

YOUTH EMPLOYMENT AND ECONOMIC PERSPECTIVE

What's next for Tanzania Economy?

UNDERSTAND THE YOUTH ISSUES AND CONTEXT

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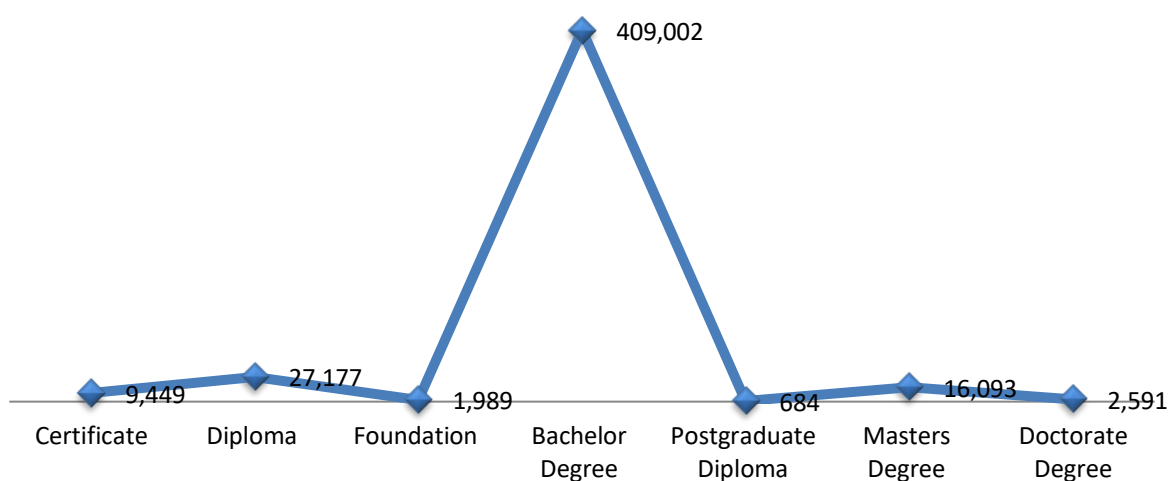
Introduction

The study focus on looking on youth employment along with their entire economic situation but also the study advising what the government and other organizations should do to help youth and free them from all life challenges including youth employment and the entire economic situation they face.

The findings of the research show that many young people are still unmarried by 91% of the youth interviewed even though a few are married by 5%, but also many young people have been seen living in families with people less than 3 family members, but also within those families it has shown that there is almost equal depending ration between people who work for salary or wage and people with no work or job but are actively looking for a jobs.

Many young people have shown that they have completed their first degree education from the first enrollment of 466,985 students by more than 91% and 9% of them have completed their first and make a total of more than 54,799 (11%) of all graduate where by 38,111 graduate first degree each year and 302 graduate second degree. Youth goals many of them respond at the moment are making a contribution to society, but many also wish to be more successful than where they are now. Many young people currently like to work in private organizations, but also in multinational corporations, and some would like to be self-employed by starting their own business as shown in the study below.

Students enrolment by award level



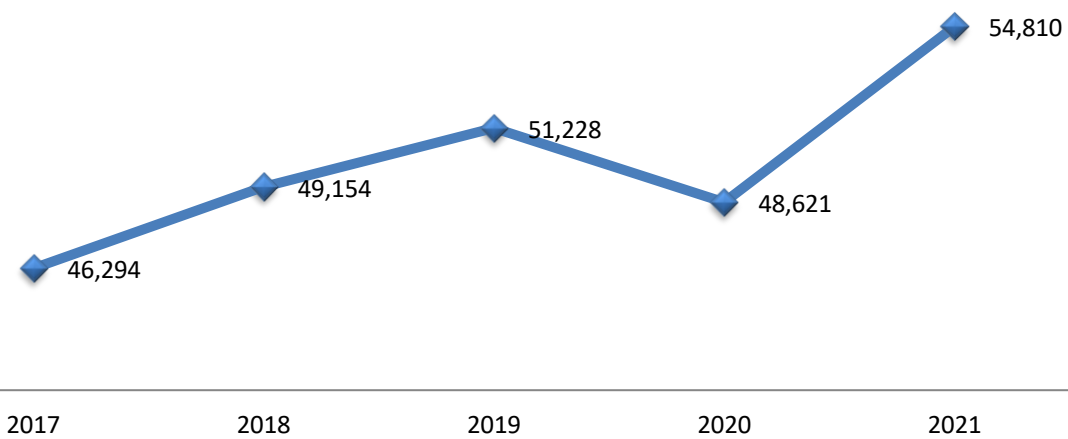
Youth in waiting for employment do volunteer work and other unpaid work, but also many of them decide to develop themselves further by doing various trainings like this that we are currently offering from time to time in the areas of Projects, Business and investment through our MASTERCLASS PROGRAM.

