people's key priority areas. Also, our Hub's first strategic plan (2015-2020), in partnership with the Swedish International Development Cooperation Agency (SIDA), was established. The plan focused on empowering young people to raise their voices on accountability issues, building capacity of youth to engage in livelihood opportunities, increasing access sexual reproductive health services and rights, and capacitating young leaders to lead change in their communities.

## So how do young people lead change in their lives and communities?

- 1) When given the opportunity to lead, young people act responsibly, rapidly develop competence, and can win the respect of community and elders, even in traditionally very age-conscious social contexts.
- 2) Through capacity development in key skills and participation empowerment initiative, young people are better equipped and viewed as more credible by power-holders to participate in and influence decision-making.
- 3) When young people are leading direct interventions in their communities that generate tangible results, they rise to an elevated status, garner increased trust by the community in youth-led solutions and experience a reduction in barriers to youth leadership.
- 4) When young people work on the challenges in their communities that are of importance to them, their sense of responsibility increases and the interventions become more sustainable.
- 5) Youth-led accountability can begin in contexts that are considered less political such as schools and health center's; these less confrontational settings give a space for young people to practice holding power-holders to account.
- 6) While training opportunities have improved young women's potential to engage in processes that can improve their livelihoods, their gained empowerment alone is not sufficient for improving their power status. Power imbalances on the basis of gender are still rooted in social norms that inhibit young women's options as well as their confidence.
- 7) Involving young people directly in development work helps sharpen their life skills and creates better citizens by increasing their sense of self, improving their understanding of society, and strengthening their social assets and networks.





## How can we best support young people?

- 1) Our peer-to-peer methodology is successful and applicable in a broad range of contexts, especially with issues that are taboo or difficult to discuss in intergenerational settings. The peer-to-peer approach also improves communities' abilities to nurture upcoming young leaders.
- 2) Working collaboratively with local government, associations, and ministries helps to sustain change by internalising the acceptance of youth-led processes and the outcomes of youth-led interventions.
- 3) It is vital to strongly embed adaptive programme management and dynamic accountability into all programmes and projects through meaningful, inclusive, participatory, and routine engagement with young people that influences adaptations.
- 4) Young people and youth-led organisations that work alongside Restless Development Tanzania must be supported to foster the capabilities, knowledge, and networks needed to be a primary source of change in their communities.
- 5) We will continue to meet young people where they are by advertising opportunities in a targeted way, nurturing personal connections with the causes that resonate with young people's experiences, linking young people together, and training young people in the skills valuable to them for securing employment.
- 6) Providing young people with volunteer and internship opportunities helps to strengthen their professional skills and also provides them with valuable experiences. These opportunities support young people to better access employment opportunities and to become meaningfully self-employed.



**2022-2030  
UNLEASHING THE POWER  
OF YOUNG PEOPLE**



# Strategic Framework

## Our Mission and Vision

Restless Development in Tanzania vision is for a Tanzania where all young people are given the opportunity to take up leadership roles that mobilise communities through their ideas, words, and actions to deliver long-lasting transformative change.

Our Mission is to be a champion for youth-led change in Tanzania, fostering a generation of young leaders who have the power to influence and inform decisions that affect their lives.

We want by 2030 to have:

**250,000** young people given the opportunity to take up leadership roles in the identified impact areas to deliver transformative change in their communities.



## Our Values

We are a values-driven organisation. Our values describe what kind of the organisation we are, our beliefs, and the kinds of partnerships we join.



**We are in it together. We listen and learn.**



**We are who we serve. We are brave.**



**We are 100% professional. We prove that young people can.**



**We generate leaders. We are proud to carry the banner for youth-led development.**

## What we want to achieve with every priority area:

### Voice & Governance

- Young people influence decision makers/institutions/structures (democratic processes) at national and local levels and advocate for issues that affect their lives.
- Communities benefit from changes influenced by young people (Change in policy, change in practice)
- Decision makers/stakeholders (both local, regional, National and international) are accessible and meaningfully engaging young people in utilizing opportunities in their communities

