

**EMPLOYMENT CREATION FOR YOUTH IN WEST DISTRICT,
ZANZIBAR: THE CASE OF SHEHIA OF FUONI**

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CERTIFICATION

The undersigned certify that, he has read and hereby recommend for acceptance by the Open University of Tanzania, a dissertation read; “Employment Creation for Youth in West District, Zanzibar: The Case of Shehia of Fuoni”, in fulfillment of the requirement for the Degree of Masters in Community Economic Development in the Open University of Tanzania.

.....

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Date

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DEDICATION

This work is dedicated to my wife Fatma Abdalla Wahab and my children Ahmed Hafidh and Ibrahim Hafidh for their support to me during my studies.

ABSTRACT

This Study focuses on identifying and analyzing the problem of unemployment of youth in the West District particularly the Shehia of Fuoni and then proposes the project to create employment. The Study involved the CED project description guidelines. The Study is presented in six chapters. The Chapter One discusses the conducted participatory assessment in the Shehia of Fuoni and methodology used. The Chapter Two discusses the problem identified in the Shehia of Fuoni. The Chapter Three discusses on the literature review. The Chapter Four is on the project implementation. The Chapter Five is on participatory monitoring, evaluation and sustainability and the Chapter six presents conclusion and recommendations. The main objective of this study is to come out with the sustainable development project so that to help the community in solving their selected current economic problem in the community hence designs the desired project for the targeted beneficiaries. The study used four data collection methods which are focused group discussion, structured interview, survey and documentation. The SPSS version 16.0 was used for data processing and analysis. Also MS Excel was used in data presentations like charts and graphs. The main findings revealed in this study is that; in the Shehia of Fuoni the community faces many problems but the main ones are youth unemployment reported 57 percent, followed by problem of deforestation of coconut and cloves trees reported 14 percent and the problem of shortage of safe water reported 11 percent. This study recommends that researchers should use reliable tools and methods during participatory assessment and youth employment creation in the community should be given priority.

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LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
CBOs	Community Based Organizations
CCM	Chama Cha Mapinduzi
CEDPA	The Centre for Development and Population Activities
GDP	Growth Domestic Product
HBS	Household Budget Survey
HIV	Human Immune Virus
ILFS	Integrated Labour Force Survey
ILO	International Labour Organisation
JCP	Job Creation Programme
JP5	Joint Programme 5
JUWAFU	Jumuiya ya Wafugaji Fuoni
MCED	Masters in Community Economic Development
MSME	Medium Small and Micro Enterprise
MACEMP	Marine and Coastal Environment Project
MDGs	Millennium Development Goals
MLEC	Ministry of Labour, Economic Empowerment and Cooperatives

MKUZA	Mkakati wa Kukuza Uchumi na Kupunguza Umasikini Zanzibar
MLYWCD	Ministry of Labour, Youth, Women and Children Development
NGOs	Non Governmental Organizations
OCCS	Office of Chief Government Statistician
PADEP	Participatory Development Project
SPSS	Statistical Package for Social Science/Statistics
TASAF	Tanzania Social Action Fund
UNDP	United Nations Development Programme
YEAP	Youth Employment Action Plan
ZSA	Zanzibar Statistical Abstract
ZEP	Zanzibar Employment Policy
ZYDP	Zanzibar Youth Development Policy

DEFINITIONS OF KEY TERMS

No.	Terms	Definition
1.	Youth	Youth in Zanzibar is defined as a person aged 15 to 35 years (ZYDP, 2005). United Nations defined youth as young people aged from 15 to 24 years.
2.	Unemployed	The unemployed is defined as all persons of 15 years of age and above who during the reference week were <i>“without work, available for work and seeking work.”</i>
3.	Employment	According to ILO, employment means an economic activity (legal/recognized) by which a person engages either in the self-employment or paid employment.
4.	Paid employment	According to ILO, paid employment means a situation where a person who, during the reference period, performed some work for wage or salary, in cash or in kind or having already worked in his present job, was temporarily not at work during the reference period but had a formal attachment to his/her job.
5.	Self employment	According to ILO, self-employment means a situation where a person during the reference period, performed some work for profit or family gain, in cash or in kind or with an enterprise, which may be a business enterprise, a farm or a service undertaking.
6.	Shehia	Shehia is the smallest administrative unit in Zanzibar which has a leader called Sheha who is appointed by the Regional Commissioner.

CHAPTER ONE

PARTICIPATORY ASSESSMENT

1.0 INTRODUCTION

Zanzibar is part of the United Republic of Tanzania consists of the two main Islands namely Unguja and Pemba. Zanzibar covers a total area of 2,333 square kilometers of which Unguja is 1,464 square kilometers and Pemba has 868 square kilometers in area. According to Integrated Labour Force Survey 2006, the population of Zanzibar stood at 1.1 million, of which 51.1 percent lived in rural areas. Out of the total population females are 51.0 percent and males are 49.0 percent. According to the 2006 ILFS, the total youth population for Zanzibar age 15 - 24 is 219,824 and 35.7 percent of the working age population (614,987). Out of the total youth population age 15 - 24 (219,824), 106,730 (48.6 percent) are young men and 113,094 (51.4 percent) are young women. The total youth population age 15 – 35 is 379,038 and 61.6 percent of the working age population (614,987). Out of the total youth population age 15 - 35 (379,038), 173,811 (45.9 percent) are young men and 205,228 (54.1 percent) are young women.

According to ILFS 2006 a total of 13,026 young people in age group 15 - 24 are unemployed. More young women (9,052) than young men (3,974) are unemployed. The total unemployment rate for young people aged 15 to 24 is 8.7 percent. The total female unemployment rate is 12.0 percent, which is higher than 5.3 percent of male. The male unemployment rate in the urban areas is 11.7 percent, which is higher compared with rural areas, with a rate of 1.7 percent. The female unemployment rate

in the urban areas was 23.7 percent, which is higher than 5.1 percent in the rural areas.

There has been an improvement in the overall development of the Zanzibar economy in recent years. The Growth Domestic Product (GDP) has increased in both nominal and in constant prices. GDP growth has marked an average annual growth rate of 6.4 % between the years 2002 to 2006. The highest growth rate was 8.6% recorded in 2002, whereas 4.9% and 6.1% were recorded in 2005 and 2006 respectively. The growth in 2006 was mainly attributed by a high growth of the agricultural sector from 2.8% in 2005 to 19% in 2006 due to conducive weather condition prevailed for larger part of the cropping season. Industrial sector has grown by 15% in 2006 compared to 13 % in 2005, while service sub-sectors have together declined to 2.7% in 2006 compared to a growth of 5.3% reported in 2005 (OCGS, 2006).

According to Economic Survey, 2006, economic growth has also been driven by the increasing contribution and growth of the service sectors in recent years which now represents up to 43% of GDP (2006). The service sector has grown at an average of 7% over the period (2002 – 2006) due to mainly tourism related activities. However, the distribution of direct benefits from tourism related activities is still relatively focused in a few areas and not to the population at large. Since majority of youth are involved in small enterprises, the poor growth in the SMEs sector which has the potential to provide employment opportunities constrains the efforts to increase employment and incomes. Due to better weather conditions in 2006, agriculture sector in terms of crops productions has improved making its contribution to GDP to

record 30% mark in 2006 compared to 23% in 2005, while industry sector has increased marginally to 15% compared to 14% in 2005. Likewise, the contribution of service sector to GDP had declined from 51% recorded in 2005 to 43% in 2006. This decline to larger extent was attributed by an increase of agricultural share to the GDP. An increase in the level of GDP at current prices has lead to an increased per capita income from Tshs 368,000 (USD 327) in 2005 to Tshs 464,000 (USD 370) in 2006 (OCGS, 2006).

1.1 Community Profile

In this section the Community Needs Assessment which was conducted at Shehia of Fuoni in West District of Zanzibar will be presented.

1.1.1 Location

Fuoni Shehia located 5 kilometres from Zanzibar town. The shehia of Fuoni situated at West District. West District lies in the West part of the Unguja Island and it is bordered by Urban District in the east, Indian Ocean in the west, Urban District in the North and Central District in the South.

1.1.2 Administrative Structure

The Shehia of Fuoni is governed by Sheha and has an executive committee comprises of 10 members out of them 3 are females. Gender consideration in selecting members of the committee is not taken into account in most cases.

A part from the mentioned committee there are vulnerable groups committee which deals with children, disabled, people living with HIV/AIDS issues. Also there are health and environmental committee. The most important committee which also exist

in this Shehia is Community Development Committee. Due to the new administrative structure of the Government of national unity, members of the committee come also from representatives of political parties specifically CCM and CUF. But largely this Shehia is strong hold of CCM and dominated by ruling party CCM.

1.1.3 Available Projects in the Shehia of Fuoni

Currently the ongoing projects in this Shehia are TASAF, PADEP, MACEMP and JP5. TASAF was established in the year 2000 as a Social action Fund to operate within the context of Community Driven Development (CDD) approach under the United Republic of Tanzania Government. Community Driven Development is a kind of approach which is a participatory one and gives the opportunity for beneficiaries to select a project of their choice.

PADEP project seeks to increase productivity of smallholder farmers, to increase farm incomes, to reduce food insecurity, and to enhance management of soil fertility. The PADEP project intended to benefit 840 villages in 28 participating districts (out of a total of 121 in Tanzania Mainland, and additional areas in Zanzibar (PADEP, 2003).