The biggest obstacles in getting employment for young people and being able to free themselves economically is the lack of experience in the jobs they have to apply for, but also many of them believe they lack employment because of the mismatch between education requirement and that received.

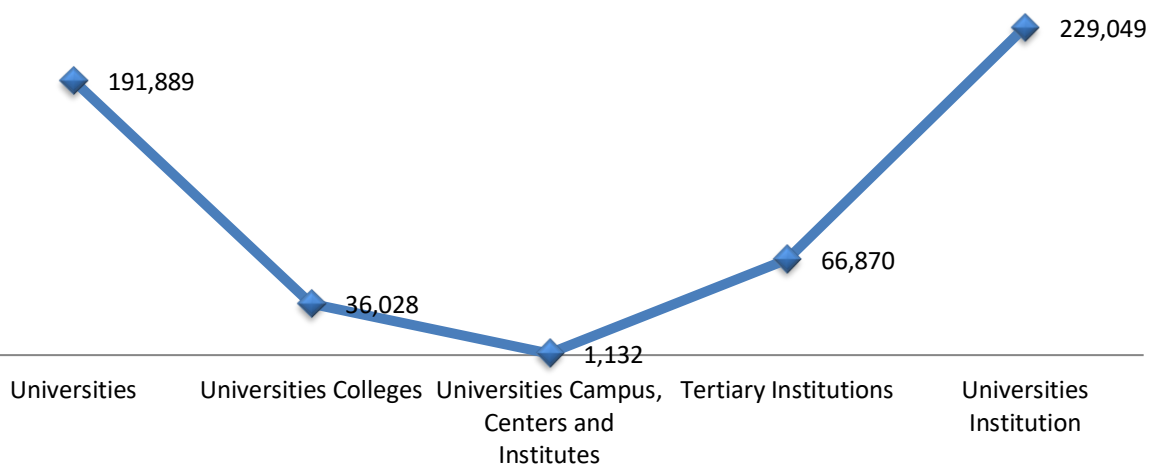
Many young people still believe that the education and training they have received is very useful in finding a job for 82% and 1% of young people believe that the education and training they have received is not useful in helping them find a job.

The methodology adopted in this study is mixed approach where by both qualitative and quantitative data were collected, for a qualitative study, in depth interview with key informants were conducted from 540 youth in Tanzania.

Trend of graduates in university institutions



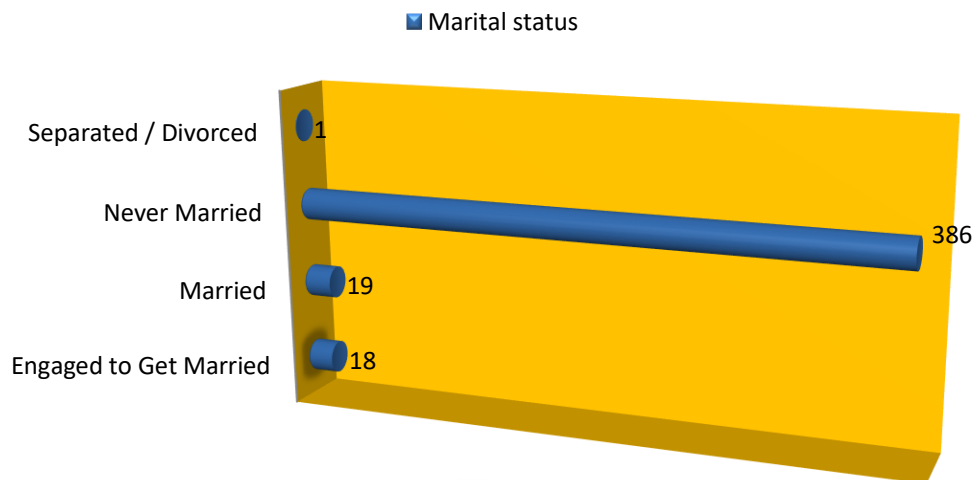
Number of students enrolment 2021/2022



Focusing on commercial sector formalization jobs,
The government should create an enabling environment that will enhance the transformation of the traditional agricultural and other informal sector activities into formal modern commercial farming, mining, tourism and other competitive private sector enterprises. This will create more and quality Jobs for Youth.