### Education & Livelihood

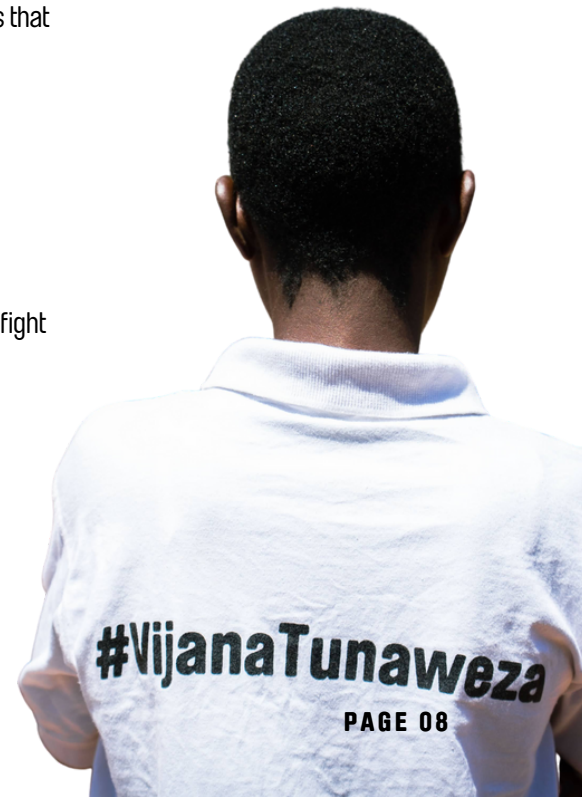
- Young people have labour market relevant skills as a result of access to quality education and trainings that help them to unlock livelihood opportunities
- Young people have improved income through improved access to employability skills and decent jobs
- Young people are well positioned to access and claim decent and sustainable living

### Gender & Sexual Reproductive Health Rights

- Target population (young women, girls, first-time young mothers, PWDs, and young people) has an improved capacity to make safe choices regarding their sexual and reproductive health, rights, and the fight against GBV

### Climate Change

- Young people have sustainable living and are meaningfully engaged in formulation/implementation of environmental and agricultural policies/ laws



# Our Strategic Priorities

We have identified four priority areas whereby our projects will target to create impact in the community. However, we are flexible to add any additional area if it emerges during the strategy period. So, we will focus on new issues as challenges and priorities emerge, and if youth leadership can have an impact. The priority areas are as follows:

## Education & Livelihood

We want all young people to have the skills, knowledge, resilience, and opportunities that enable them to thrive. Young people in Tanzania have told us that they need access to life-long learning through both informal and formal educational opportunities and support to unlock decent work. We take a youth-led approach to ensuring that every young person has a quality education and access to training and opportunities that set them up for life. We break barriers that limit potential by nurturing skills development of young people through mobilising experts to catalyse young entrepreneurs, ensuring access to markets, and contributing to the scale up or acceleration of youth-led businesses. Furthermore, we foster young people's resilience to the effects of economic shocks, disasters, and pandemics. We want all young people, especially women and girls, to be able to stay in school and make a sustainable, fulfilling living when they leave.

## Gender, Sexual Reproductive Health & Rights

We know that bodies and genders are subject to discrimination and violation. We empower young people to advocate for supportive and inclusive services and policies to advance and uphold sexual and reproductive health and rights. We encourage young women and first-time mothers to take control of family planning, access improved sexual and reproductive health services and facilities, demand their sexual and reproductive rights, and demonstrate safe sexual practices. We strive for a universal understanding of the impact of gender-based violence to end its effect on vulnerable groups. We view SRHR as a holistic and integrated approach to address the multifaceted challenges facing young people, especially girls and young women, related to their livelihoods, leadership, and voice in decisions that affect their lives.