MACEMP implemented both in Tanzania Mainland and Zanzibar seeks to improve the regulatory and institutional framework for management of marine resources- particularly establishing the links between the marine environment and the fishery resource and what are expected to be conservative estimates of sustainable commercial exploitation of marine fishery resources. It also aims to fill gaps in the data describing the fishery in Tanzanian marine waters and the coastal and offshore

environment upon which the fishery depends. JP5 is a joint Programme 5 under the United Nations with the main aim of wealth creation, employment, and economic empowerment. All the above mentioned projects are implemented in the Shehia of Fuoni.

1.1.4 Resources Available in Fuoni Shehia

The Fuoni Shehia has different kind of natural resources mainly land and forest which are coconut trees, cloves plantations and other fruit trees. Other potential resources including market, schools, small industries and social services like health centres and recreational activities.

1.1.5 Demographic factors

According to the table 1.1 the total population of the West District is 184,204. Out of the total population of the West District female population is higher compare to male population.

Table 1.1: West District Population

Male Population	91,118
Female Population	93,086
Total Population	184,204

Source: The United Republic of Tanzania, 2002 Population and Housing Census

According to the Table 1.2 the youth population of the age 15 – 35 is 81,175. Out of the total youth population young women are 42,109 and young men are 39,066. The

total population of youth aged 20 – 24 is higher by 25 percent compare to all other age group, followed by the population of the youth age 15 – 19 by 22 percent.

As it was explained in the concepts and definitions of youth, the Table 1.2 shows both national and international cut off point on the definition of youth. Hence the youth population in West District as per international definition are 36,617 where out of them, young women are 20,617 and young men are 16,390. In this situation one can comments that young women need more attention on the initiatives of employment creation due to their vulnerability compare to young men.

Table 1.2: West District Youth Population

Age Group	Both Sexes	Male	Female
15-19	17,843	8,181	9,662
20-24	18,774	8,209	10,565
25-29	18,227	8,578	9,649
30-34	15,264	7,856	7,408
35.	11,067	6,242	4,825
Total	81,175	39,066	42,109

Source: The United Republic of Tanzania, 2002 Population and Housing Census

According to the Table 1.3, the total population of Shehia of Fuoni is 7,091. Out of the total population males are 3,610 (50.9 percent) and females are 3, 481 (49.1 percent). But in overall the growth rate is 3.1 percent which is higher compare to other areas. This means that the population is growing very fast in the Shehia of Fuoni. This rapid growth of population in this Shehia has other social and economic problems like unemployment and increasing of crimes.

Table 1.3: Shehia of Fuoni Population

Sex	Number	Percentage
Male	3,610	50.9
Female	3,481	49.1
Total	7,091	100.0

Source: The United Republic of Tanzania, 2002 Population and Housing Census

Total youth population aged 15 – 35 in the Shehia of Fuoni is 2,970 where the population of young men is 1,520 and young women is 1,440. In the Shehia of Fuoni, there are more young persons at the age group of 15 – 19 compare to other age groups (See Table 1.4).

Table 1.4: Shehia of Fuoni Youth Population

Age Group	Both Sexes	Male	Female
15-19	718	349	369
20-24	680	341	339
25-29	667	338	329
30-34	529	293	236
35.	376	199	177
Total	2,970	1,520	1,450

Source: The United Republic of Tanzania, 2002 Population and Housing Census

According to the Table 1.5 the dependency ratio of the West District is 83 percent, the average household size is five percent, literacy rate is 77 percent and net enrolment rate is 79 percent.

Table 1.5: West District Selected Indicators

Annual Average Inter-censal Growth Rate 1988-2002 Censuses	9.2%
Dependency Ratio	83
Sex Ratio (Number of Males per 100 Females)	98%
Average Household Size (Persons per Household)	4.9%
Percent of Population with Disability	1.3
Percent of Child Orphans	0.49
Literacy Rate, 5 Year and Above	77%
Net Enrolment Rate	79%

Source: The United Republic of Tanzania, 2002 Population and Housing Census

1.1.6 Major Occupations

According to the 2002 Population and Housing Census, main occupation provides an explanation with regard to what the labour force of a given locality is engaged in. According to the Table 1.6, farmers constituted 23.6 percent which is the occupation engaged large number of people followed by service and shop sales workers 17.4 percent, craftsmen 15.6 percent, technicians and associate professionals 10.2 percent.

Table 1.6: Major Occupations in the West District

Main Occupation	Percent
Legislators, Administrators and Managers	0.7
Professionals	1.7
Technical and Associate Professionals	10.2
Clerks	3.4
Small Business Managers	1.7
Services and Shop Sales Workers	17.4
Street Vendors	10.7
Craftsmen	15.6
Farmers	23.6
Livestock Keepers	1.0
Fishermen	3.7
Plant Operators and Assemblers	3.2
Elementary Occupation	7.0
Other	0.1
Total	100.0

Source: The United Republic of Tanzania, 2002 Population and Housing Census

1.1.7 Common Agricultural Practice

Agriculture, which is the second largest employer and one of the identified drivers for growth, has not enjoyed robust growth partly due to its dependence on weather (MKUZA, 2010). In the Shehia of Fuoni, agriculture is also one among sectors for employment where most of the people engage in the primary agricultural production. Agriculture in this Shehia is mainly dominated by small scale subsistence farming with low productivity and no mechanization. The community in the Shehia of Fuoni usually deals with cassava, yams and sometimes rice farming. This type of farming activities has no large impact on the survival of coconut and cloves trees. This is due to the fact that the farming of cassava and yams is done concurrently with the growth of coconut and cloves trees.

1.1.8 Social Services

There are different kind of social infrastructures which exist in the community of Shehia of Fuoni in different sectors such as industries like Mohamed Hamza Bricks Company, Sana timber company, Blocks Company, and education sector like Raudha Academy, Fuoni School, Sufa Secondary School, Medical facilities such as Kwandundu Clinic and Fuoni health center. In these social services some of them are owned by the government and other owned by the private sector. Also in this Shehia there is one main police station.

1.1.9 Health Services

The aim of Revolutionary Government of Zanzibar is to provide free health services to all people with particular emphasis to women and children. This is due to the fact that national development and good health for the population cannot be separated. This idea is well stated under the Zanzibar Development Plan Vision 2020 and MKUZA. The government's intention is to provide health services to the level of Primary Health Care, Secondary and Tertiary. These levels have been categorized under UNICEF system for health facilities as Public Health Care Units (PHCU)/dispensaries; Public Health Care Centers (PHCC)/cottage hospitals and General Hospitals (ZSA, 2007). The private sector and Parastatal play an important role in delivering health care to the community (ZSA, 2007).

According to the Table 1.7, there is more private health facilities (20) in West District compare to public health centres. Currently, there is no District hospital in the area. This means that most of the people in the community rely much on private facilities or have to move outside the District looking for more health facilities.

Table 1.7: Health Facilities in West District by Type, 2007

Type of Facility	Number
PHCU 1st Level	10
PHCU 2 nd Level	2
PHCC	0
District Hospital	0
Special Hospital	0
Tertiary Hospital	0
Private facilities	20
Parastatal	4
Total	36

Source: Ministry of Health and Social Welfare, Zanzibar.

1.1.10 Micro Credit Services

The lack of micro credit is a crucial challenge to the development of the people especially youth in this Shehia. Majority of the people lack security and credibility for them to access finance from the banks and microcredit services. There is no commercial bank in this Shehia hence youth cannot access capital from those commercial banks but they have to follow those services in Zanzibar town area.

1.1.11 Transport and Communication

Most of the people in this Shehia of Fuoni use the mobile phone as their main source of communication. There are different kind mobile phone companies which provide their services include ZANTEL, AIRTEL, TIGO and Vodacom. In this shehia it passes one main road which link to the Zanzibar town. Also more than five feeder roads are available in this Shehia which are used for internal transport of the people.

1.2 PARTICIPATORY ASSESSMENT

1.2.1 Community Assessment

Participatory assessment was conducted at Fuoni Shehia in the West District Unguja. According to Population and Housing Census (2002), the Shehia of Fuoni have a total population of 7,091 out of them 3,610 (50.9%) are males and 3,481 are females (49.1%). The population growth of this Shehia is 3.0 percent with the average household size of 5.1.

1.2.2 Objectives of the Assessment

The objectives of the assessment were:

- i. To assess the willingness and extent of community participation in any one developmental project of their choice.
- ii. To explore the opportunities and challenges facing the community in relation to development.
- iii. To determine the main priority problem facing the community of Fuoni
- iv. To identify sources/causes of problems and proposed solution

1.2.3 Research Questions

The researcher was guided by the following questions:

- i. Is the community of Fuoni willing to participate in any kind of development introduced to them?
- ii. What are the opportunities and challenges facing the community?

- iii. Does the community of Fuoni have any main problem that hinders their development?
- iv. What are sources/causes of the main priority problem and the proposed solution?

1.2.4 Research Methodology

In conducting the Community needs assessment at Shehia of Fuoni, Participatory Rapid Assessment was used. In the community different techniques were used including structured questionnaires and discussions aimed at guiding beneficiaries in discussing and analysing a problem. Also observation, interview and ranking were used. In general this research community assessment used quantitative, qualitative and participatory methods.

1.2.4.1 Research design

This study focused on a case design where only one successful youth entrepreneurship group located at district of Zanzibar geographical area (West district – Shehia of Fuoni). The major reason for using this design was to help the researcher to discover as much as possible provision of useful insight and depth understanding about the problem of youth unemployment and measures to solve this problem. The study used different techniques including documentation and structured questionnaires. Also in some cases observations was used to investigate on issues which were not captured in the structured questionnaires such as structure or buildings where entrepreneurs conduct their daily economic activities. The research used both quantitative and qualitative techniques.