Research Findings

Marital status

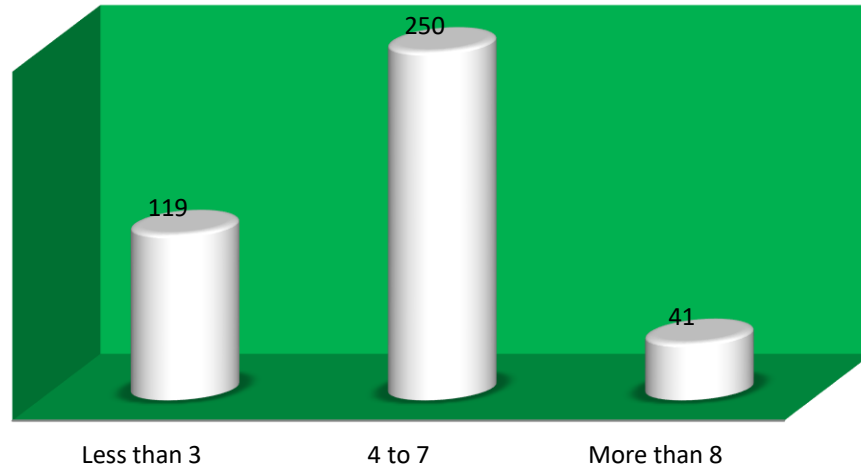


Findings shows that 91% of the youth interviewed responds to NEVER MARRIED make a total of 386, while 4% of the youth responds to Engaged to get married make a total of 18 and 5% of the youth responds to married make a total of 19.

Youth are the ones that know best about what types of Economic for Development policies and programmes will work for them. As such, the best way forward is to actually get out there and talks to local youth ask them for their opinions and get them involved in the Economic project process.

Household Size

Household Size

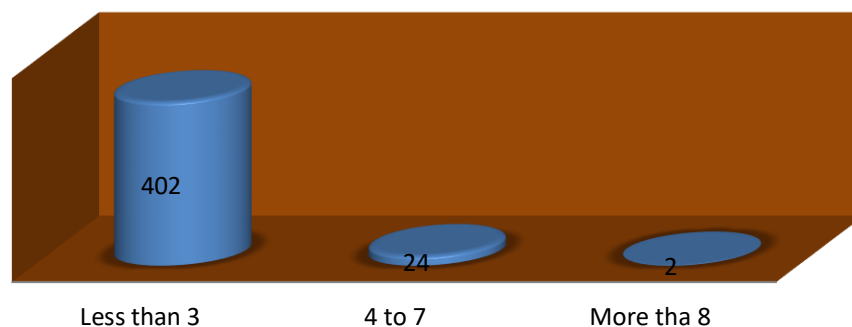


Finding shows that 61% of the total youth responds to have household size with 4 to 7 family members make a total of 250 while 29% respond to have less than 3 family members make a total of 119 and 10% respond to have a family members with more than 8 make a total of 41.

“As motivated and inspired citizens, young people are agents of change with the potential for taking a leading role in tackling development challenges for themselves, their families and the society.”

No of Household work for a salary/wage

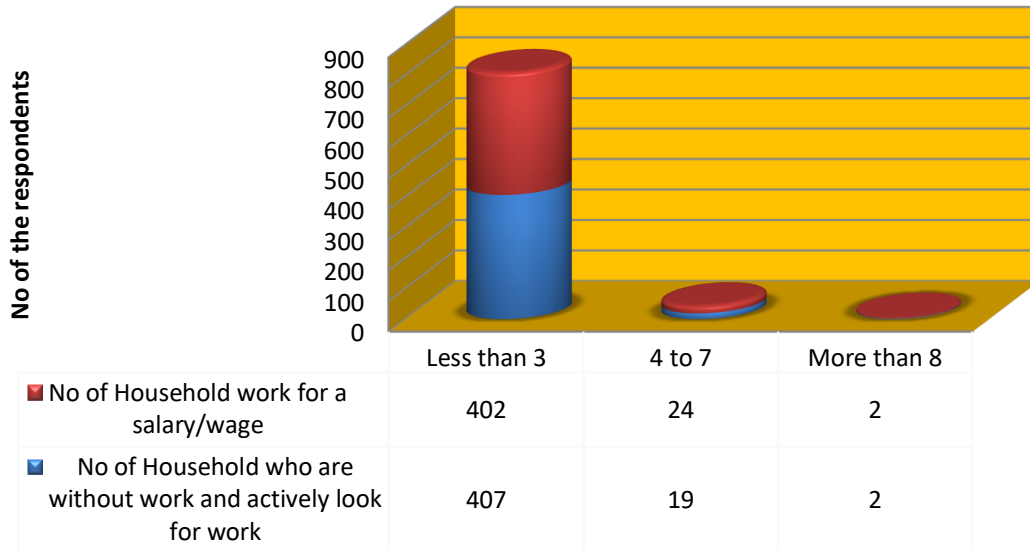
■ No of Household work for a salary/wage



Findings shows that 94% of the youth respond to have less than 3 family members who work for a salary/wages make a total of 402, while 6% respond to have 4 to 7 family members who work for salary/wages make a total of 24 and 0% which make a total of 2 respond to have a family member more than 8 who work for salary or wages.