### Contributing to SDG Goal:



**Our objective is to ensure that young people are well-positioned to access quality educational, training, and livelihood opportunities.**



**Our objective is to ensure young people are able to access and advocate for youth-friendly services and that policies advance and uphold sexual and reproductive health and rights.**

## Voice & Governance

We believe a more just and participatory government in Tanzania is possible, with institutions that are accessible and responsive to young people. We aim to dismantle barriers, harmful customs and traditions, and restrictive social norms that undermine the ability of young people – especially young women – to take part in decision making platforms. By building networks and relationships with local government, we influence structures and institutions in favour of youth concerns. We champion young people to understand and exercise their rights and demand accountability of powerholders. We foster active citizenship in young people to create change in their communities by influencing social and political structures and those in power with evidence-based solutions generated through youth-led research and social accountability.

## Climate Change

Climate change drives poverty and inequalities in Tanzania, jeopardises communities' livelihoods, and threatens national stability. There is no future for Tanzanian youth without raising the environmental consciousness, putting in place effective mitigation actions against climate change, and forging a clear path on the green and sustainable way forward. Young people risk losing the most from climate change, yet they are systematically excluded from conversations to address it. We nurture young people to be leaders in transitioning to a just and sustainable world by strengthening youth civil society and amplifying an intergenerational response.

### Contributing to SDG Goal:



**Our objective is to catalyse youth-led initiatives to hold power-holders accountable and dismantle systems, structures, and social norms that restrict young people**



**Our objective is to equip young people with information and skills to be more resilient to the impacts of climate change and be included in decisions about addressing its impacts.**



## Cross Cutting Priorities

Our strategic priorities are core to our work. However, we are not restricted to working under only these priorities: we focus on priorities identified by young people as they emerge. Our cross-cutting priorities of **Youth Leadership**, **Gender Transformation**, and **Digital Innovation** enable this inherent flexibility.

### Youth Leadership

Our objective is to equip young people with the knowledge and skills needed to lead in delivering change



### Gender Transformation

Our objective is to transform gender dynamics by mitigating gender disparities and shifting harmful social norms.



### Digital Innovation

Our objective is to promote digital innovation that supports young people and to ensure that young people are prepared to utilise technologies.

We will continue to equip young people with the skills to lead holistic development projects that spread knowledge, develop skills, and address priority issues within communities. We focus on preparing young people to innovate and lead in developing solutions to the issues that they identify. We connect young leaders, creating a network of youth leadership across Tanzania

We are committed to a gender-equal Tanzania and we recognise the barriers that women and girls disproportionately face. Therefore, across all topics, we address gender disparities and gender-specific needs. Young people in Tanzania tell us that it is especially vital to ensure that young mothers and female-headed households have access to leadership skill development and educational and livelihood opportunities. To address these disparities, we work with young women and young men to ensure that those who face an injustice must be the ones best represented in the fight against it.

Young people are increasingly using technologies across all aspects of their lives, and we work to promote digital innovation that supports them. For example, we support entrepreneurs to develop digital solutions to market, social, and nature-based challenges. We leverage digital tools to ease data collection and communication. We connect young people to mobile platforms to grow their coalition. We promote digital engagement with governance spaces and in advocacy. However, the digital divide disproportionately impacts some groups of young people, so we are transforming how we work in ways that do not leave anyone behind.

## How We Achieve Change

Restless Development Tanzania provides a youth-led and community-led alternative to development practices. We take an approach that puts power in the hands of young people directly to influence and lead change (see Annex 4: Youth Power Checklist). We are intentional in our efforts to promote youth power, enabling young people and communities who have previously been marginalised to lead change. We foster youth leadership to put young people in the position to identify issues, develop solutions, and implement interventions.

We take a systems approach to our work. We know that young people affect and are affected by overlapping layers of an ecosystem: from personal factors such as age, gender, socio-economic status, etc. to societal factors such as policies, social norms, and more. This whole-of-system ecological view recognises that transformative change only happens when we understand and address the factors at play within the system. It also recognises the power that a young person has to change and shape their own lives and communities, as young people as individuals and a collective are foundational building blocks of the system.

We address systematic inequalities in everything we do. We recognise the barriers that women, girls, people living with disabilities, and young people with different ethnicities and religions face in the communities in which we work. We want to ensure that every young person is able to lead, create just and sustainable communities, and access their rights. By challenging historic power inequalities, we push ourselves to ensure young leaders can lead the fight for a better Tanzania and offer a safe space that dismantles structural discrimination and bias.