1.2.4.2 Sample Procedures and Techniques

The survey used purposive sampling and simple random sampling in selecting respondents from the sampling frame in order to obtain required representative sample in the community assessment of the Shehia of Fuoni. In this study two type of sample techniques applied. Those were purposive sampling and simple random sampling as follows;

Purposive sampling

In this type of sampling, items for the sample are selected deliberately by the researcher (Kothari, 1985). The purposive sampling was employed to involve Shehia leaders and Heads of the visited groups from the fact that they are officially authorized and responsible for the administration and management in their areas. The use of this method/technique helped a researcher in accessing availability of the required information's from the respective organizations in the community. The method was also employed to ensure the selected sample is covered with people of different categories with gender consideration.

Simple Random Sampling

The method was used to identify 70 respondents from the Shehia of Fuoni to be covered in the study. The method was employed with regarding to the size of the people in the Shehia of Fuoni to ensure equal chance for all youth being selected, participated and responded to the study. The equal chance helped also to ensure the study had no bias. Some statisticians argue that a sample to be representative is that everyone must have equal chance to be selected.

Sample size

A sample of 70 respondents from 7,091 population was covered during the study. Out of them 33 are males and 37 are females.

1.2.4.3 Data Collection Method

In Data collection the Researcher spent 2 sessions on one day for interview where the first session was used for one questionnaire which deals with community and economic assessment and second session was used for interview on the questionnaire relates with environment and health assessment. Also the study used four data collection methods which are focused group discussion, structured interview, survey and documentation.

Focus group discussions

In this method the individuals, youth groups and community meetings were conducted. Focus Group Discussions took place in the groups of 15 people where different issues related to the study were discussed. In conducting the focused group discussion people of both sexes were involved so as to get views from different sources.

Structured Interviews

Different people of different age, and sex were selected for interviewed. Local leaders, NGO members and other residents of Shehia of Fuoni were asked on the trend and development of their Shehia. It was one on one interview with the main purpose to obtain more useful information particularly that was not captured during

the focus group discussion due to different reasons such as unwilling of some group members to provide their views publicly in such kind of meetings.

Survey method

This method was used to obtain the insight of the situation of the community including problems they face. This method used to collect more required information to the areas where people's gathered and conduct their various activities especially after usual working hours for example in the evening. The specific areas which were visited including play grounds, coffee sittings and other areas.

Documentation

This method was used to collect different information from libraries and resource centers to get information about the research area including the demographic data, economic data and other relevant information of the community.

Research tools:

The questionnaires were distributed to the selected respondents in the Shehia of Fuoni. A total of 70 respondents who know how to read and write were given the questionnaires to represent the selected target community.

1.2.5 Community Assessment Findings

In conducting the community assessment in the Shehia of Fuoni many findings were observed by a researcher as follows;

1.2.5.1 Sex Structure of the Respondents

The respondents of the study were 70 people from the Shehia of Fuoni where males are 33 and females are 37 that is 47 and 53 percent respectively (See Table 1.8).

Table 1.8 Number, Sex and Percent of the Respondent

Sex	Frequency	Percent	Valid Percent	Cumulative Percent
Male	33	47.1	47.1	47.1
Female	37	52.9	52.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

In the community assessment the sex of respondent are 33 males and 37 females that is 47 percent and 53 percent respectively, so a total of 70 community members participated in the questionnaires. A total of 31 questions were asked but most of them were short answer questions including multiple choice and yes and no questions. The questions were targeted to assess all community aspects and all participants were selected from the members of the community and they answered all the questions while the feedback was 100 percent.

1.2.5.2 Age Structure of the Respondents

In analysing the age structure in the Shehia of Fuoni, the assessment found that the youth aged 35 – 39 are 24 percent followed by youth aged 20 – 24 by 17 percent. Also people at the age of 55 and above are 2.9 percent (See Table 1.9).

Table1.9 Age Structure of the Respondent

Age Group	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 24	12	17.1	17.1	17.1
25 - 29	10	14.3	14.3	31.4
30 - 34	11	15.7	15.7	47.1
35 - 39	17	24.3	24.3	71.4
40 - 44	10	14.3	14.3	85.7
45 - 49	3	4.3	4.3	90.0
50 - 54	5	7.1	7.1	97.1
55+	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

According to the Table 1.10 below there are more females (27 percent) than males (21 percent) at the age group of 35 – 39 compare to other age groups.

Table 1.10: Age Structure of the Respondent by Sex

Age Group	Sex of the respondent		Total
	Male	Female	
20 - 24	15.2	18.9	17.1
25 - 29	12.1	16.2	14.3
30 - 34	18.2	13.5	15.7
35 - 39	21.2	27.0	24.3
40 - 44	15.2	13.5	14.3
45 - 49	6.1	2.7	4.3
50 - 54	9.1	5.4	7.1
55+	3.0	2.7	2.9
Total Percent	100.0	100.0	100.0
Total Number	33	37	70

Source: Research findings 2011

1.2.5.3 Willingness to participate in Development Introduced

Most of the people in the Shehia of Fuoni are willing to participate in development activities introduced in their community. The Table 1.11 shows that 93 percent of the people are ready to participate in the development initiatives introduced to them.

Table 1.11 Willing to participate in Development

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	65	92.9	92.9	92.9
No	5	7.1	7.1	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

In relation to sex more women are willing to participate in development initiatives compare to males where in discussing the age group, people aged 35 – 39 are more in favour of development initiatives in their community than other age groups (See Table 1.12 and Table 1.13).

Table 1.12 Willing to participate in Development by Sex

Sex	Willing to participate in Development		Total
	Yes	No	
Male	28	5	33
Female	37	0	37
Total	65	5	70

Source: Research findings 2011

Table 1.13: Willing to participate in Development by Age group

Age Group	Willing to participate in Development		Total	Percent
	Yes	No		
20 - 24	11	1	12	17.1
25 - 29	10	0	10	14.3
30 - 34	9	2	11	15.7
35 - 39	15	2	17	24.3
40 - 44	10	0	10	14.3
45 - 49	3	0	3	4.3
50 - 54	5	0	5	7.1
55+	2	0	2	2.9
Total	65	5	70	100.0

Source: Research findings 2011

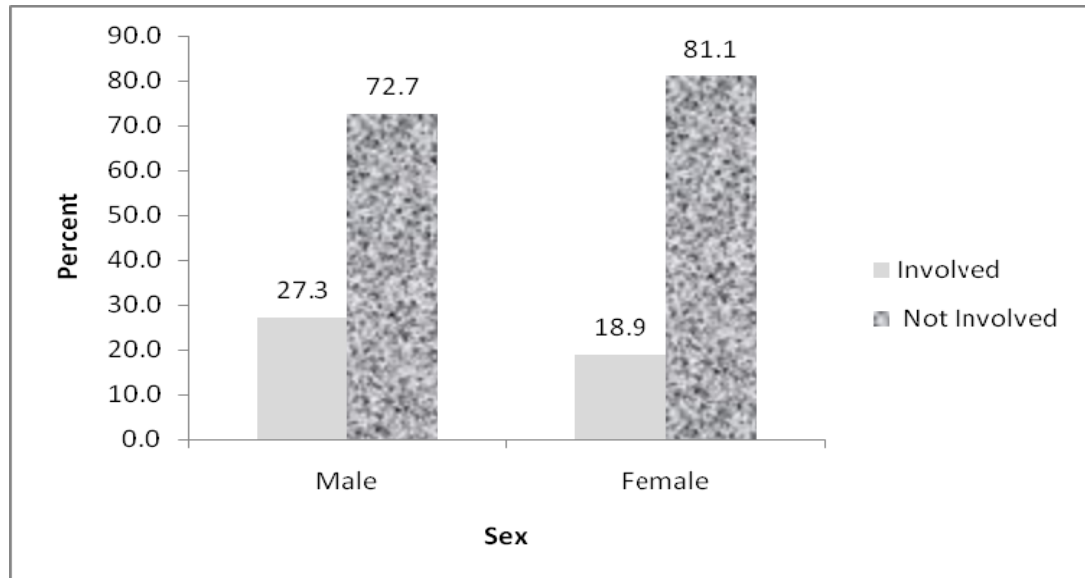
1.2.5.4 Involvement in Decision Making

The people involvement in decision making is very crucial. In the Shehia of Fuoni the level of involvement of people in decision making is very low. Seventy seven percent of the people are not involved in decision making where in relation to sex the situation is very bad to females by 81 percent (See Table 1.14 and figure 1.1 below).

Table 1.14: Involvement in Decision Making

	Frequency	Percent	Valid Percent	Cumulative Percent
Involved	16	22.9	22.9	22.9
Not involved	54	77.1	77.1	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Figure 1.1: Involvement in Decision Making by Sex

Source: Research findings 2011

1.2.5.5 Problems of the Community

The main problem face this Shehia is high unemployment rate especially to the youth. The unemployment rate in the Shehia of Fuoni for youth is estimated to be 22 percent. This problem of unemployment creates more problems to youth like drug abuse since they have nothing to do while they are economically active. Despite the established government initiatives, more efforts needed to create employment in this Shehia of Fuoni.

Unemployment can lead to marginalisation, exclusion, frustration and low self esteem, and sometimes to behaviour that imposes a burden on society. Scattered evidence suggests that, in the absence of engagement in productive activities, idleness and frustration predispose young people to risky behaviours, including exposure to drug and substance abuse as well as the risk of HIV/AIDS infection (ILO, 2005).