Involving youth in the planning process is critical to the success of projects, Youth and adults may have complementary areas of skills, expertise and resources. For example, youth may lack access to funding, personal or political connections or business experience, while adults may lack the ground knowledge about what programmes or services would best help the youth population.

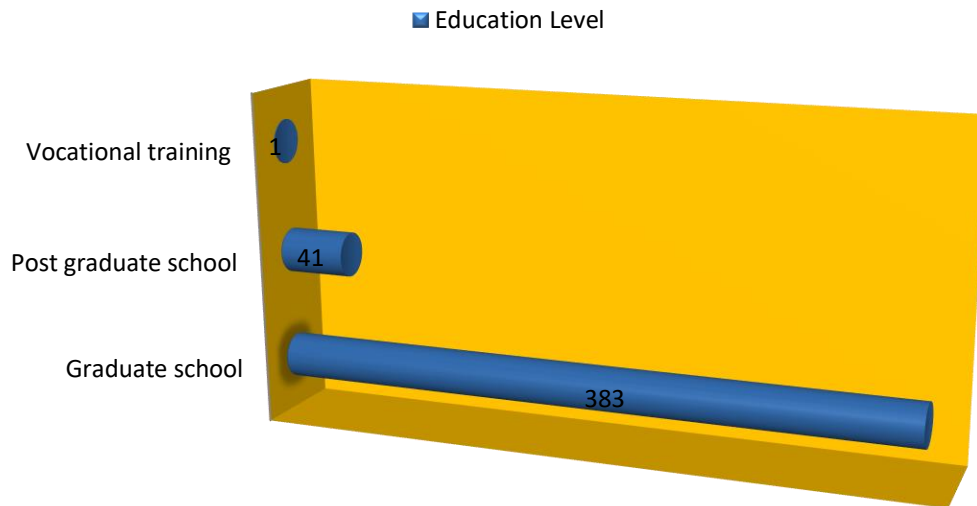
No of Household with or without a work



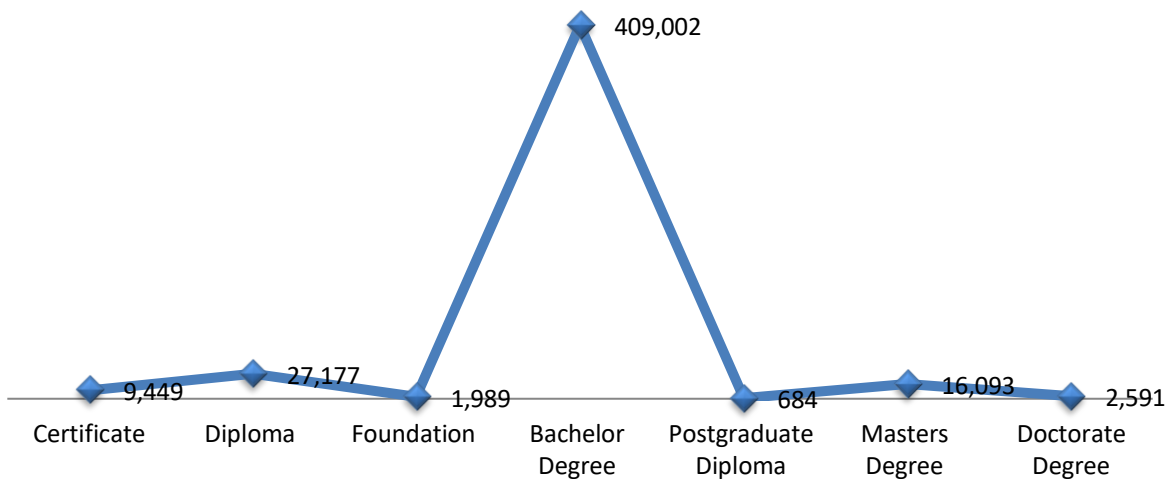
Findings shows that 407 of the youth respond to have family members between less than 3 people who are without a job but actively looking for a job, while 402 of the youth respond to have a family members less than 3 members within a family who are working for salary or wages, which make almost equal depending ration within a family levels..

Youth employment, and access to skills and jobs, cannot happen in isolation from supportive development policies. There should be an Agenda for Sustainable Development which calls on governments to “achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour intensive sectors” and to “promote development oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro, small and medium sized enterprises, including through access to financial services”

Education Level



Students enrolment by award level



It is crucial to refine young people’s knowledge of the competencies needed for each vacancy or professional category. This would help correct the infamous ‘skill mismatch’ (where youth’s possessed skills do not address employers’ requirements) and establish solid competency standards in trainings. Students and trainees assessed against clearer standards in turn get more recognizable, attractive certifications. Looking at standard setting in curricula also gives an opportunity to reflect on unequal gender roles, seen in women being excluded from certain types of trainings considered as “male” and mostly engaged in traditional – often saturated training options resulting in gender stereotyped work.