## Our Approaches to Achieving and Sustaining Change

We utilise three main approaches in our work, and core to our work is ensuring sustainability for the changes achieved by young people who are part of our programming. Our three approaches to achieving and sustaining change are:



### 1) YOUTH-LED CHANGE

Our interventions utilise the youth-led change approach – young people lead change on their own terms. We support them to get the opportunities, confidence, networks, skills, and information they need to make it happen. We guarantee that young people lead the design and direction of our interventions and they own the knowledge generated.

Practically, this work looks different for every intervention because it is locally-led and responds to the different contexts and challenges young people and their communities are facing. There are multiple models that underpin our work, including

The young people involved in our interventions are leaders in sustaining and scaling change. They have a history of starting and sustaining businesses, continuing community development projects, mentoring other young people, conducting seminars in schools, and even running for and holding government office or joining community councils. After projects end, our alumni leaders are able to remain in contact with us. They continue to receive information about opportunities, challenges, and new learning. Many continue to act as ambassadors and mentors, supporting other young people in their communities through youth-led change.

1. **Peer-to-peer approach:** Young leaders are identified and trained to deliver content, impart skills to their peers, generate evidence, and influence change. We strengthen the capacity of peer educators as facilitators of change.
2. **Youth empowerment:** Young people are provided with information, training, and skills development about topics affecting their lives.
3. **Community mobilisation:** Young people change behaviours and/or mobilise action in their communities to respond to challenges.
4. **Youth-led accountability:** Young people are empowered to advocate and hold decision-makers to account. We emphasise evidence-based rights claiming and capitalise upon all opportunities for emergent civic space.
5. **Youth-led research:** Young people generate evidence that captures key insights on issues that matter most to them and use it to inform policy and practice.

## 2) Youth Collective

We work through a collective of allies in favour of youth-led development. The collective includes groups and individuals who are committed to youth-led change and a more just and sustainable Tanzania. As a collective, we are bigger than the sum of our parts. We can speed achievement of the Sustainable Development Goals and Tanzania's Third Plan.

Together, we aim to strengthen youth civil society by supporting, funding, mobilising, and shifting power to Tanzania's youth-led, youth-focused, and youth-serving organisations, movements, and groups. In practice, this looks like:

- 1) Mobilising and inspiring a wider group of young leaders beyond Restless Development's reach, multiplying youth leadership.
- 2) Serving as a 'big sister' organisation to youth organisations in Tanzania by supporting them to grow, lead, and succeed.
- 3) Networking amongst collective members and building alliances and bonds to challenge the development sector and tackle top-down development.
- 4) Continually engaging Restless Development alumni to cascade their learnings through training, monitoring, and evaluation, and follow-up activities.
- 5) Offering training, workshops, and other capacity development opportunities on topics including, but not limited to fundraising, budgeting, balancing power, working with young people, inclusivity, gender transformative approaches, and specific technical assistance on subject matter expertise.
- 6) Sharing funding opportunities, widening the flow of resources to local youth civil society organisations and groups.