Many people in this community agreed that they face problem in their day to day life. According to the Table 1.15 below 96 percent of the interviewed people agreed that there are problems in their community.

Table 1.15: Availability of the Problems in the Community

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	67	95.7	95.7	95.7
No	3	4.3	4.3	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

There are different kinds of problems face the community in the Shehia of Fuoni. According to the Table 1.16 below, youth unemployment is the main problem face the community reported 57 percent followed by Deforestation of Coconut and Cloves Trees reported 14 percent and shortage of safe water reported 11 percent.

Table 1.16: Main Problem Face the Community

Problem	Frequency	Percent	Valid Percent	Cumulative Percent
Shortage of Health Facilities	5	7.1	7.1	7.1
Shortage of School/Education Facilities	7	10.0	10.0	17.1
Deforestation of Coconut and Cloves Trees	10	14.3	14.3	31.4
Youth Unemployment	40	57.1	57.1	88.6
Shortage of Safe Water	8	11.4	11.4	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

In relation to sex females reported more the problem of unemployment compared to males by 89 percent and 27 percent respectively. On other hand most of the males

feel that the problem of deforestation of cloves and coconut trees is very high (See Table 1.17).

Table 1.17: Main Problem Face the Community by Sex

Main Problem Face the Community	Sex of the respondent	
	Male	Female
Shortage of Health Facilities	15.2	0.0
Shortage School/Education Facilities	18.2	2.7
Deforestation of Coconut and Cloves Trees	30.3	0.0
Youth Unemployment	27.3	83.8
Shortage of Safe Water	9.1	13.5
Total Percent	100.0	100.0
Total Number	33	37

Source: Research findings 2011

1.2.5.6 Project Preferred by the Community

Most of the people in the community of the Shehia of Fuoni prefer the project on employment creation reported 59 percent, followed by the project on conservation of coconut and cloves trees by 14 percent and project on safe water and health facilities by 9 percent (See Table 18).

Table 1.18: Project Preferred by the community

Project Preferred	Frequency	Percent	Valid Percent	Cumulative Percent
Health Facility	6	8.6	8.6	8.6
Build Secondary School	5	7.1	7.1	15.7
Conservation of Coconut and Clove Trees	10	14.3	14.3	30.0
Employment Creation	41	58.6	58.6	88.6
Safe Water	6	8.6	8.6	97.1
Other, Specify.....	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

In relation to sex females preferred the project on employment creation compared to males by 87 percent and 27 percent respectively. In another situation most of the

males prefer the project on conservation of deforestation of cloves and coconut trees (See Table 1.19).

Table 1.19: Project Preferred by the community by Sex

Project Preferred	Sex of the respondent	
	Male	Female
Health Facility	18.2	0.0
Build Secondary School	15.2	0.0
Conservation of Coconut and Clove Trees	30.3	0.0
Employment Creation	27.3	86.5
Safe Water	6.1	10.8
Other, Specify.....	3.0	2.7
Total Percent	100.0	100.0
Total Number	33	37

Source: Research findings 2011

1.2.6 Community Stress, Sources of Stress and Assets

There are different kinds of stress which face the community in the Shehia of Fuoni. Most familiar stress is youth unemployment, rapid deforestation of coconut and cloves trees and shortage of safe water. Main sources of stress are including unavailability of employment infrastructures in the community, implementation and supervision of environmental bylaws and good strategies towards creation of employment to youth. The community assets include availability of youth who are able to work, infrastructures like electricity and good business opportunities in the community which could help in the creation of employment.

1.2.2 Economic Assessment

In this assessment the study find the economic characteristic of the Shehia of Fuoni. This included the economic activities being undertaken by the community. It was also assessed the employment trend and sources of income available in the community. It was further assessed the economic prospective of the community especially in

establishment of new growth of investments or the expansion of the existing ones. The study assessed the important issues such as sources of income, types of the project that can be applied in the community in solving the current available problem.

1.2.2.1 Research objective

1.2.2.2 Main Objective

The main objective of this research is to come out with the sustainable development project so that to help the community in solving their selected current economic problem in the community hence designs the desired project for the targeted beneficiaries.

1.2.2.3 Specific Objectives

The specific objectives of assessment were:

- i. To understand the current situation of the Shehia of Fuoni economically.
- ii. To find out the main source of income in the Shehia of Fuoni.
- iii. To find out the magnitude of the major economic problem which currently face the community.
- iv. To find out the possible measures of helping the community development after identifying their major problems.
- v. To identify the economic need preferred in the community

1.2.2.4 Research Questions

The researcher was guided by the following questions:

- i. What is the main economic activity carry out in the community?

- ii. What is the main source of income in the community?
- iii. What is the main economic problem currently face the community?
- iv. What measures to be taken to solve the problem in the community?
- v. What kind of economic need is favored in the community?

1.2.2.5 Research Methodology

In conducting the Community needs assessment at Shehia of Fuoni, Participatory Rapid Assessment was used. In the community different techniques were used including structured questionnaires and interview in collecting required data.

1.2.2.5.1 Research design

This study focused on a West District in the Shehia of Fuoni. The major reason for using this design was to help the researcher to discover as much as possible provision of useful insight and depth understanding about the economic situation. The study used different techniques including documentation and structured questionnaires. The research used two main methods which are quantitative and qualitative.

1.2.2.5.2 Research Methods.

The study used two research methods which are focus group discussion and interview.

Focus group discussions

In this method the individuals, youth groups and community meetings were conducted. Focus Group Discussions took place in the groups of 15 people where different issues related to the study were discussed. In conducting the focused group

discussion people of both sexes were involved so as to get views from different sources.

Interviews

Different people of different age, and sex were selected for interviewed. Local leaders, NGO members and other residents of Shehia of Fuoni were asked on the trend and development of their village politically, socially and economically. It was one on one interview with the main purpose to obtain more useful information particularly that was not captured during the focus group discussion due to different reasons such as unwilling of some group members to provide their views publicly in such kind of meetings.

1.2.2.6 Research tools:

In this assessment the following main research tool was used;

Survey questionnaires

The questionnaires were distributed to the selected respondents in the Shehia of Fuoni. A total of 70 respondents who know how to read and write were given the questionnaires to represent the selected target community.

1.2.2.7 Sampling

The survey used systematic random sampling and purposive sampling in selecting respondents from the sampling frame in order to obtain required representative sample in the community assessment of the Shehia of Fuoni.

1.2.2.7.1 Sample Procedures and Techniques

In this study two type of sample techniques applied. Those were purposive sampling and simple random as follows;

Purposive sampling

The purposive sampling was employed to involve Shehia leaders and Heads of the visited groups from the fact that they are officially authorized and responsible for the administration and management in their areas. The use of this method/technique helped a researcher in accessing availability of the required information from the respective organizations in the community. The method was also employed to ensure the selected sample is covered with people of different categories with gender consideration.

In conducting the survey, purposive sampling was used to select 5 officers from different sector identified in the community of Shehia of Fuoni (i.e. economy, cooperatives, financial services and others) and sampled respondents. This method/technique was employed among others, to ensure all important officers in the potential sectors visited and have equal chance to be selected, participated and responded to the need of the study.

Simple Random Sampling Method

The method was used to identify 70 respondents from the Shehia of Fuoni to be covered in the study. The method was employed with regarding to the size of the people to ensure equal chance for all youth being selected, participated and responded to the study. The equal chance helped also to ensure the study had no bias.

Sample size

A sample of 70 respondents was covered during the study. The distribution involved 5 selected officers in the Shehia of Fuoni and 65 people in the community.

1.2.2.8 Economic Assessment Findings

1.2.2.8 .1 Employment Situation or Engagement in Economic Activities

According to the Table 1.20 below 97 percent of the people in the community engage themselves in economic activities where only few of them (three percent) have no economic activities. In relation to sex almost all males and females participate in economic activities (See Table 1.21).

Table 1.20: Employment Situation or engagement in economic activity

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	68	97.1	97.1	97.1
No	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Table 1.21: Employment Situation or engagement in economic activity by Sex of the respondent

Employment Situation or engagement in economic activity		Sex of the respondent	
		Male	Female
	Yes	97.0	97.3
	No	3.0	2.7
Total Percent		100.0	100.0
Total Number		33	37

Source: Research findings 2011

1.2.2.8 .2 Economic Activities

The Fuoni economic activities are into three major sectors, namely (i) agriculture and fishing, (ii) Industry and (iii) service sectors. The first category is composed of crops, livestock, forestry, and fishery sub-sectors. The Industry sector involves small industries like bricks industries, soap making industries and mineral water industries. A growth that is essentially broad-based and pro-poor should have been driven mostly by the sectors that commands higher share of employment (MKUZA II, 2010).

1.2.2.8 .3 Type of Economic Activity/Branch People Engage In

According to the Table 1.22 below, most of the people in the community are carrying out agriculture that is 57 percent followed by business activities by 23 percent. In this case the main economic activity carry out in this community is agriculture. In relation to sex the findings shows that more females engage in agriculture compare to males reported 65 and 49 percent respectively. While in business activities there are more males than females (See Table 1.23).

