

## The Role of Private Sector in Reducing Youth Unemployment: A Case of Dodoma Region, Tanzania

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### ABSTRACT

*The private sector has become active to reduce world poverty. Despite the most recent Gross Domestic Product [GDP] upturn, which ended in the second half of 2018, jobless rates remained comparatively stable in the majority of African nations. While North Africa's unemployment rate was 10.0% and 12.8%, respectively, Sub-Saharan Africa's overall unemployment rate was 7.4% in 2010 and 7.6% in 2016. Although various action have been taken, the biggest problem in the world right now is youth unemployment. The global unemployment rate was 6.2% in 2018, down from 6.3% in 2014, but still much higher than the figure of 5.6% in 2019. Therefore, the study aimed to explore the role of private sector in reducing youth unemployment in Dodoma Region. The study was guided by Karl Marx's Unemployment Theory, Karl Marx believed that major unemployment crises were to be expected because unemployment was a natural byproduct of the unsteady capitalism system. A case study research design was used and targeted population consisted of young people without jobs and those who are working and work in the private sector, management of businesses, and the Ministry of Trade, Industries, and Market in Dodoma. This research employed a sample size of 150 respondents. Using both qualitative and quantitative research approach the primary data was collected using questionnaire and interview guide and secondary data was collected using documentary review. The data was analyzed, processed, and loaded into SPSS version 16.0 that is statistical tool quantitative research, content and structural functional analysis approaches were used to examine the acquired qualitative data. The study found out that the constraints for the youth's unemployment in private sector are lack of education, entrepreneurship, experience, lack of vocational training skills, as well as obstacles that deterred the private sector from contributing to youth unemployment including lack of capital, skills, market, government policies and insufficient finances. This study concluded that the government needs to support the private sector so that more employment opportunities can be created because the government on its own cannot create the big number of employment opportunity which can cover all the youth. The researcher recommended that the government should encourage various businesses to invest in the country as young people will benefit by getting job opportunities. The ministry in charge of employment should continue to encourage young people to work for themselves rather than wait to be hired by the government.*

**Key words:** Dodoma, Entrepreneurship Development, Job Creation, Private Sector, Tanzania, Youth Unemployment

### I. INTRODUCTION

Globally, the number of young people in the world is expected to be 1.2 billion, accounting for 24.7% of all persons of working age (a 17% rise since 1995 (International Labour Organization, 2018). Roughly 87% of them live in developing countries (United Nations, 2017). Between 1997 and 2017, the percentage of young people in the youth population who are employed fell from 49.2 to 44.5%, while the total number of unemployed persons rose from 63 million to 71 million between 1997 and 2007, primarily in Sub-Saharan Africa (from 8 to 10 million). According to the ILO (2018), youth employment and population growth rates were both slower than those of the overall population especially in developing countries.

Africa has the youngest and fastest-growing population in the world. The population of the continent is made up of more than 20% between the ages of 15 and 24. Since over 40% of Africans are under the age of 15, this number is expected to rise significantly over the next years (International Labor Organization [ILO], 2018). According to the International Labor Office, 36% of people in the world of working age are young, and 3 out of 5 Africans are unemployed. The biggest problem in the world right now is youth unemployment. In 2010, there were 20.5 million jobless individuals, essentially unchanged from the previous year and 27.6 million more than in 2007. In the near future, there is little likelihood that this number will rise to pre-crisis levels. The global unemployment rate was 6.2% in 2018, down from 6.3% in 2014, but still much higher than the figure of 5.6% in 2019 (ILO, 2020).

The unemployment rates in most African countries stayed relatively steady, even during the last Gross domestic product (GDP) upturn that concluded in the second half of 2018. The total jobless rate in Sub-Saharan Africa was 7.4%

in 2010 and 7.6% in 2016, but it was 10.0% and 12.8% in North Africa, respectively (ILO, 2017). The global financial crisis was predicted to have caused the unemployment rate in Africa to rise in 2019 to an average of 8.2% in sub-Saharan Africa and 13% in North Africa (ILO, 2022).