Most important goal for youth

■ Most important goal for youth

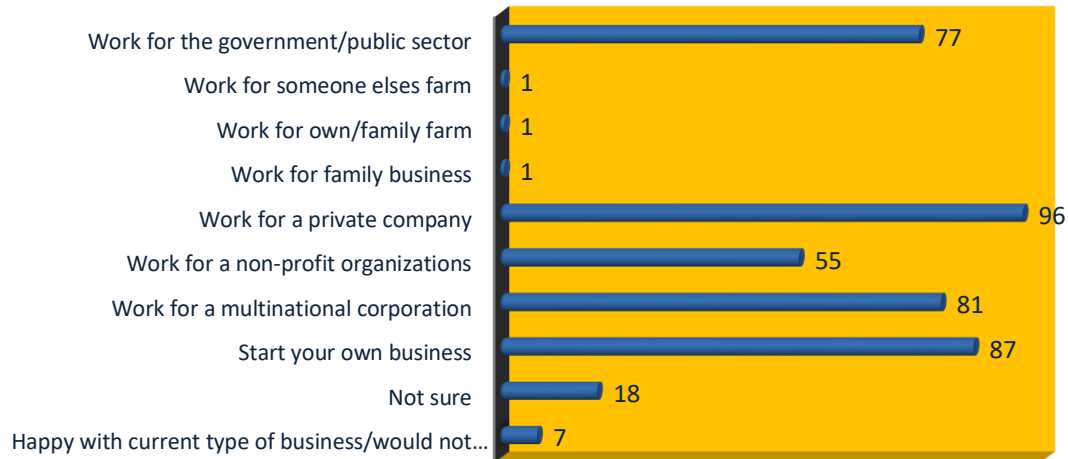


Findings shows that average of 184 of the respondents on most important goal for youth respond to making a contribution to society while average of 68 respond to being successful working , while average of 57 respond to building self-esteem and confidence, and fining person fulfillment and others average of 33 respond to finding purpose and meaning in life.

Youth employability programmes need to acknowledge the scarcity of wage work opportunities in many countries and equip youth with the mindset and skills needed to become self-employed rather than 'wait for a job'. Besides, for young people particularly women access to finance is the most challenging and essential aspect of starting a business.

Type of work would you Prefer

■ Type of work would you Prefer

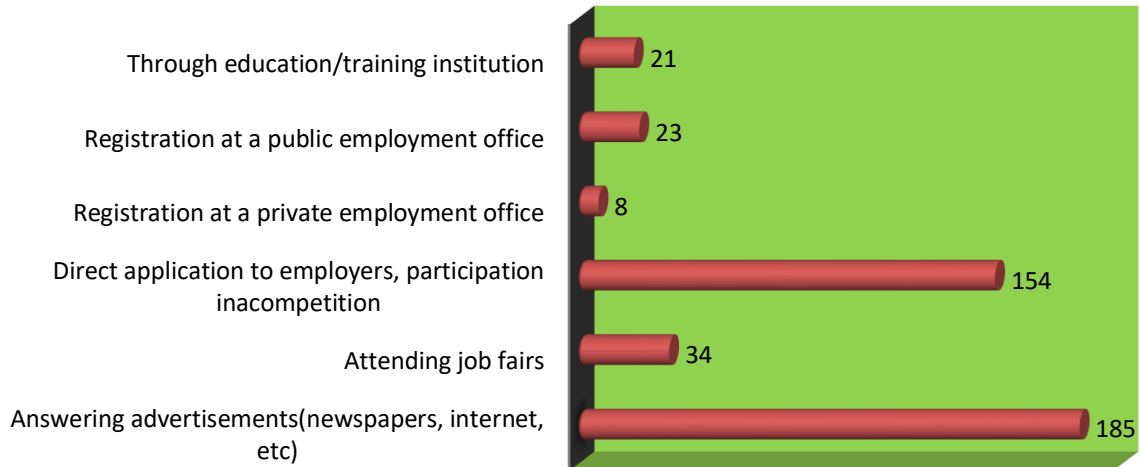


The finding shows that types of work youth prefers most, average number of 96(23%) responds to work for a private company, 81(19%) average responds to work for a multinational corporation, while average of 87(21%) respond to “START OWN BUSINESS” and average of 77(18%) respond they prefers working for government/ public sectors.

Experience shows that by filling in the learning and competency gaps through gender sensitive entrepreneurship trainings and providing the right combination of cash and in kind support, especially with regards to business development services, it is possible to turn youth’s subsistence livelihoods into viable income-generating activities.