Table 1.22: Main Economic Activity engage in

Economic Activity	Frequency	Percent	Valid Percent	Cumulative Percent
No Economic Activity	2	2.9	2.9	2.9
Agriculture	40	57.1	57.1	60.0
Fishing	2	2.9	2.9	62.9
Business	16	22.9	22.9	85.7
Livestock keeping	4	5.7	5.7	91.4
Services	6	8.6	8.6	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Table 1.23: Main Economic Activity engage in by Sex

Main Economic Activity engage in	Sex of the respondent	
	Male	Female
No economic Activity	3.0	2.7
Agriculture	48.5	64.9
Fishing	3.0	2.7
Business	27.3	18.9
Livestock keeping	9.1	2.7
Services	9.1	8.1
Total Percent	100.0	100.0
Total Number	33	37

Source: Research findings 2011

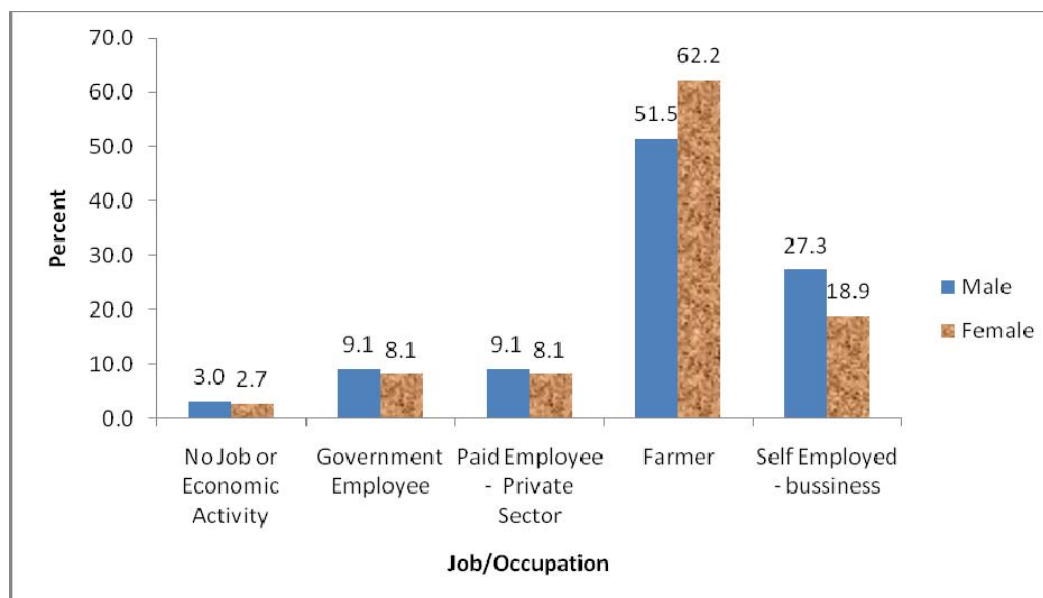
1.2.2.8 .4 Main Occupation or job of the Community

According to the Table 1.24 and figure 1.2 there are more farmers (57 percent) in the community, followed by self-employed persons in business (23 percent). This seems that males are much interested in business activities compare with females while females occupy the farming activities.

Table 1.24: Occupation or job

Occupation	Frequency	Percent	Valid Percent	Cumulative Percent
No Job or Economic Activity	2	2.9	2.9	2.9
Government Employee	6	8.6	8.6	11.4
Paid Employee – Private Sector	6	8.6	8.6	20.0
Farmer	40	57.1	57.1	77.1
Self Employed - business	16	22.9	22.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Figure 1.2: Occupation or job by sex

Source: Research findings 2011

1.2.2.8 .5 Main Source of Income

In this community, the main source of income is agriculture activities reported 60 percent followed by business activities by 26 percent. Paid employment in the private sector is very low source of income for the community reported one percent (See Table 1.25).

Table 1.25: Main Source of Income

Source of Income	Frequency	Percent	Valid Percent	Cumulative Percent
No income	2	2.9	2.9	2.9
Paid Employment - Government	4	5.7	5.7	8.6
Paid Employment - Private Sector	1	1.4	1.4	10.0
Self Employed Agriculture	42	60.0	60.0	70.0
Self Employed - Fishing	3	4.3	4.3	74.3
Self Employed Business	18	25.7	25.7	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

According to the Table 1.26 below many females (81 percent) depend on agriculture as their main source of income compare to males. While on other side males (55 percent) depend much on business activities as their main source of income.

Table 1.26: Percentage of Main source of Income by Sex

Main Source of Income	Sex of the respondent		Total
	Male	Female	
No Income	3.0	2.7	2.9
Paid Employment - Government	3.0	8.1	5.7
Paid Employment - Private Sector	0.0	2.7	1.4
Self Employed Agriculture	36.4	81.1	60.0
Self Employed - Fishing	3.0	5.4	4.3
Self Employed Business	54.5	0.0	25.7
Total Percent	100.0	100.0	100.0
Total Number	33	37	70

Source: Research findings 2011

In the community of the Shehia of Fuoni, many people have low income and they earn Tshs 30,000 per month that is below one dollar a day. There are very few of them who earn more than Tshs 60,000 that is above one dollar a day (See Table 1.27).

Table 1.27: Monthly Income

Income	Frequency	Percent	Valid Percent	Cumulative Percent
No Income	2	2.9	2.9	2.9
Less than Tshs 30,000	49	70.0	70.0	72.9
Tshs 30,000 – Tshs 60,000	17	24.3	24.3	97.1
More than Tshs 60,000.	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.2.8 .6 Main Economic Problems Face the Community

The Shehia of Fuoni faces many economic problems including the following;

i. Shortage of credit facilities.

There are very low opportunities concerning credits. Many people in this Shehia especially youth have low Access to micro finance services.

ii. Shortage of trainings on business skills and support services to MSME groups of young women and men.

iii. Shortage of Business management skills. The Community have very low skills in this field and most of them have no such kind of skills. The community use only their traditional skills in managing their business.

iv. Problem of decreasing productivity. For those who have economic activities sometimes face this problem on how to increase their productivity.

v. Lack of economic diversification. Most of the people in the community conducting only one type of economic activity so in this case economic diversification is needed and it is very important. Community can have one or more different type of economic activities.

vi. Shortage of market access. Some people in the community produce their goods but where to sale (market) is a dilemma hence they reduce the production.

vii. Lack of Technical trainings and Technology. Some people in the community employed themselves in the milk production but how to produce the standard quality of the products from the milk is a problem.

- viii. Lack of Work space to conduct their activities. Many people especially youth in the community have no permanent or reliable spaces to conduct their business or economic activities.
- ix. Production tools/facilities. This problem faces those, who in the first place, need tools or facilities in their production activities like carpentry and brick makers.
- x. Access to professional services. Here professional services are like legal and auditing services. In the community those services are not well available.
- xi. Lack of business information and market linkage. This problem also faces the community of Fuoni. Some of them do not have reliable information concerning their businesses they do. Also a market linkage is missing among producers an issue which make most of them not to use the market opportunities in outside their areas.
- xii. Problem of networking within and outside the community.

According to the Table 1.28 below, the more acute problem faced by the establishments in Zanzibar is the insufficient demand with 13.3 percent followed by financial problem with 12.1 percent.

Table1.28: Percentage of Main Problems facing Establishments, 2008

Problems	Percent
Insufficient Demand	13.3
Shortage of raw materials	6.2
High Taxes	6.9
Insufficient Production capacity	6.2
Shortage of qualified labour	5.1
Lack of equipments	4.8
Transport problem	3.4
lack of production area	4.6
Inadequate supply of electricity	7.2
Economic environment	3.2
High cost of production	9.3
Financial problem	12.1
Foreign currency	0.6
Inflation	6.5
Depreciation of currency	3.9
Illegal imports	1.4
Inadequate supply of water	2.4
Feasibility study	2.0
Other	1.1
Total	100.0

Source: OCGS, Industrial Census, 2008.

During the assessment in the community, it was identified that shortage of credit facilities is the main economic problem face people, followed by lack of entrepreneurship skills and low capital (See Table 1.29). Among the suggested measures proposed in alleviating the problem was to provide credits to unemployed youth and entrepreneurship skills.

Table 1.29: Main Economic Problem

Economic Problems	Frequency	Percent	Valid Percent	Cumulative Percent
Shortage of Credit Facilities	40	57.1	57.1	57.1
Low Capital	8	11.4	11.4	68.6
Lack of Entrepreneurship Skills	16	22.9	22.9	91.4
Lack of Reliable Market	6	8.6	8.6	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.2.8.7 Proposed Measures to Be Taken

Among the best proposed measure mentioned to be taken was to provide credits to the unemployed youth (See Table 1.30).

Table 1.30: Proposed Measures to be taken

Proposed Measures	Frequency	Percent	Valid Percent	Cumulative Percent
Provide Credits To Unemployed Youth	50	71.4	71.4	71.4
Increase Capital To Entrepreneurs	7	10.0	10.0	81.4
Provide Entrepreneurship Skills	8	11.4	11.4	92.9
Establish Market Strategy	4	5.7	5.7	98.6
Other, specify	1	1.4	1.4	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.2.8.8 Economic Need

It was suggested by the community that soft loans is the main economic need followed by the need of providing entrepreneurship skills and business or work spaces (See Table 1.31).

Table 1.31: Main Economic Need

Economic Need	Frequency	Percent	Valid Percent	Cumulative Percent
Soft Loans	46	65.7	65.7	65.7
Entrepreneurship Skills	12	17.1	17.1	82.9
Business/Work spaces	7	10.0	10.0	92.9
MSMEs	4	5.7	5.7	98.6
Other, Specify	1	1.4	1.4	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Economic Stress, Sources of Stress and Assets

The main economic stress is lack of soft loans and entrepreneurship skills to the people especially youth so that they can employ themselves. This lead to low income hence people living below poverty line that is one dollar a day. Source of this stress is including lack of soft credit fund schemes, poor technology and lack of entrepreneurship skills initiatives for the community. Economic assets in the community include availability of few established youth economic groups which helps to the creation of employment and income generation and investment opportunities.