The COVID-19 pandemic has compounded the numerous challenges that young people face in the job market. In 2019 and 2020, the percentage of people between the ages of 15 and 24 who lost their jobs was significantly higher than that of adults. Many of them dropped out of the labor force or failed to enter it at all because of the tremendous difficulty in finding and landing a job during a period when many governments were imposing lockdowns and confinement measures and employers were suffering massive revenue losses as a result of business closures (ILO, 2022).

It was approximated that Tanzania's population will grow by 10 million people by 2025, with young people making up 75% of the population (defined in East Africa as 18-35 years). Tanzania's population is now 50 percent female. Despite these figures, women and young people in Tanzania remain among the most disadvantaged and underutilized residents. In order to improve female empowerment, gender equality, youth involvement, the Tanzanian government has developed policies and measures. According to ILO Fact Sheet youth unemployment rate in Tanzania for 2021 raised to 4.6% a 0.21% increase from 2020 (July, 2020).

### 1.1 Statement to the Problem

One of the world's most pressing issues is unemployment, particularly for young people. By 2022, the global shortage in young employment is predicted to have recovered at a rate of less than half from 2020. In 2021, the global deficit dropped to 5.9%, and in 2022, it was predicted to drop even further to 4.5%. Forecasts indicate that there will be 73 million fewer young people without jobs worldwide in 2022 than there were in 2019, a decrease of 6 million (ILO, 2022). Young people who lose their jobs or are unable to obtain employment are particularly vulnerable to "scarring," a situation in which they continue to perform worse than their peers in the labor market even when macroeconomic conditions improve (Salum, 2014).

Tanzania has a 12.9% unemployment rate, according to United Nation's 2017 Human Development Index report, recent studies show that the country's labor market has a skills gap, with private sector hiring abroad and opportunities for technical graduates Kashumba (2017) and July (2020).

Moreover, other scholars contended that persistently high graduate unemployment has negative long-term effects of youth and society at large, including a higher likelihood of subsequent unemployment, protracted periods of job insecurity, and subpar income development, little is known on the contribution of private sector in youth employment in Tanzania. In this regard, current study aimed at finding out the contribution of private sector in absorbing the number of graduates through employment. As such, graduates describe those from various colleges and universities, mainly possessing a Diploma to a Bachelor degree. This study focused on the private sector because most of the youth graduates think that the main employer is government while in reality the opposite is true.

### 1.2 Research Objectives

The objective of this research was to assess the role of private sectors in reducing youth unemployment in Dodoma region Tanzania

## II. LITERATURE REVIEW

### 2.1 Theoretical Review

#### 2.1.1 Karl Marx's Unemployment Theory

Marx (1863) believed that major unemployment crises were to be expected because unemployment was a natural byproduct of the unsteady capitalism system. Within the framework of capitalism, the proletariat serves as a "reserve army of labor," driving down wages. The proletariat is divided into underemployed (unemployed) and surplus labor (employees) in order to achieve this.

This labor reserve army battles with one another for the few available positions at ever-lower pay. Since unemployed workers do not enhance profits, unemployment first appears to be inefficient. However, because unemployment reduces wages which are costs from the owners' point of view it is advantageous in the global capitalism system Marx (1863).

According to this viewpoint, low salaries help the system by lowering economic rents. However, workers do not profit from it. By sustaining unemployment, capitalist institutions unfairly influence the labor market by reducing workers' demands for fair salaries. Employees are placed against each other in order to boost owners' profits. Marx argued that the only way to end unemployment for good would be to dismantle capitalism, which would include the system of forced labor rivalry, and then switch to a socialist or communist economic structure. According to modern Marxists, the continuation of unemployment is evidence that capitalism cannot provide full employment (Marx, 1863).

Marxist theory is inapplicable to Tanzanian circumstances because the country has a mixed economy, which

combines socialism and capitalist economic principles. This study can benefit from an understanding of Keynesian unemployment theory, which defines unemployment as a state in which businesses are unable to sell all of the goods, they would like to sell but there are more people who can and are willing to work at the prevailing wage than there are jobs available. This is the case in the Dodoma region, particularly in the town; a large number of young people are unemployed for a variety of reasons, including markets, education, capital and entrepreneurial abilities, but they are eager to work.