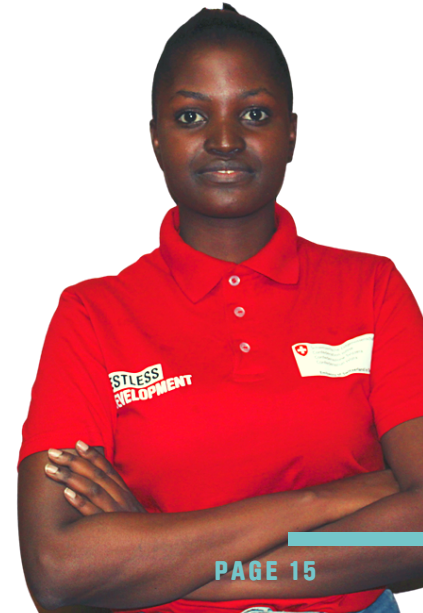


### 3) Restless Experts

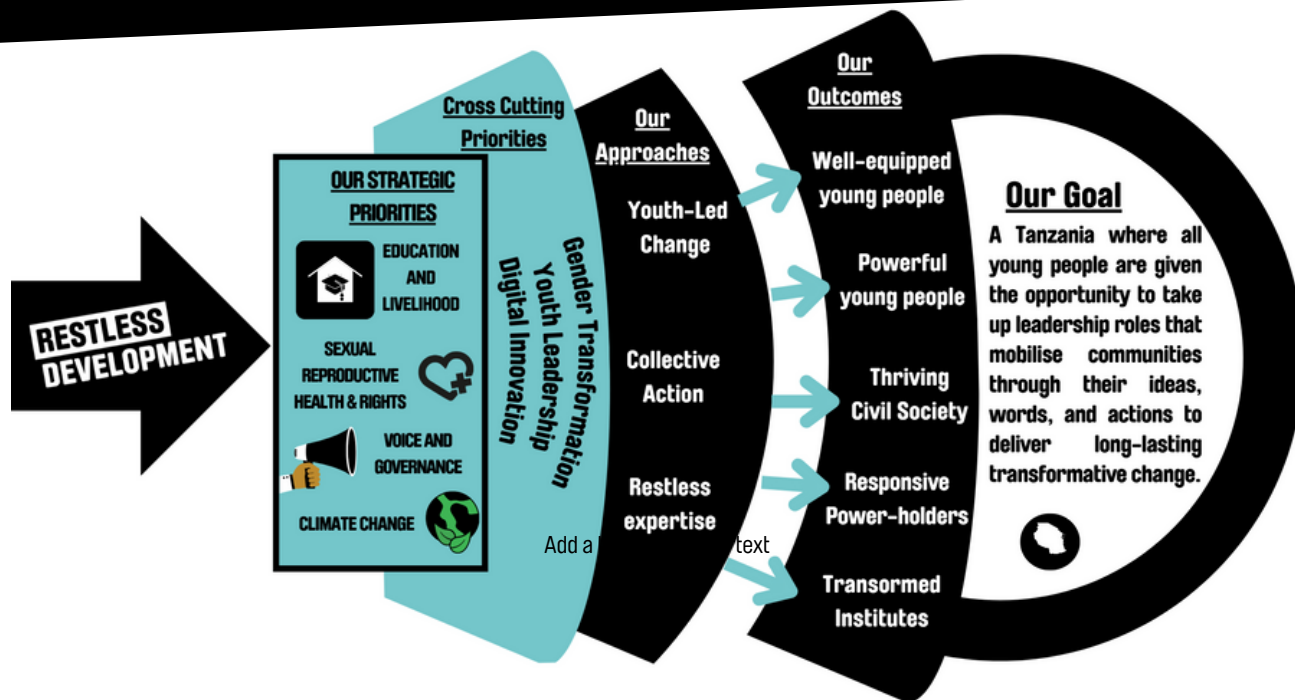
We share our expertise with power-holders such as government, civil society, academia, donors, and the private sector to influence and support them. By providing regular advice and guidance to power-holders, we support and influence them to develop strategies and approaches that include youth perspectives.

The expertise we offer can be tailored to the needs of the interests of any sector. Often, our expertise offer will start with youth-led research and progress to youth-led change. For instance, we support government agencies and local authorities to consult with young people, form youth advisory panels, convene youth audits, and develop recommendations and youth policies and strategies. We offer support with organisational change, ensuring meaningful youth engagement principles are embedded in organisational culture – from young members on steering committees and Boards to youth-designed and youth-led programmes, activities, and campaigns.

As an organisation, we ensure sustainability through continuous engagement with government, multilateral, and private sector actors. These actors are both our allies and our targets for advocacy, depending on the change we aim to achieve. We utilise our internal expertise and the expertise of our youth-led partners to help them incorporate youth-led solutions into their practices and tackle barriers and challenges raised by young people. This embeds innovative, youth-led solutions into institutions across Tanzania, which allows us to not only sustain, but further develop change.