Steps take to seek work

Steps take to seek work

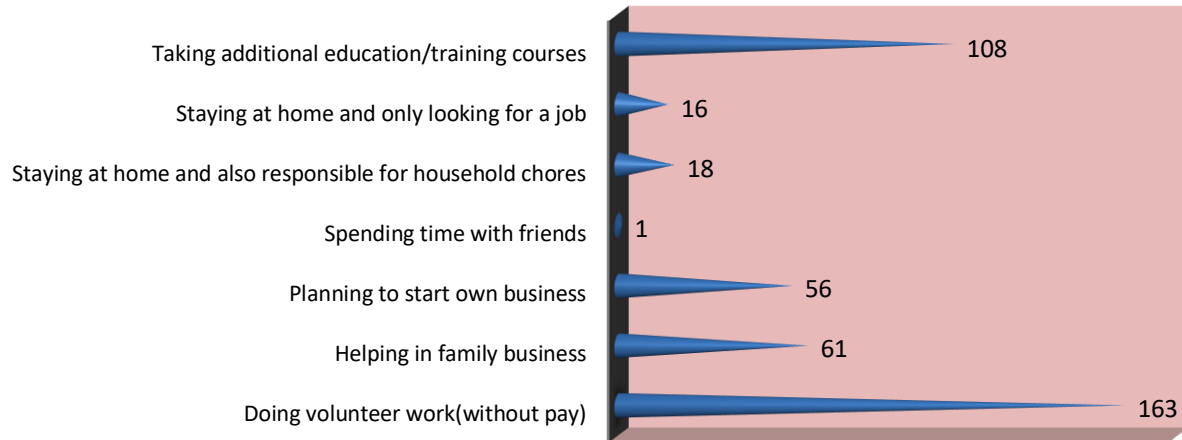


Finding show that average of 185 (44%) of the youth respond to answering advertisements (newspapers, internet) while 154(36%) respond to direct application to employment, participation in a competition, while 34(8%) responds to attending job fairs.

Market scans and basic value chain analysis tools should be used to develop employment initiatives in order to create demand driven vocational skill training curricula. Employment identify where job opportunities for youth lay within sectors and companies and avoid increasing labour competition among beneficiaries or market saturation for specific products.

Mainly been doing while looking for a job

■ Mainly been doing while looking for a job

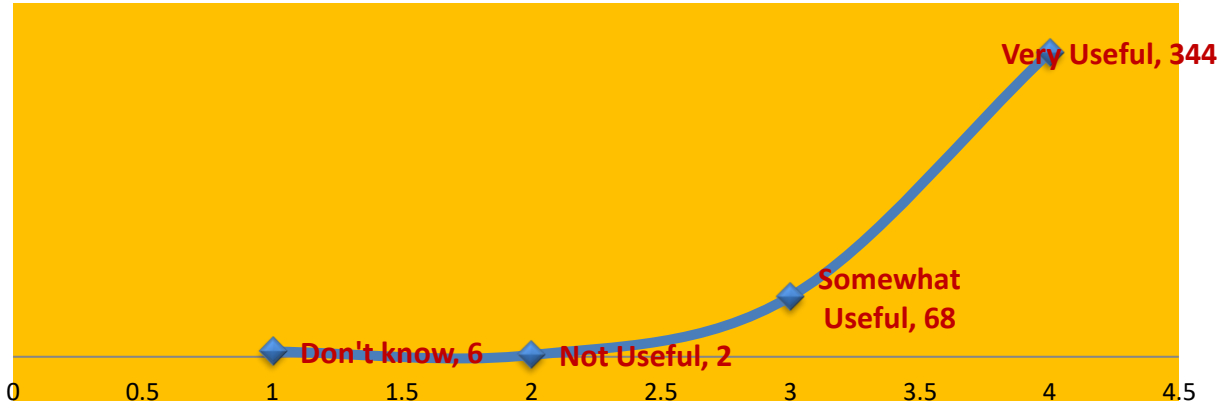


Finding shows that 163(39%) respond to doing volunteer (without pay), while 108(26%) respond to taking additional education/ training courses, while 61(14%) respond to helping family and 56(13%) planning to start own business.