## 2.2 Empirical Review

A study on empowering the private sector to help reduce Ethiopia's urban youth population was carried out by Klein (2018). He observed that one of Ethiopia's most serious issues is youth unemployment, which is primarily a problem for urban youth, with Addis Ababa and Dire Dawa having the greatest rates of incidence. In relation to young employment and entrepreneurship, the United Republic of Tanzania (URT, 2005) and the Education Policy both provide good policies and initiatives.

However, there are still gaps in the formation of youth employment, in spite of the well-articulated policies and focused government push programs to encourage youth employment. The study notes that low levels of education and training, mismatched skills, inexperience, and incorrect conceptions of practical labor and entrepreneurship are the biggest barriers to youth unemployment (Emmanuel, 2015).

The study came to the conclusion that the business sector will only take notice of the problem and focus on hiring more young people if it stands to gain something from it (Davidson, 2020). One of the key components in generating the absorption required for the expanding young labor population is the private sector's willingness to hire a skilled and dedicated workforce. Moreover, it was discovered that a large number of employers in the private sector only had a short-term relationship with their staff members and did not see the benefit of investing in their long-term professional growth.

Baker (2015) conducted research on Nigeria's Urban Unemployment Crisis' Determinants. According to his research, one of the most difficult economic issues confronting Nigerian policymakers is urban unemployment. However, in order to test the significant relationship between the rate of unemployment and the labor supply, demand, population, inflation, capacity utilization, gross capital formation, and nominal wage rate, the researcher used time series secondary data and a parsimonious error correction mechanism (Castells & Raberto, 2016).

According to Ambadorj (2017), empirical research, the primary causes of Nigeria's high unemployment rate appear to be rising nominal wages and faster population growth, which had an impact on the supply side by rapidly increasing the labor force relative to the economy's ability to absorb new workers.

The government should take immediate action to industrialize and mechanize agriculture in order to create jobs, according to the econometric results. In order to establish a suitable rural-urban economic balance, it was also suggested that programs of integrated rural development and a reorientation of economic activity and social investments towards the rural areas be started (Cheng & Gary, 2017).

Youth without jobs face a variety of social and economic exclusions; this is according to Castells and Raberto (2016) study about Youth Unemployment Situation in Sweden. These include being excluded from the labor market due to a lack of work experience or a mismatch in qualifications, and being economically excluded because they do not have access to a basic income that would enable them to engage in the same kinds of activities as young people who have jobs.

Salum (2014) noted that the majority of young people without jobs rely on their parents or government assistance to get by. According to the research, young people used a variety of coping mechanisms to deal with social isolation. They frequently had a lot of support from their families as well as other networks including friends, groups, social agencies and job centers. Another finding indicated that youth-focused active labor market programs and government policies can be viewed as tools for preventing social exclusion. These programs are especially crucial for young people, as they give them experience in the workforce through practice jobs (United Nations, 2017).

According to a study done by Malinga and Wells (2020) the report claims that youth unemployment in Tanzania is one of the biggest issues facing society, families, government and policy makers. Given the high rates of poverty in the nation, the majority of families have high expectations for their kids' employment and ability to support the family. The study's findings led to the formulation of numerous recommendations, the first of which is that, in order to facilitate young people's seamless transition from education to the workforce, policymakers and the government should evaluate rules and regulations pertaining to the job market.

Research by Adam and Kamuzora (2018) also suggests that in order to provide equal opportunities for young people with comparable skill or educational levels, the government and policy makers should tighten the laws and regulations pertaining to gender parity in the labor market. To guarantee that all young people with education or skills achieve the returns on their educational investments and contribute to the growth of their nation, the government should implement targeted interventions, particularly in the areas of increasing the number of formal jobs and tightening

regulations pertaining to the youth labor market.