# Theory of Change



IF we deliver our interventions in our priority areas: Education and Livelihoods, Sexual Reproductive Health and Rights, Voice and Governance & Climate change

And

We ensure that we integrate our cross-cutting priorities of: Youth Leadership, Gender Transformation & Digital innovation

Using

Our Approaches of: Youth-led change Youth collective & Restless experts

TO

Young people between ages 15-35 years old

THEN,

a Tanzania where all young people are given the opportunity to take up leadership roles that mobilise communities through their ideas, words, and actions to deliver long-lasting transformative change will be achieved.

## In order to achieve our Theory of Change

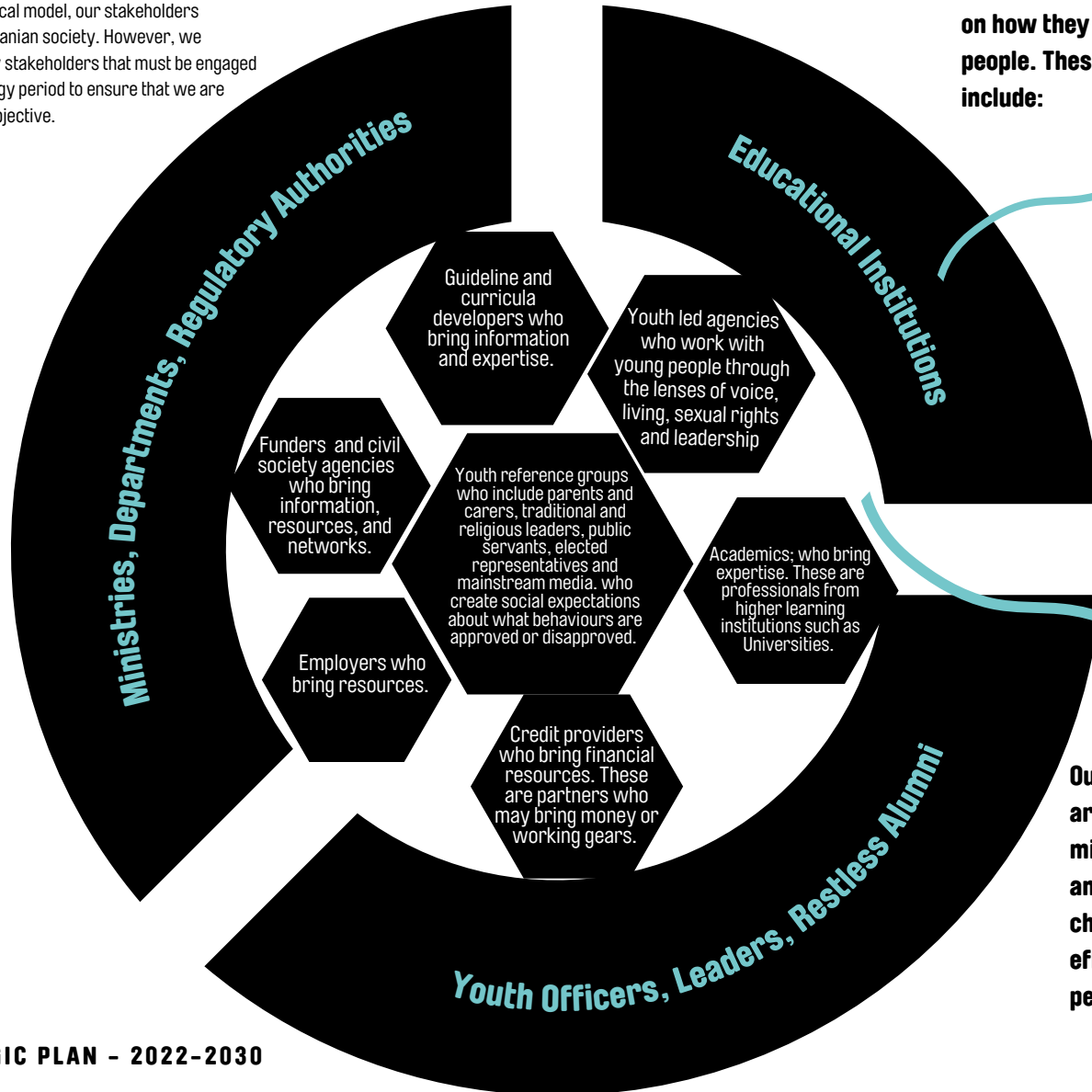
**We assume that the following preconditions are both necessary and already are present in Tanzania:**

