

People4Change		
Terms of Reference for Inspirator		
1 GENERAL SUMMARY OF TOR		
Recruiting National Office	ActionAid Tanzania	
Inspirator type	<input type="checkbox"/> GP Inspirator <input checked="" type="checkbox"/> Local Level Inspirator	
Inspirator Title	Decent Work and Economic Opportunities Inspirator	
Nationality of Inspirator	<input checked="" type="checkbox"/> National recruitment <input type="checkbox"/> International recruitment	
Relation to which Strategic Objective	Objective 3 (Youth economic empowerment, decent work and opportunities): Increased budget for youth economic empowerment and decent employment policies and strategies in place at local and national level	
Name of hosting organization	ActionAid Tanzania	
Location of placement <i>(describe and mark)</i>	Unguja Local Rights Program (LRP)	
	Capital <input type="checkbox"/>	District <input checked="" type="checkbox"/>
Duration of placement	This post is for one year	
2 PARTNER AND PLACEMENT DATA		
Purpose of placement	To strengthen capacities of the LRP and partners staff on decent work and economic opportunities and its linkages to related policies.	
<u>Brief</u> description of hosting partner/GP	ActionAid Tanzania Unguja LRP has two staff who facilitate local development initiatives. The LRP office is located at Unguja which capital of the Zanzibar Government where mobile and internet access is good. The LRP works with local partners such as JUVIKUKA (North Unguja Youth Organisation to fight Violence), JUVIEKA (North Unguja Youth Organisation on public Education), Youth Organisation Union (YOU) and MWAVIKAU Young Women Network in North Unguja.	

	<p>Programmes of partners include; promoting youth employment and participation, prevention of violence against women and children and promote provision of quality education.</p> <p>They have organizational structure and leadership bodies and consisted of more than 50 members each. The partners are located at various parts of the district but have mobile access. Internet access is possible through mobile phones. There are however, occasional connection interruptions.</p>	
Main capacity gaps identified during needs assessment process	<p>The assessment done to explore the experience, challenges and opportunities of partner organizations in implementing their programs indicated the following gaps:</p> <ul style="list-style-type: none"> • Inadequate knowledge on the rights and entitlements of citizens in development and decision making on public matters including youth related opportunities. • Lack of understanding on youth development policies and government’s commitments towards implementing youth related policies and opportunities. • Low understanding on the concept of decent work • Lack of entrepreneurship skills and social enterprises • Inadequate advocacy skills and related policies • Inadequacy skills on fund raising mechanisms to support youth initiatives. 	
Target groups and key individuals to receive capacity development by the Inspirator?	<p>Key Individuals <i>(specific people the Inspirator will work closely with – minimum 2 and maximum 5)</i></p>	<ol style="list-style-type: none"> 1. Chairman of JUVIKUKA 2. Secretary of JUVIEKA 3. Chairman of SADEO 4. Secretary of Youth Organisation Union (YOU) 5. Chairperson of MWAVIKAU
	<p>Target groups <i>(Describe the groups the Inspirator will support)</i></p>	<p>Leaders of youth organizations and various groups under the organizations.</p>
Major challenges and risks associated with the placement	<ul style="list-style-type: none"> • Language might be a challenge as majority of Zanzibaris are Swahili speakers • Religious and cultural norms: Nearly 99% of the population are Muslims and one need to know the ‘dos’ and ‘don’t’. 	
Inspirator’s line manager	<p>Public Accountability and Youth Engagement Manager</p>	

3. Profile of the Volunteer Position: Outcomes, Outputs & Activities

With reference to the **already** funded programme/project outputs and activities contained in the partnership agreement, project document and partner annual work plans. **The Inspirator should assist the partner to achieve the following capacity development results:**

Outcomes <i>(What specific short term organisational, behavioural and/or programmatic changes should be expected)</i>	Outputs <i>(Which tangible products and/or results will be delivered)</i>	Activities <i>(Which activities will take place to support the attainment of outputs and outcomes?)</i>
<p>Work with local partners, Activista etc. (95 %)</p>		
<p>Increased participation of youth in demanding the government on its commitment for youth development</p>	<p>Key components of youth policy organized, and training guide developed</p>	<p>Organize training to partners and LRP staff on youth policy and government commitments</p> <p>Support in organizing dialogue with Local Government Authorities on youth demands for development</p> <p>Coach and mentor youth leaders on policy provisions related to economic opportunities and decent work</p>
<p>Enhanced knowledge on decent work advocacy</p>	<p>Opportunities of decent work and entrepreneur identified, and report produced</p>	<p>Support in assessing local job opportunities and entrepreneurship skill needs.</p> <p>Support policy analysis on decent work and economic opportunities mechanisms, laws and schemes that benefit youth.</p> <p>Organize training on decent work, advocacy and basics of entrepreneurship skills.</p>
<p>Participation in learning networks and individual competence development (5%)</p>		

Understanding on local context and youth development policy enhanced	Report on the local context and core youth policy components produced	Attend induction Read youth policy and related documents Attend relevant workshops
Own praxis improved, and international network strengthened	Good practices shared, and network enhanced	Participate in online learning and sharing networks with other Inspirators and Advisors as relevant Contribute to the Networked Toolbox with case stories and get inspiration from existing materials

4. INSPIRATOR PROFILE

Required skills & core competences	Knowledge on youth development issues and youth development policy of the country
Required professional or voluntary work experience	Background in Sociology, Social Work or Development Studies Two years' experience in youth development related fields including economic opportunities and policy works.
Personal qualifications	Passionate about youth mobilization, hardworking, patient and ability to work with different people of different culture
Language requirements	Swahili and English.

5. LOCATION INFORMATION

Geographic setting	<p>Unguja Local Rights Program (LRP) is located in Zanzibar. It is situated on the northern part of Unguja Island. The LRP covers Unguja North "A" and Unguja North "B" Districts. Unguja Region has a total population of 186,953 of which 51% are females. Each District is subdivided into Wards and Shehias. Accordingly, there are 35 Shehias in North "A" District and 30 Shehias in North "B" District.</p> <p>Road access within the Districts is generally good. Since the inspirator will be placed in the town, all the important social and economic services are available. These include; water, medical facilities and shopping options.</p>
Security situation	Zanzibar in general is safe area and no security threat is observed. However, one should take precaution of his or her personal security. For example, one needs to take care of motorbike when travelling or using them for

	<p>transportation as there might be accidents, snatching of mobiles and theft. On the other hand, it is advised not to walk alone at evenings in places where there are no people. Incidences of few robbery and kidnapping were reported in the past.</p>	
Type of Accommodation	<input type="checkbox"/> Homestay or <input checked="" type="checkbox"/> Private	
	<p>House for rent is available. The inspirator is expected to rent his residence house individually. However, the Unguja LRP staff with assist the Inspirator to access residence house.</p>	
6 ALLOWANCES AND TAX		
Allowances <i>Please note that allowances are likely be paid out in local currency in the country of service</i>	Per diems – monthly expectations	€ 480 (available after tax is paid)
	Preparation Lump sum (international only)	N/A
	Lump Sum upon arrival	€100
	Relocation per month (for internationals only) to be paid out at the end of placement in bulk	N/A
Tax level <i>(percentage and implications)</i>	<p>Are per diems, lump sum or relocation subject to tax national tax?</p> <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes, and so, which of the three: National Tax: Computed and paid in TZS Pay as you earn tax rate/formula (Allowance-720,000) x 30%) + 98100 also find it in https://www.tra.go.tz/calculators/payee.htm	