### III. METHODOLOGY

#### 3.1 Research Design

This study employed a case study design using both qualitative and quantitative research approach, because facilitates a thorough examination of the issue and offers detailed information about social phenomena. The primary method for conducting research was qualitative. Subjective evaluation of attitudes, beliefs and behavior is the focus of a qualitative research approach (Kothari, 2017).

#### 3.2 Study Population and Sample Size

In order to obtain accurate study data, the study's population included youngsters, representatives of the private sector, government officials, coordinators of non-governmental organizations, and students. In Dodoma Region located between 36° 26' and 35° 26' east of Greenwich on a longitudinal basis. The Dodoma Region makes up around 5% of the mainland. The population of Dodoma Region has experienced a significant growth. As of the 2022 Census, the total population of the City of Dodoma is 324,347. 4.8% of Tanzania's Mainland population was accounted for by the Region. With an average population density of 50 persons per square kilometer in 2012, the Dodoma Region was regarded as having a moderately dense population on the Tanzanian mainland. In addition, the study used a straight forward random sampling technique to choose certain participants from the population in addition to its quantitative methodology. A sample of 150 young people in Dodoma without jobs was chosen by the researcher using a straightforward random selection technique. By assigning a number to each person, the researcher employed the random number method. Using Microsoft 26 Excel's random number function (RAND) to produce random numbers, followed by the random selection of a demographic subset.

#### 3.3 Data Collection Methods

Primary data was gathered using questionnaires, interviews, and targeted focus groups and secondary data has been gathered and examined by another individual. By looking at several sources from which secondary data may be obtained. Semi-structured and structured questionnaires were administered to the youth employed and unemployed men and women, which used to provide respondent freedom of self – expression, and more creativity in providing detailed information whereas structured questionnaires were adopted to administer close ended questions for obtaining quantitative data which were easily coded and analyzed and checklist was provided to lead the theme as identification of the types of private sectors, which provide more employment to the youth, constraints that discouraged youth to be employed in private sectors, the obstacles that challenging the private sectors from contributing to youth employment creation and that strategies would help a broader role of private sectors in reducing youth unemployment in Dodoma.

In addition, there were Focused Group Discussions, encompassed themes related types of private sectors, which provide more employment to the youths, constraints that hinders youths to be employ in private sectors, the obstacles that deterred the private sectors from contributing to youth employment creation, and that strategies that would help broader role of private sectors in reducing youth unemployment in Dodoma.

#### 3.4 Data Analysis

The majority of the data were examined descriptively because the study was mostly quantitative in character. The questionnaire data were analyzed, processed, and loaded into SPSS version 16.0 that is statistical tool for social sciences. The responses were divided into a small number of groups and categorized using SPSS software based on their shared traits.

Additionally, the content and structural functional analysis approaches were used to examine the acquired qualitative data. This involved breaking down verbal exchanges from various respondents into the smallest relevant pieces of information, perception, and views. To make the main findings easy to present and discuss, they were condensed, examined, and explained.

### IV. FINDINGS & DISCUSSION

#### 4.1 Demographic Characteristics

The study assessed the role of private sector in reducing youth unemployment in Dodoma Urban being a case study. The study gave an overview of profile characteristics of the respondents for the study area. Data show that the most marital statuses of the youth were singles i.e. 94 out of 150 equaling to 62.6%. Married respondents were 47 equal to 31.3%. In spite of that, there were about 9 respondents (6 %) of the total respondents who were divorced. Female respondents who were 85 (56%) outnumbered male's respondents who were 65(44%). The study revealed that there



were a few respondents with primary level of education 4 (2.7%) while most of the respondents had secondary level 64 constituting (42.6 %) of the total respondents. 42 respondents had degrees who constituted (28 %). The researcher aimed to investigate the private sectors which were providing most of the employment opportunities to the youths. The respondents were supposed to choose if s/he had an interest to be employed in a private sector. Data were also collected through questionnaires and interviews and answers revealed as follows.