- Young people in Tanzania are eager to hold leadership positions and strengthen the skills and knowledge necessary to enact change in their own lives and in their communities.
- The involvement of young people in decision-making will result in changes that benefit young people equitably across Tanzania.
- Spaces for youth civil society to create their shared ambitions for change can be utilised or set up and sustained over time.
- Vital connections can be made between likeminded young people and youth civil society groups.
- Responsive leadership exists within Restless Development and youth civil society to catalyse and influence an enabling environment for young people to influence decisions that affect them.
- Relative stability will persist within Tanzania socially, politically, and economically.
- The Government of Tanzania will continue its commitment to youth development, particularly related to economic opportunities.



# A call for partnership

As we work within an ecological model, our stakeholders encompass the whole of Tanzanian society. However, we understand that there are key stakeholders that must be engaged closely throughout our strategy period to ensure that we are successful in achieving our objective.



We plan to work with key stakeholders to influence them on how they work with young people. These stakeholders most include:

Our boundary partners are people whose mindsets, behaviours, and practices need to change in order to effect change for young people.



# POWER SHIFTING CHECKLIST

We want to proactively shift power in everything we do. What does this practically mean? The POWER SHIFTING CHECKLIST guides the work that we do and to help others that want to ensure all young people have the power to lead.

## 1. PRIORITISE YOUTH LEADERSHIP

- ✓ Trust young people to lead from the outset.
- ✓ Support youth-led organising.

## 2. PRIORITISE SAFETY & HAPPINESS

- ✓ Protect the health and safety of young people.
- ✓ Support youth happiness and wellbeing.

## 3. TRAIN, SUPPORT & RESOURCE YOUNG LEADERS

- ✓ Plan Ahead. Provide and resource tailored inclusive training and support to all young leaders.
- ✓ Compensate fairly. Ensure no young person is doing unpaid work, or is out of pocket due to their commitment.
- ✓ Fund locally led youth groups and organisations.

## 4. BE OPEN, DYNAMIC AND ACCOUNTABLE

- ✓ Learn. Invest in monitoring and evaluation and build a culture of learning.
- ✓ Ensure Dynamic Accountability. Let young people participate fully, be transparent and provide a continuous feedback loop.

## 5. INTENTIONALLY SHIFT POWER

- ✓ Recognise Intersectionality. Acknowledge that everyone has a unique experience of discrimination – and be intentional about removing barriers for every young person.

Let communities lead their own development.

- ✓ Let young people be holistic leaders, to inform, influence and deliver their own futures.

## 6. BE RESTLESS: FLEX, INNOVATE & CREATE

- ✓ Youth Power is not bound by existing systems or the status quo. Give young people the space to flex, innovate and create new ways to have impact.

# Programme Spotlight

## **Vijana Tunaweza (Young People Can!)**

Through Vijana Tunaweza, first time mothers are supported and empowered to thrive in the face of the economic and social drivers of HIV and teenage pregnancy. The programme has a strong focus on women leadership through advocacy and accountability monitoring.

**Out of 500 young mothers 87% (435) managed to start their own business post training.**

## **Mabinti Tushike Hatamu (MTH) (Girls Let's Be Leaders)**

Restless Development Tanzania worked with Local government authorities and community including parents to empower out of school adolescents girls to access SRHR and entrepreneurship training in the three regions of Dar es salaam, Ruvuma and Iringa.

**“ Endline evaluation shows that 81% of adolescent girls had improved SRH knowledge and able to access modern family planning methods with confidence”**

## **Youth Sounding Board**

The Youth Sounding Board engages young leaders representing 16 regions of Tanzania to advise the Embassy of Switzerland on the design of youth-centered projects.