1.2.3 Environmental Assessment

This is done so as to explore the environmental situation of the study area. The important part was to know the situation or condition of local natural resources which contribute to the good and attractive environmental situation of the area. The study also noted the rate of usage of different resources which led to the environmental degradation. The study observed on how community members are aware on environmental issues, and if any ecosystems have been depleted by human development activities.

1.2.3.1 Research objective

1.2.3.2 Main Objective

The main objective of this research is to come out with the sustainable development project so that to help the community in solving their selected current problem in the community hence designs the desired project for the targeted beneficiaries.

1.2.3.3 Specific Objectives

The specific objectives of the assessment were:

- i. To understand the current environmental issues facing the Shehia of Fuoni.
- ii. To find out the magnitude of the major environmental problem which currently face the community.
- iii. To find out the possible measures of solving the environmental issues in the community?

1.2.3.4 Research Questions

The researcher was guided by the following questions:

- i. What is the degree of environmental degradation in the community
- ii. What is the main environmental problem faces the community?
- iii. What is the main environmental need preferred in the community?

1.2.3.5 Research Methodology

In conducting the Community needs assessment at Shehia of Fuoni different techniques were used including structured questionnaires, observation and interview.

1.2.3.5 .1 Research design

This study focused on a case of West District – Shehia of Fuoni. The study used different techniques including documentation and structured questionnaires. Also in some cases observation was used to investigate on issues which were not captured in

the structured questionnaires such as the magnitude of environmental degradation. Both quantitative and qualitative techniques were used.

1.2.3.5 .2 Research Methods.

The study used two research methods which are observation and interview.

1.2.3.5 .2 .1 Observation

In this method the Researcher observed the areas where there is higher degradation of environment. Those areas can be observed easily due to the deforestation of coconut and cloves trees for residential or human activities.

1.2.3.5 .2 .2 Interviews

Different people of different age, and sex were selected for interviewed. Local leaders, NGOs members and other residents of Shehia of Fuoni were asked on the issue of environmental degradation. It was one on one interview with the main purpose to obtain more useful information particularly that was not captured during the observation.

1.2.3.5 Research tools:

1.2.3.5 .1 Survey questionnaires

The questionnaires were distributed to the selected respondents in the Shehia of Fuoni. A total of 70 respondents who know how to read and write were given the questionnaires to represent the selected target community.

1.2.3.6 Sample Procedures and Techniques

In this study two type of sample techniques applied. Those were purposive sampling and simple random as follows;

1.2.3.6 .1 Purposive sampling

The purposive sampling was employed to involve Shehia leaders from the fact that they are officially authorized and responsible for the administration and management of the related issues in their areas. The use of this method/technique helped a researcher in accessing availability of the required information's from the respective organizations in the community. The method was also employed to ensure the selected sample is covered with people of different categories with gender consideration.

1.2.3.6 .2 Simple Random sampling

In conducting the survey, simple random sampling was used to select 65 officers from different sector identified in the community of Shehia of Fuoni (i.e. environment and administration) and sampled respondents. This method/technique was employed among others, to ensure all important officers in the potential sectors visited and have equal chance to be selected, participated and responded to the need of the study.

1.2.3.7 Sample size

A sample of 70 respondents was covered during the study. The distribution involved 5 selected officers in the Shehia of Fuoni and 65 people in the community.

1.2.3.8 Environmental Assessment Findings

1.2.3.8 .1 Awareness on the Environmental Issues

There are many people in the community who are aware on the environmental issues. It is 86 percent of the people are aware on the environmental issues. In relation to sex,

higher percentages of females are aware on the environmental issues (See Table 1.32 and Table 1.33).

In this context, the environmental awareness situation for the community is not very terrible.

Table 1.32: Community Environmental Awareness

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	60	85.7	85.7	85.7
No	10	14.3	14.3	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Table 1.33: Community Environmental Awareness by Sex of the respondent

Sex of the respondent	Community Environmental Awareness		Total
	Yes	No	
Male	23	10	33
Female	37	0	37
Total	60	10	70

Source: Research findings 2011

According to the opinion from the community, the environmental degradation in their area is very bad. Most of the people in this community thought that the environmental situation is in critical condition (See Table 1.34).

Table 1.34: Environmental Situation

Environmental Situation	Frequency	Percent	Valid Percent	Cumulative Percent
Good	3	4.3	4.3	4.3
Normal	21	30.0	30.0	34.3
Bad	46	65.7	65.7	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.3.8 .2 Environmental Problems

The Shehia of Fuoni is five kilometres from Zanzibar town. This area is very fertile in nature and surrounded by coconut trees and cloves plantations. Also there are two main sources of clean and safe water which supply water to urban areas. The main environmental problem face this Shehia is the rapid deforestation of coconut trees and cloves plantations due to the construction of permanent residential houses. In this area there is a fast growing of human activities especially construction of new buildings both for residential and business purposes hence deforestation is taking place very first.

According to the Table 1.35 below, the main environmental problem in the community of the Shehia of Fuoni is the deforestation of cloves and coconut trees reported 63 percent, followed by land degradation. There is rapid deforestation of those types of traditional trees available in the area for many years.

Table 1.35: Main Environmental Problem Face the Community

Environmental Problems	Frequency	Percent	Valid Percent	Cumulative Percent
Household Solid Waste Management	10	14.3	14.3	14.3
Deforestation of Cloves and Coconut Trees	44	62.9	62.9	77.1
Land Degradation	16	22.9	22.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

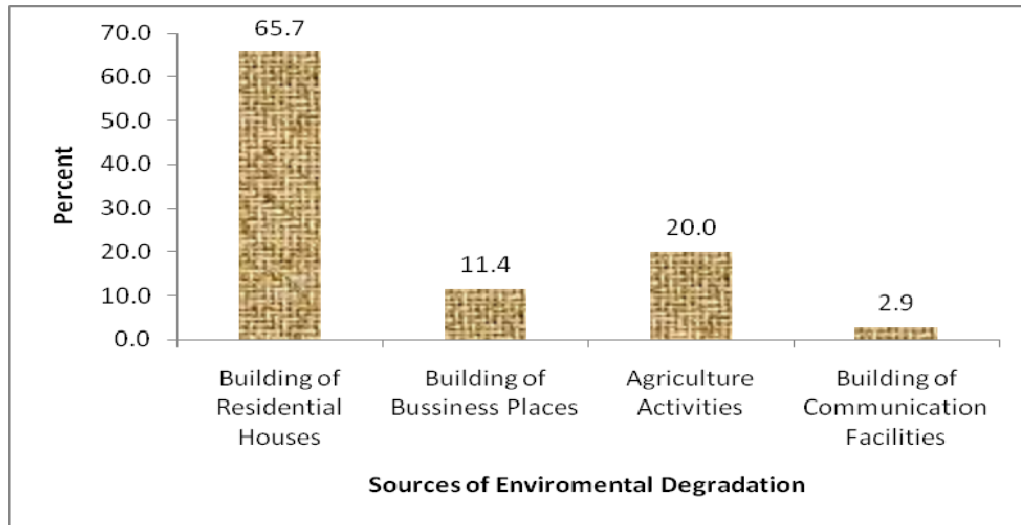
1.2.3.8 .3 Sources of Environmental Degradation

There are different kinds of sources for environmental degradation in the Community of Fuoni. The main source is building of residential houses and agricultural activities. In this area the deforestation of trees for establishing permanent residency is very high (See Table 1.36 and Figure 1.3).

Table 1.36: Source of Environmental Degradation

Source of Environmental Degradation	Frequency	Percent	Valid Percent	Cumulative Percent
Building of Residential Houses	46	65.7	65.7	65.7
Building of Business Places	8	11.4	11.4	77.1
Agriculture Activities	14	20.0	20.0	97.1
Building of Communication Facilities	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Figure 1.3 Percentages of Sources for Environmental Degradation

Source: Research findings 2011

1.2.3.8 .4 Environmental Need Preferred

According to the Table 1.37 below, most of the people in this community prefer the project on conservation of coconut and cloves trees by 63 percent, followed the project on proper land use planning by 16 percent.

Table 1.37: Project Preferred

Project Preferred	Frequency	Percent	Valid Percent	Cumulative Percent
Management of Household Waste	15	21.4	21.4	21.4
Proper Land Use Management	11	15.7	15.7	37.1
Conservation of Coconut and Cloves Trees	44	62.9	62.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.3.8 .5 Community Stress, Sources of Stress and Assets

The main environmental stress in the community of the Shehia of Fuoni is deforestation of coconut and cloves trees due the building of residential houses. Source of this stress is low supervision of environmental by laws in the community and improper land use planning and management. Major assets are includes good environmental situation of the area and very fertile land for agriculture activities.

1.2.4 Health Assessment

1.2.4 .1 Research objective

The main objective of conducting this assessment is to find out the current health situation of the Shehia of Fuoni and specific objectives include the followings;

- i. To understand the current health situation of the Shehia.
- ii. To find out the extent of the major health problem currently face the community.
- iii. To find the possible measures of helping the community development after identifying their major problems.

1.2.4 .2 Research Questions

The researcher was guided by the following research questions:

- i. What is the major problem face the health sector?
- ii. What is the major health problem facing the community?
- iii. What measures should be taken to improve the situation?