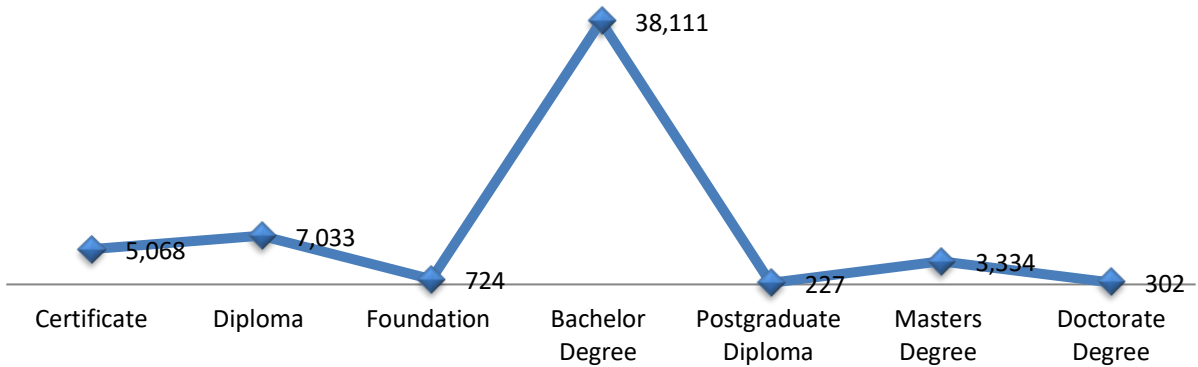
Young people themselves should be encouraged to take part actively, both as direct beneficiaries (e.g. in writing up career plans, self-assessment forms, resumes) and facilitators (e.g. through peer-to-peer support, alumni networks and role models). This guarantees 'youth led' approaches to guiding youth in employability interventions and simultaneously ensures that adult practitioners' conceptions and assumptions about youth, particularly job-seekers, are challenged.

Feel the education or training youth received in in getting a job

◆ Feel the education or training you received in the in getting a job

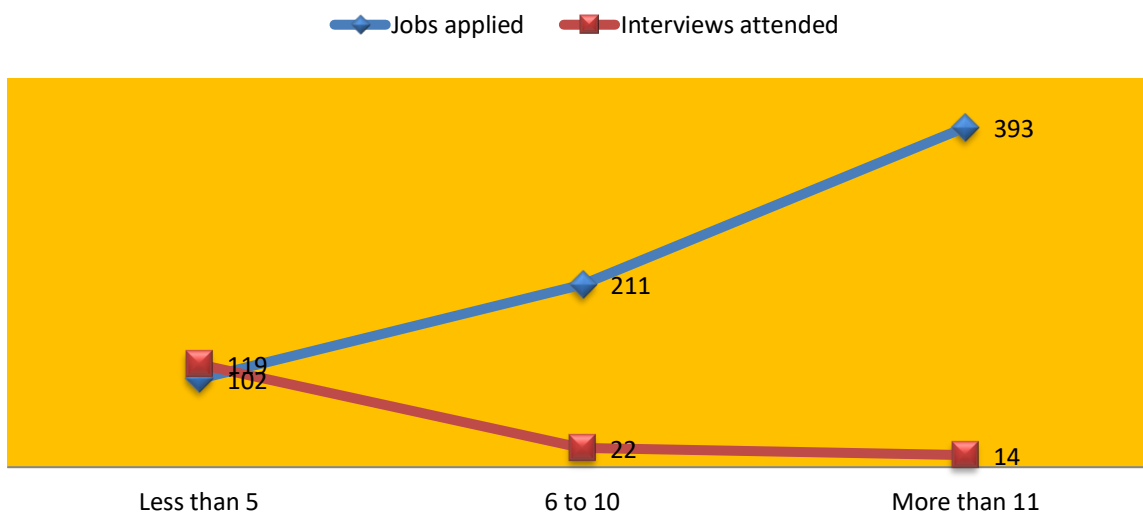


Graduates in university institutions by award level



Professional coaching and job mentoring can be an opportunity for families and communities as teachers, trainers and employers themselves to demonstrate commitment to their sons' and daughters' progress and empowerment through sharing experiences and relevant work advice. In particular, the role of private sector actors subject to a process of due diligence is crucial. Companies are best positioned to fill in the skill and vacancy information gaps, provide insightful career advice, as well as traineeship re-training and up skilling opportunities related to their core business needs.