**“Development partners should facilitate creation of a youth platform where youth can meet to discuss their priorities”**  
**Female FGD**

# Programme Spotlight

## Youth Take the Lead

Youth Take the Lead is an exchange programme between young people from Tanzania, Zambia, and Nepal. Participants meet either virtually or physically to hold dialogues on the issues that are affecting young people in their countries to learn about each other's different experiences. Under this initiative, young people visit each country to collaboratively participate in implementing activities to learn how the activities are led in a different country compared to their home country.

**“Last year, 4 young leaders were created through this exchange program”**

## Kijana Wajibika (Youth be Responsible)

Kijana Wajibika is Restless Development Tanzania's longest running programme promoting active citizenship. The goal is to increase:

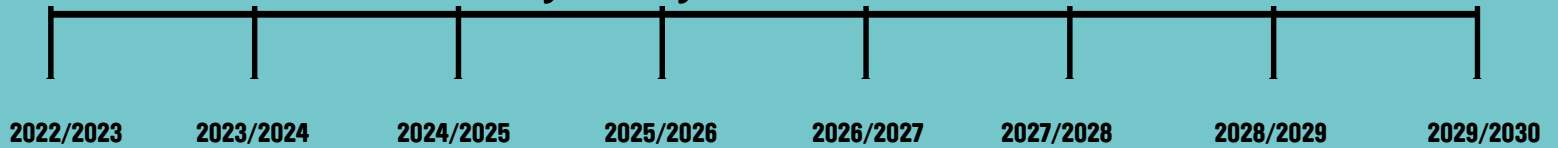
1. Government accountability and responsiveness through more effective, accountable, and transparent institutions
2. Public access to information
3. Protection of fundamental freedoms
4. Representativeness in decision-making processes

**“Endline evaluation has shown that 71% of youth are now taking part in decision making as opposed to prior the project (15%)”**

# Support Our Strategy

The Tanzania Hub based on experience and projections estimates its financing requirement for the implementation of the five year strategic plan to be 5,700,000 Euros. Restless Development has the ability to scale up its impact reaching more young people should the financing be available. We call upon new partners and or the government to support our strategy and unleash the potential of young people to be champions of development.

## 5,700,000 Euros





## Addressing and Mitigating Risks

We recognise that our strategy is situated in a context and within priorities areas where risks will be encountered. Based on our lessons learned and input from young people in Tanzania, we will monitor the following risks and put in place the associated mitigation measures:

**Risks**

**Mitigation**

A community does not accept the work of young people or of Restless Development’s work on behalf of young people.	We will engage community leaders, elders, and parents (where applicable) in the design and start-up process so they will feel more inclined to trust young people to deliver change in their communities.
Programmes are limited in geographical scope across the country.	Rather than increasing the geographic spread of Restless Development and risk spreading ourselves too thin and logistically inefficiency, we will work with youth organisations and groups through the Youth Collective and Restless Alumni to scale the reach of youth-led solutions.
Sub-groups within Tanzanian society that experience disproportionate marginalisation (e.g., ethnic and religious minorities, pastoralists, rural women, persons living with disabilities, etc.) will not equitably benefit from programming.	We will be intentional about inclusion in youth-led change and identifying young leaders in diverse communities. Working with youth civil society organisations and groups that focus on traditionally marginalised groups will help to expand our reach.
Community members or young people perceive that training is only for uneducated people and lack an understanding of the content provided through the training.	We work with young people through the peer-to-peer approach to inform community members about the value of new knowledge and will leverage allies with influence in the community as promoters of our youth-led approaches.
Government representatives do not provide sufficient oversight on the implementation of national policies, plans, and budgets that support youth	With access to evidence-based advocacy documentation, especially through our youth-led research methodology, we will prepare young people to advocate to and lobby with local and national governments.
Ability to raise resources inhibited by Tanzania’s new middle-income status and by shifts in the wider aid ecosystem that puts pressure on development aid.	Diversify funding by creating cost models that can be scaled efficiently and effectively.

# **RESTLESS DEVELOPMENT**

**POWERED BY YOUNG PEOPLE**

For further details on this strategic plan, to request a copy of the strategic implementation plan or to discuss how you could partner with us, please contact us:

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