#### **4.2 Jobs Which Youth Were More Interested to Be Employed in Private Sector**

According to the respondents as highlighted in the sample size distribution table, those who were interested in Tailoring were 21(14%), NGOs constituted 34(22.6%) entrepreneurial 30(20%). Small scale farming was 15 (10%). Others who were interested in fishing, carpentry and hotels got small percentage such as fishing 3 (2%), carpentry 8(5.3%) and those interested in companies were 39 (26%). Moreover, the data shows that youths were more interested to be employed in companies as data shows 39 (26%) of total respondents.

This findings align with Salum (2014) study hinting that majority of young people without jobs longed to work in Non-Governmental Organizations and private companies because they compensated well. The youth perception is that the company's salaries and NGO's are a bit reasonable which could make them live a decent life, moreover there is assurance of retaining job at 60% if employed, apart from salaries there are other fringe benefits which smoothen their life such as health insurance, overtime allowances and paid leave.

##### **4.2.1 Private Sector**

Moreover, the youths were interested to be employed in the government through different sectors such as, nurses/doctors, police/army and teachers. The study shows that youths who were more interested in army or police were 25 which accounts to 16.0 % of total respondents; Teachers were 21 (14%). Their main argument was that teachers and police regardless of low wages, there is a guarantee of life after retirement but also other benefits. On other hand, there was another group of interviewees who chose nurses or doctors as their dream job which they dreamed about which account to 33 (22%). The rest of the percentage 71 (47%) revealed that a big number of youths wished to be employed in the government without being specific which sectors. To this end, outcomes agree with Davidson (2020) assertion that being employed in the government guaranteed stable life due to a number of benefits. They highlighted some of the benefits such as social supports, pensions, health insurance, sponsorship for further studies and accessibility of loans.

On the other hand, outcome from the focus group discussion revealed that the youth appetite to be employed to formal and private sectors is high, with findings conforming with Davidson (2020) research suggesting that the youth believe to be employed to private sectors because there is a big room for career development and also the salary is a bit reasonable which may support their decent living and can have extra earning for investment in small business. The findings revealed that in private sector, you need to be committed and hardworking for a person to sustain in the employment.

##### **4.2.2 Identified Constraints that Impends Youth to be Employed in Private Sectors in Dodoma Regions**

During focused group discussions, the discussions revolved around the impending youth to be employed in the private sector, number of factors were highlighted encompassing lack of necessary skills, incompatible education, lack of required experiences, lack of connection to be linked to the employers, favoritism and other factors. Moreover, the factors were replicated in the questionnaire whereby the respondents highlighted the same factors in accessing the private sector in job market.

Moreover, the youth indicated that they are more interested to initiate their own business so that they can enlarge the labor market to their fellow youth who are stuck, but there has been a constraint from business registration to business operations whereby the country has a lot of procedures which deter the youth from initiating their own business.

The study objective aimed at identifying the obstacles which are impending for the private sector to employ the youths in Dodoma. There are number of factors which were highlighted as an obstacle in accessing descent jobs in private sector which are economic factors, lack of skills, policy framework, business and finance support, family and community factors etc. Indeed, results from Emmanuel (2015) study notes that low levels of education and training, mismatched skills, inexperience, and incorrect conceptions of practical labor and entrepreneurship are the biggest barriers to youth unemployment.

#### **4.3 Economic Factors**

The study revealed that the private sector had been facing different obstacles to help the youths in employment opportunities. The study revealed that the private sectors struggled with the capital which would make them to extend their operations hence to accommodate youth both skilled and unskilled labors, the insufficient capital makes them to invest in a small scale and employ few youths while leaving the huge number out of employment. The discussion gained

momentum during focused group discussion whereby the participants echoes that the lack of capital makes them to be out of job because wherever they visit different industries in Dodoma to look for a job their applications are turned down by being told that there is no employment, this also was reflected by the number of youth interviewed during the study where by 89 (59.3%) youths in accordance with what was discussed during focused group discussion, for instance one respondent replied