Job applied and Interview attended

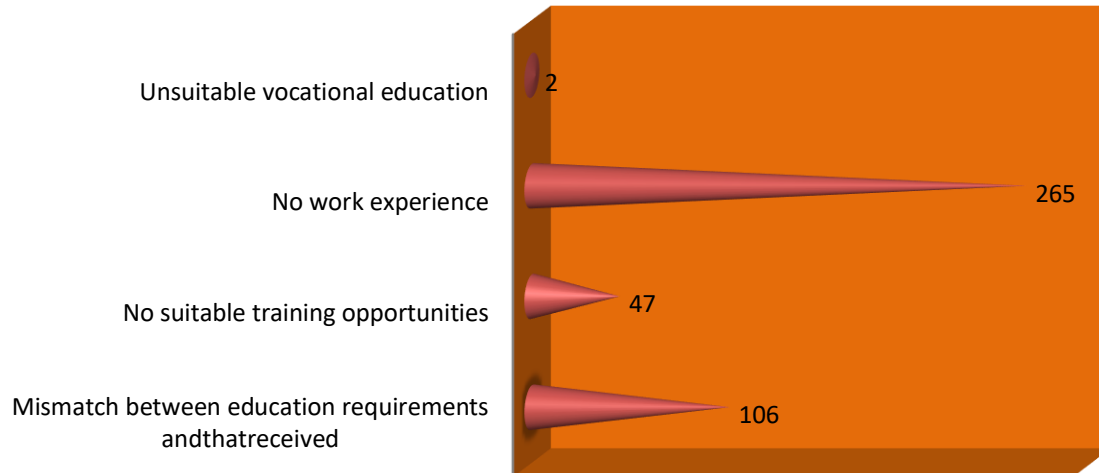


Finding shows that 14% which make a total of 102 respond to have applied job less than 5 application, 30% which make a total of 211 applied job between 6 to 10 application while 56% which make a total of 393 applied job more than 11 applications, compared to job interviews while 77% make total of 119 called for interviews less than 5 times, while 14% which make a total of 22 called for interview between 6 to 10 and 9% which make a total of 14 of the respondents called for interview more than 11 times.

Where possible, competency standards set for training curricula should be aligned with nationally or locally existing ones. This is to ensure the latter are recognized and “marketable” in the eyes of employers, and enhance the credibility of the certification provided to youth upon graduation. Ultimately, such a process is designed to facilitate youth’s insertion in the world of work. However, using (quality) standards is not always an option; it could be because they are non-existent or outdated, or because the intervention takes place in rural, remote areas disconnected from the central governance level. In this case, it is recommended to put in place consultation mechanisms among education and training partners, relevant employers organisations and youth/worker representatives (as well as local authorities where possible) in order to discuss, define and establish the competency standards needed per training level and professional category.

Main obstacle in finding a good job

■ Main obstacle in finding a good job



Finding shows that 63% make total of 265 respond to No work experience, 25% make total of 106 respond to mismatch between education requirement and that received, 11% make a total of 47 respond to No suitable training opportunities.

UNDERSTAND THE ISSUES AND CONTEXT

1. The government should create human resource development opportunities for the acquisition of demand driven skills and competencies for wage employment and self-employment. This entails preparation of Youth for Work ensuring quality basic education for all young men and women, and developing a demand-driven vocational and technical education system.
2. The government should fostering entrepreneurship empowering youth and facilitating their entry into business, and the gradual transformation of the informal economy to formal sector activities to create more and better jobs for young men and women.
3. The government should promote youth employment strategies that enhance social security, income and prevent social exclusion.
4. Government should promote adequate legal, regulatory, institutional and financial resources for more pro- youth labor intensive sectors such as micro small and medium scale enterprises in agriculture, manufacturing, mining, tourism, trade, social services and infrastructure sectors.

Cultivate participatory Income Generating Activities and entrepreneurial pathways for youth with a focus on women and girl empowerment through business.

Why? Youth employability programmes need to acknowledge the scarcity of wage work opportunities and equip youth with the mindset and skills needed to become self-employed rather than 'wait for a job'. Besides, for young people particularly women access to finance is the most challenging and essential aspect of starting a business.

How? Experience shows that by filling in the learning and competency gaps through gender sensitive entrepreneurship trainings and providing the right combination of cash and in kind support, especially with regards to business development services, it is possible to turn youth's subsistence livelihoods into viable income-generating activities.

Therefore favours a youth entrepreneurship programmatic approach integrating the following good practices:

1. Relying on savings rather than credit for funding e.g. via low-risk savings groups;
2. Resorting to safe and informed borrowing from financial institutions using reasonable interest rates and providing relevant financial education and bank literacy training to youth applicants. These are essential safeguards in the proper implementation of the Agenda for Sustainable Development (“Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all”);
3. Building on sustainable multi stakeholder partnerships that generate effective synergies, cost-efficiency and value for money particularly through connecting youth start-ups to core business concerns;
4. Stressing environmental, social and governance standards including international labour norms related to working conditions in accordance to Agenda (“Protect labour rights and promote safe and secure working environments for all workers”);
5. Requiring active youth involvement and participation in the governance structure of Income Generating Activities groups;
6. Mainstreaming knowledge of gender equality and women rights to give women and girls an opportunity to use their enhanced economic status to influence wider changes in social and gender norms (with the necessary risk mitigation measures to avoid backlashes on adolescent girls and young women beneficiaries in the form of increased male and community violence).

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Amran Bhuzohera
Head of planning and Economy

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