1.2.4 .3 Research Methodology

In conducting the Community needs assessment at Shehia of Fuoni, Participatory Rapid Assessment was used. In the community different techniques were used including structured questionnaires and discussions aimed at guiding beneficiaries in discussing and analysing a problem. In general this research community needs assessment used quantitative, qualitative and participatory methods. The study used different techniques including documentation, observation and structured questionnaires.

1.2.4 .4 Research Methods.

The study used three research methods which are focus group discussion and interview.

1.2.4 .4 .1 Focus group discussions

In this method the individuals, youth groups and community meetings were conducted. Focus Group Discussions took place in the groups of 15 people where different issues related to the study especially health issues were discussed. In conducting the focused group discussion people of both sexes were involved so as to get views from different sources. During the discussions challenges were raised and finally groups proposed solutions to most of the mentioned challenges.

1.2.4 .4 .2 Interviews

Different people of different age and sex were selected for interviewed. Local leaders, NGO members and other residents of Shehia of Fuoni were asked on the trend and development of their village particularly the health issue. Interview aimed at

obtaining more health useful information particularly that was not captured during the focus group discussion.

1.2.4 .5 Research tools:

In conducting the assessment survey questionnaires were used to collect data. The questionnaires were distributed to the selected respondents in the Shehia of Fuoni. A total of 70 respondents who know how to read and write were given the questionnaires to represent the selected target community.

1.2.4 .6 Sample Procedures and Techniques

In this study two type of sample techniques applied. Those were purposive sampling and simple random as follows;

1.2.4 .6 .1 Purposive sampling

The purposive sampling was employed to involve Shehia leaders and heads visited in the community since they are responsible for the administration and management in their areas. The use of this method/technique helped a researcher in accessing availability of the required information from the respective organizations in the community. The method was also employed to ensure the selected sample is covered with people of different categories with gender consideration.

1.2.4 .6 .2 Simple Random sampling

In conducting the survey, simple random sampling was used to select 5 officers from health sector and administration of the Shehia identified in the community of Shehia of Fuoni and sampled respondents. This method/technique was employed among

others, to ensure all important officers in the potential sectors visited and have equal chance to be selected, participated and responded to the need of the study.

1.2.4 .7 Sample size

A sample of 70 respondents was covered during the study. The distribution involved officers dealing with health issues in the Shehia of Fuoni and people in the community.

1.2.4 .8 Health Assessment Findings

1.2.4 .8.1 Satisfaction with the Health Services

Most of the people (86 percent) in the community of Shehia of Fuoni are not happy with the current health sector situation. This situation seems that in the health sector there is a lot to be done to enhance the situation (See Table 1.38 and Table 1.39).

Table 1.38: Happy With the Health Services

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	10	14.3	14.3	14.3
No	60	85.7	85.7	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Table 1.39: Happy With the Health Services by Sex of the Respondent

Happy With the Health Services?	Sex of the respondent		Total
	Male	Female	
Yes	10	0	10
No	23	37	60
Total	33	37	70

Source: Research findings 2011

1.2.4 .8.2 Payment Status for Health Services

In this community most of the people pay for health services. This shows that the little income which they earn have also to be used in payment of health services (See Table 1.40)

Table 1.40: Payment for Health Services

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	66	94.3	94.3	94.3
No	4	5.7	5.7	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

Discussing on the status of the health sector, the situation is horrific. Most of the people in the community argued that the situation is bad that reported 71 percent (See Table 1.41). The situation contributed by shortage of medicine and medical staff especially in the public sector.

Table 1.41: Status of the Health Services

Status	Frequency	Percent	Valid Percent	Cumulative Percent
Good	4	5.7	5.7	5.7
Normal	16	22.9	22.9	28.6
Bad	50	71.4	71.4	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.4 .8.3 Health Sector Problems

This Shehia has one government health centre and a number of private health centres. Hence the community depends on the available healthy facilities and in case of the big case they go out of their Shehia.

But the available public health facilities in Fuoni face many problems including shortage of medical staff and medicine (See Table 1.42).

Most of the people in this community depends on the private health centre services but the costs for the private health centres is higher compare to public centres. This sometimes makes the community to use traditional measures to treat themselves instead of using the health centres since they cannot afford the costs.

Table 1.42: Major Problem Face Health Services

Problems	Frequency	Percent	Valid Percent	Cumulative Percent
High costs of Health Services in Private Centers	20	28.6	28.6	28.6
Low Number of Health Qualified Staff	15	21.4	21.4	50.0
Shortage of Medicine in Public Health Centers	29	41.4	41.4	91.4
Shortage of Laboratory Equipments	6	8.6	8.6	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.4 .8.4 Common Health Problems

It is true that many efforts have been made in this community to combat malaria but in general it is still a common health problem in the Shehia of Fuoni (See Table 1.43).

Table 1.43: Common Health Problem

Health Problems	Frequency	Percent	Valid Percent	Cumulative Percent
Malaria	46	65.7	65.7	65.7
HIV/AIDS	8	11.4	11.4	77.1
High Blood Pressure	8	11.4	11.4	88.6
Diabetes	6	8.6	8.6	97.1
Diarrhea	2	2.9	2.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

1.2.4 .8.5 Measures to be taken

Among the suggested measures to be taken to improve the situation was to increase medicine in the public health centers and to improve the health services in general (See Table 1.44).

Table 1.44: Measures to be Taken

Measures	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Improve Health Services	17	24.3	24.3	24.3
Increase Health Staff in Health Centers	12	17.1	17.1	41.4
Increase Medicine Share in Public Health Centers	32	45.7	45.7	87.1
Subsidize the Health Services	9	12.9	12.9	100.0
Total	70	100.0	100.0	

Source: Research findings 2011

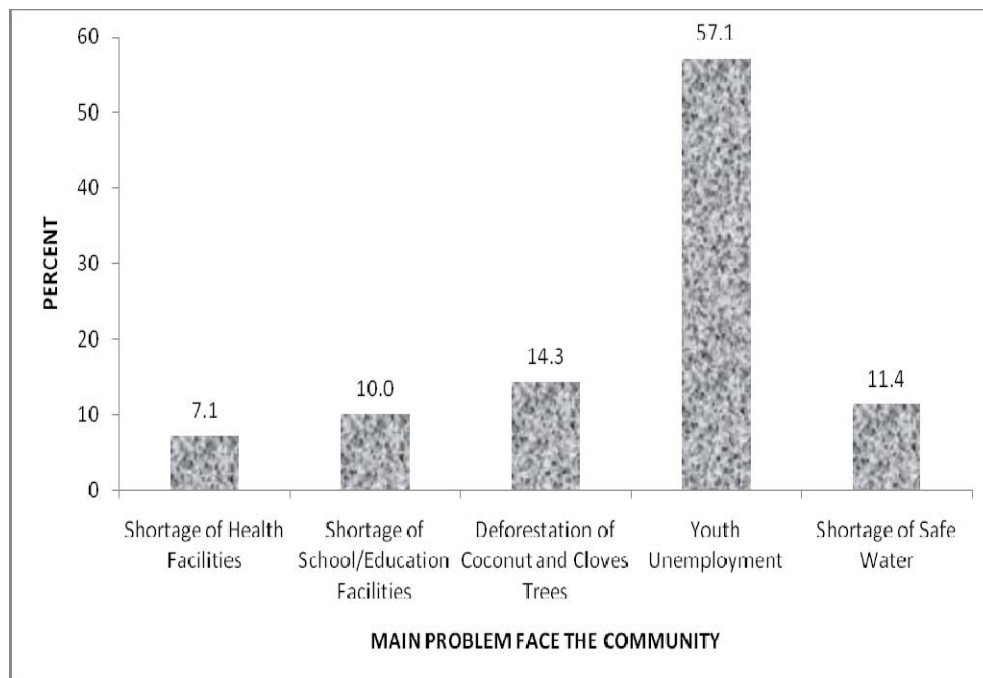
1.2.4 .8.6 Health Stress, Sources of Stress and Assets

The health stress are includes shortage of medicine and health staff in public health centres. Other stress is high costs of medical services in the private health centres. Among the assets of this community is the availability of different kind of health centres.

1.3 Summary of Findings

In the Shehia of Fuoni the community face many problems but the main ones are youth unemployment reported 57 percent, followed by deforestation of coconut and cloves trees reported 14 percent and shortage of safe water reported 11 percent (See Figure 1.4).

Figure 1.4 Summary of Main Problems Face the Community



Source: Research findings 2011

1.3.0 Problems Identified

The main problems mentioned during participatory community needs assessment are;

1.3.1 Unemployment of Youth

In spite of the international recognition for the need to create employment for youth, one of the major challenges that pose serious problems in Shehia of Fuoni is that of youth unemployment. Job creation in the formal sector has grown only marginally since 2000, resulting in unemployment and under employment, particularly among the youth and graduates from secondary schools, higher schools, colleges and universities.

Many efforts have been made by youth and people of the Shehia of Fuoni to employ or engage themselves in the economic activities. In this sense many groups has been introduced in this Shehia including the JUWAFU group to curb the problem of unemployment. There are many factors which contributed towards this problem including shortage of entrepreneurship skills and knowledge, soft loans, market and infrastructure are among the main reasons.

1.3.2 Environmental degradation of coconut trees and cloves plantations.

There are a very big problem of deforestation due to the increasing number of population and the need for residential houses. Many people cutting down traditional trees (coconut and cloves trees) for the purposes of building new houses. And this area is very fertile and the soil is very suitable for those kinds of trees. The speed of the deforestation of those trees is very high.