*"I think, capital is a serious problem among the employers that's why they do not extend their operations which makes us not to be employed, for instance there is a wine industry here I submitted my application and Curriculum vitae to the industry they replied that they are not employing because they do not extend operations due to financial challenges".*

Another respondent added

*"I visited a certain NGO to look for a job after graduation, they told me that they are not employing because the organization is closing some of the projects due to the insufficient funds to implement some projects, also I visited the factory which refine the sunflower cooking oil but she was told the same"*

The study revealed that 89 (59.3%) respondents strongly agreed that lack of capital among the impending factors for the youth to get employed, and 30 (20%) respondents agreed, in other side 20(13.3%) respondents disagree that capital is the hindrance factors in youth employment, while 15 (10%) of the respondents rejected the notion that capital is not impending them from accessing descent job from the private sectors. The study is supported by another study which was conducted by Ezeani and Otaki (2018) which revealed that capital may affect the extensions of operations which automatically impact the employment.

Moreover, the study shows that capital is the impending factors, this was justified by the Alko Vintage Co LTD owner who postulated that

*"We had plan to extend our operation in Singida, Manyara and Morogoro, this could create more job opportunities but due to insufficient capital we are stuck here in Dodoma hence we are not in the position to employ graduates, it's sad that we receive more than 100 applications from the graduates but our hands are tied and we cannot do anything to help them , we think may be the government needs to intervene so that the youths cannot be attempted to commit crime which will make them to end in jail".*

#### 4.4 Lack of Skills

The study suggests that the graduate from most of the college's fail to meet the standard of the job market which makes the youth to be out of the employment, the knowledge gap has been exhibited by the employers from the private sectors who complain about the quality of the youths who are graduating from the university, their major concern is that they incur more cost to re train the youth once employed because they employ with the insufficient skills and knowledge on the deliverables, the employers have the opinion that the universities need to prepare the students to win the job market and be committed,

*"It's very devastating that you receive graduates with high GPA from the college but once you employ them, their GPA does not mirror with their performance. We sometimes think about employing people from outside the country like Kenyans or Indians because our youth have poor performance. They do not help us and it looks like they have not prepared to work, apart from lacking skills also they are lazy and reluctant to learn and change."*

These outcomes concur with a research by Adam and Kamuzora (2018) suggesting that in order to provide equal opportunities for young people with employment, comparable skill or educational level, the government and policy makers should align education and training with demands in the job market.

#### 4.5 Tully Wine Manager

Moreover, the youths have reservations on the skills they have which will enhance them to be employed, 70(46%) of the respondents have a suggestion that skills is not the impending factors to be employed because they have gone to school and they have received quality education for them to be employed anywhere, 50 (33%) they agreed that the skills is another obstacles from them to be employed which makes the private sectors to fail to absorb the unemployed youth in the labor market, also 30 (20%) suggested that there is no that skills gap among the youth who are graduated but the issue is employers attitudes about the youth He stated *" some of the employers are refraining to employ us because they have mentality that we are unfaithfully and lazy which is not true, but also they employ their relatives so skills is just the undercover excuses"*

One of the Key respondents was Deputy Minister of Labor, Youth, Employment & Persons with Disability Hon. Patrobas Katambi revealed that

*"We have received complaints from the employers on the quality and skills of the youths who are graduating from our universities, different employers are questioning our youths, as Ministry we are working on the curriculum to ensure the students are equipped with necessary skills to enhance them to be*

*employed*”

This was also concurred in the study of ILO (2017) who said that the young workers had a higher job turnover rates because of lack of skills and training, also because of the lack of financial literacy skill the young are not qualifying to secure the loans for the startup to do business. The ILFS also postulate that more educated young people who most of them lives in urban areas are very selective and they need better-paying and good working conditions which cannot be afforded by most of the employers.

Moreover, the Super Doll Branch Manager for Dodoma Mr. Juma Seif added that

*“Tanzania graduates do meet the competence that required on the job market, but they miss the vital character that accounts for the lion’s share of employer’s requirement”*

He reiterated that graduates have been missing out on required character, some competencies and chemistry which employers need more than GPA, he postulated that “We are now forced to formulate a special program to transform graduates from ordinary people into professional graduates.

For instance, for the graduates to be employees in our company their character must be 70% strong, their competence 20% and their chemistry 10%, this is because the characteristics are things that are developed at home during the growth, training should start at the family level and not just put all the blame on colleges. The second part is the competence which involves the contribution of the college and third is chemistry which is basically looking whether one has ability and capability of working with and tolerating other colleagues.

#### 4.6 Policy Framework

The national framework and policies of the government aid in establishing the foundation for young entrepreneurship. The policies must be put into place at the national, regional, and local levels and must promote and offer opportunities, assistance and a supportive atmosphere to foster young entrepreneurship. For policy directives to be able to provide clear methods for promoting and supporting young entrepreneurship, they will need to involve the commercial, financial, educational, and other sectors. Lack of such a policy framework might impede young development and initiative.

This was commended by one key informant who is the owner of hotels in Dodoma he said

*“ We wish our policy system could be tailored to the point they can support this young generation, the government needs to draw a policy which makes the mandatory internship to all students who are pursuing the degree regardless of the course, this will expose the youth to different environment which they could earn skills which will empower them to be employable, so I suggest the government to review the policy so that all graduates students can be attached for at least 6 – 10months in their entire study to a certain organization so that they can have the required skills”.*

The findings are in agreement with Emmanuel’s (2015) study observing that there are still gaps in the formation of youth employment, in spite of the well-articulated policies and focused government push programs to encourage youth employment.

#### 4.7 Finances and Business Support

Findings obtained from unemployed youths during focus group discussions revealed that absence of financial support, investment, and coaching necessary to incubate new businesses is another major challenge that every youth must overcome. Most youths who want to establish a business do so by borrowing money from family and friends and depleting their savings. The results concurred with Salum (2014) who noted that the majority of young people without jobs rely on their parents or government assistance to get by. According to the research, young people had a lot of support from their families as well as other networks including friends, groups, social agencies and job centers.

It should be simple to get banking and financial aid to the youth, and this is only possible with the government's active support and involvement. Venture capitalists now provide money for new businesses. But relatively few youths have access to this, not the majority of the population.

#### 4.8 Family and Community Factor

This is a reality that affects the majority of third-world nations and young people in employment. A community that is attentive to the emergence of young people's aspirations fosters them and develops a tendency toward self-employment. Young people who are job seekers and creative tend to live in cultures that are forgiving and enable people to make errors and learn from them. The history and decades of tradition that have been passed down throughout from one generation to another generation have shaped the cultural viewpoint of cultures as a whole. The idea that young people should get a job, start contributing to the family's income, and start helping with costs is typically promoted in communities and civilizations that have had to struggle or have been struggling for economic sustainability.

This has been proved to one of the interviewees, who witnessed that the family forces him to take Bachelor of Education so that he can be employed immediately and make him support family economically, he postulated that

*“I am the first born in our family of four children, I came from a humble and poor family, my family forced me to study bachelor of education which was not my choice so that I could access loan and to be employed immediately. As we are speaking, I am not employed because when I graduated it's when the government decided to stop employing. From that juncture, life became tough due to limited options. Therefore, I decided to be (BodaBoda) rider so that I can get at least money for my personal needs”.*

The interview results from government officers and students of vocational training showed that, lack of policy support hindered the private sector to provide employment opportunity to youths. This result was also supported by Ankitoeye (2017), who said that the National Youth Policy recognized that the major causes of high youth unemployment rate were lack of focus by the existing programs, on the informal sector and agriculture, overemphasis on experience, lack of apprenticeship schemes, negative attitudes by the youths towards works, especially in agriculture, lack of comprehensive employment policy and negative cultural attitudes such as gender discrimination etc.

#### **4.9 Strategies to Facilitate Youth Employment in Private Sectors in Dodoma**

In looking for solution on the best solutions to curb the unemployment of youth, the University of Dodoma has launched a strategy to work closely with some of the country's top employers from private sector to identify the gaps and come up with the last long solutions. The heads of department visited some of the recruiting companies in May 2023 such as super doll, one head of department postulated that “

*We would now like our institution to be part of the solution to the problems facing Tanzanians, this is what worries us and makes us move quickly to seek this close cooperation, we believe when we work with great things will happen that will be beneficial to all Tanzanians because our goal is to see what we teach become relevant to our students* “Moreover different strategies have been suggested includes strengthening of vocational training, conducive business environment, provision of entrepreneur skills, strengthening market, refinement of curriculums, good employment policies, surplus benefit and employment security.

The provision of vocational training and the provision of financial capital were identified as the best strategies that would improve youth employment in private sectors scored 60 (40.3%), When youths are provided with vocational training would give them enough skills to initiate their own business which will reduce dependency.

Moreover, availability of conducive loan structure for startup would make youths to employ themselves instead of waiting to be employed, the initiatives like IMBEJU of the Cooperative and Rural Development Bank (CRDB) is highly recommended to support youth innovations, this is because establishment of any enterprise required fund financial support which becomes an obstacle to youth this scored 43 (28.6).

On average of about 35(23.3%) of the total frequencies have indicated that the provision of entrepreneur skills to the youth as one of the strategies to improve youth employment in private sectors; entrepreneur skills and internship programs scored 14 (9%).

Study results are supported Ezeani and Otaki (2018) which revealed that capital may affect the extensions of operations which automatically impact the employment. The researchers argued that availability of conducive loan structure for startup would make youths to employ themselves instead of waiting to be employed.

### **V. CONCLUSION & RECOMMENDATIONS**

#### **5.1 Conclusion**

According to the findings, one of the biggest barriers in reducing youth unemployment, cited by respondents, was education which mismatch with labor market. Youths are more likely to be interested in working in the private sector than in the public sector, and field data showing 31.5% confirms this argument. This may aid many young people in finding employment possibilities and pursuing their interests. On the other hand, young people were very interested in working for the government. Today's administration place a strong emphasis on self-employment since it has trouble hiring many young people into the workforce. Youth unemployment would rise if they were entirely dependent on government employment.

The findings show that youth are eagerly and more interested to work in private sectors due to career development and good package. Moreover, there are youth who wish to be employed by the government due to job security, though it is unfortunate that the government does not have enough vacancies for the graduates. The study reveals that there is an outcry from employers on the mismatch of experience against the job market and graduates lack necessary education and skills to be employed. The study reveals that insufficient capital is a hindrance in the private sector to excel which could extend employment opportunities among the youth in Dodoma. Lastly, youth unemployment is a lifetime bomb which can explode anytime, and it's time for the country to take robust measures to ensure the youths' unemployment is well addressed.



## 5.2 Recommendations

Several recommendations are made based on the study's findings. In order to facilitate young people's seamless transition from education to the workforce, the government and legislators should, first and foremost, reevaluate the laws and policies controlling the employment market. In particular, the government should develop targeted interventions to create more formal jobs and strengthen regulations pertaining to the job market for young people in order to ensure that all young people with skills or education realize the value of their education and contribute to the development of the nation.

Government should encourage various businesses to invest in the country. Many young people might benefit from this by getting job opportunities. The ministry in charge of employment should continue to encourage young people to work for themselves rather than wait to be hired by the government. Additionally, in order to expand the number of young people who can enroll in vocational training, it should be prioritized and kept affordable. The government should make every effort to increase the amount of cash and loans available to young people, especially those who have expressed an interest in finding employment, without charging interest.

The private sector as the main sector which employees a lot of people needs to abide by employment laws and regulations, particularly those pertaining to employment contracts and job security. Moreover, the government needs to provide a conducive environment for the private sector to flourish a lots of job opportunities can be generated.

Instead of waiting for the government to hire them, youths ought to use their expertise to find work for themselves. The government needs to create favorable condition for the youth to access soft loans which can finance their startups, and introduce a number business mentorship programs which will equip them with business skills.

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