1.3.3 Shortage of Safe Water

A number of people living in this Shehia face a shortage of water. This is due to the fact that there is rapid increase of the population hence the need for safe water also increases in this community.

1.4 Community Needs Prioritization/Levelling of Needs

According to the Table 1.45 , youth unemployment was preferred 4 times - Rank A; Deforestation of cloves and coconut trees was chosen 3 times - Rank B; Shortage of safety water was chosen twice - Rank C; Shortage of health was chosen once - Rank D; Shortage of school /education facilities was never chosen - Rank E. Therefore by considering the results the best problem facing the Fuoni Community is Youth unemployment.

Table 1.45: Pair wise Ranking

	Youth Unemployment	Deforestation of cloves and coconut trees	Shortage of Safe Water	Shortage of Health facilities	Shortage of School/Education facilities	Rank
Youth Unemployment		Youth Unemployment	Youth Unemployment	Youth Unemployment	Youth Unemployment	A
Deforestation of cloves and coconut trees			Deforestation of cloves and coconut trees	Deforestation of cloves and coconut trees	Deforestation of cloves and coconut trees	B
Shortage of Safe Water				Shortage of Safe Water	Shortage of Safe Water	C
Shortage of Health facilities					Shortage of Health facilities	D
Shortage of School/Education facilities						E

Source: Research findings 2011

Key:

A = High/first priority

B = Medium/Second Priority

C = Low/ Third Priority

D = Lowest/ Fourth Priority

E = Lowest/Last Priority.

1.4 Limitation of the Assessment

Shortage of time in conducting community needs assessment is a very high limitation. The responsible person (MCED student) has very limited time this is due to the fact that office activities take much time. Another limitation is a financial problem. This task sometimes require fund to complete it more effectively hence financial support was needed to facilitate issues like transport, refreshments and lunch expenses.

1.5 Software and Data Analysis

The SPSS version 16.0 was used for data processing and analysis in this study. SPSS was mainly used for calculation of frequencies and descriptive statistics of some collected data. Also MS Excel was used in some cases in the data presentations like charts and graphs.

CHAPTER TWO

PROBLEM IDENTIFICATION

2.0 Problem Identification and the area of focus

After conducting Participatory Community Needs Assessment in the Shehia of Fuoni, it was observed that the area of interest to conduct this project was in economic area specifically. It is clear that there are many problems identified in the selected community during the study. But finally *the problem of youth unemployment* was most frequently observed.

2.1 Problem statement

Unemployment in Zanzibar is a widespread and persistent challenge especially amongst the youth due to rapid increase of the youth population. According to the Zanzibar Integrated Labour Force Survey, 2006 indicates that, youth unemployment rate for the age of 15-35 is 19.6%. The findings show that unemployment rate for young women is higher 23.5% compared with young men which are 15.2% only. Many efforts have been made by the Revolutionary Government of Zanzibar in collaboration with Development Partners to support youth economic activities initiatives including the establishment of employment policy, job creation programme, youth employment action plan, youth credit funds and microfinance facilities and other programmes and policies related to improve youth economic initiatives.

However there is strong evidence that, those efforts made specifically for the youth had not yet contributed much towards employment creation in Zanzibar hence the

problem of unemployment still exist. Many youth failed to get employment in the expected growth of economy due to different reasons including low capital, lack of market for their products and low level of skills.

Therefore this selected project of youth employment creation in Shehia of Fuoni through capacity building and provision of soft loans aim at reducing unemployment to 30 youth (15 women and 15 men) as a pilot project and developing strategies on improving their income hence poverty reduction. Currently in this Shehia there is no interventions which have been done on the area of employment creation especially for youth. In other words interventions on the area of employment creation is very important. Many interventions on employment creation were conducted in other areas especially in urban areas and had no concentration in the Shehia of Fuoni.

So the main reason for a researcher to choose the Shehia of Fuoni and not otherwise is that this shehia was left behind on the interventions or initiatives relate with employment creation for a long period now. Also according to the 2002 Zanzibar income survey, The Shehia of Fuoni in the West District is one among the area leading for income poverty in Zanzibar hence project on employment creation in this area is needed so that to boost income of the targeted population. Also according to the Household Budget Survey (2004), the West District is one among the Region with higher inequality so initiatives on the area of employment creation are important in this Shehia.

2.2 Target community

This project is implemented at Fuoni Shehia in the West District of Zanzibar. The project aimed at creates employment through establishment of youth economic groups hence more employment and increase their level of income. The implementation of this project is in time since most of the youth face financial difficulties due to the current unemployment situation.

2.3 Stakeholders

According to ILO, stakeholders are individuals or entities with an interest or a stake (positive or negative) in the project. Stakeholder analysis is a technique to identify who is involved in a project context and then define what their characteristics toward the future project (ILO, 2008). The project management team have to identify the stakeholders, so that to determine their characteristics, motivation, and constraints to ensure a successful project.

Table 2.1: Stakeholders analysis

Name of Stakeholder Group	Functions, characteristics and roles	Stakeholder Analysis	
		Motivation	Constraints
Unemployed youth in the shehia of Fuoni.	<p>To participate in the proposed project of creating employment.</p> <p>To participate in the intended planed trainings.</p> <p>To organize them in economic groups.</p>	<p>Desire to find employment hence reduce poverty.</p> <p>Ambition to join youth entrepreneurship groups.</p> <p>Youth who have completed their education and have no job motivated to find employment.</p> <p>Willingness to learn new skills which will be helpful to be employable.</p>	<p>Youth in Shehia of Fuoni sometimes being involved in criminal activities due to unemployment.</p>

Development Agencies and NGOs.	To provide assistance to the youth groups or targeted individuals.	Might have much experience in development activities in the Shehia of Fuoni.	Might have no support or funds towards their initiatives of bring development to youth.
Community leaders in the Shehia of Fuoni.	To help youth organize themselves in the entrepreneurship groups. To sensitize youth to join entrepreneurship groups.	Could be motivated by economic incentives and political pressure in the Shehia of Fuoni.	Low level of the skills and education.
CED Researcher.	In collaboration with Shehia leaders to help youth group organize in implementing established project.	Could be motivated by willingness of the youth to engage themselves in economic activities in the Shehia of Fuoni.	Financial constrain.
Financial Institutions.	Provide credits or soft loans to the targeted beneficiaries.	They are the ones that could provide the needed capital to start up new businesses.	Youth with no history of loans or credits from financial institutions seem that they are very risky. Risk loans might have bad economic impact to financial institutions.
MLEC.	Provide credits or soft loans to the targeted beneficiaries. Provide skills and knowledge on the entrepreneurship.	They will improve performance in terms of coordinating and provision of entrepreneurship skills to youth.	Financial problems in implementing its responsibilities. Shortage of required skills in the area of entrepreneurship and business management.
JUWAFU Youth Group.	To help youth organize themselves in the entrepreneurship groups. To sensitize youth to engage themselves in the economic activities.	Could be motivated by economic incentives and political pressure in the Shehia of Fuoni.	Lack of required skills in the area of entrepreneurship and business management. Lack of credit facilities.

In this project there are three types of stakeholders as follows;

2.3.1 Primary stakeholders

The main primary stakeholder is the Host organization which is the JUWAFU youth group. This youth group which is host organization has played major role since the

first stage of the project. The Host organization helped to organize participants during the exercise of participatory assessments.

2.3.2 Secondary Stakeholders

These are community members with indirect benefits or influence in the project. Some secondary stakeholders were selected and participated in filling the questionnaires, focus group discussion and interview during participatory assessment in the Shehia of Fuoni. During the period of assessment they participated and gave out all necessary required information.

2.3.3 Key stakeholders

These are stakeholders who play significant role due to their responsibility. These types of stakeholders include Researcher himself, local leaders of Fuoni Shehia and members of project implementation team. Researcher is the one who selected purposively the Shehia of Fuoni as the area of concern for the project and collaboration with host organization. The Researcher also organized the participatory needs assessment in the specific area of economic, health and environment. The Researcher designed questionnaires and then distributed to the selected community members of Shehia of Fuoni as per research methods.

Other key stakeholders includes Local leader of Shehia of Fuoni, community and the project implementation team. The local leader (Sheha) had a role to introduce the Researcher to the community members in the Shehia. Chairperson and Secretary of JUWAFU youth group played an important role of coordinating the member of the

group to participate in the assessment and to provide relevant information concerning their group.

2.4 Project goal

This project “create employment to 30 youth” at Fuoni Shehia is aimed to change their life standard through increasing their productivity hence improve their income. The real situation in the ground shows that most of the youth currently have no employment. Also the primary data have shown that the youth unemployment is the problem in the Shehia of Fuoni.

2.5 Project specific objectives

The specific objectives were:

- i. To sensitize targeted unemployed youth on mobilization and association of youth economic groups.
- ii. To build capacity to the targeted unemployed youth on the entrepreneurship skills.
- iii. To provide soft loan to the targeted youth group.

2.6 Host Organization

The host organization is JUWAFU which is the successful youth organization in terms of creation of employment to youth. This Organization has 65 members and all of them are people of Shehia of Fuoni community. This organization was established in 2004 after the community noticed the problem of youth unemployment in their Shehia. The main goal of JUWAFU youth group was to provide and put in place stable local environment in the community that will help to channel fund to individuals and in groups through loan system. The MLEC provides technical support for the JUWAFU youth group.

CHAPTER THREE

LITERATURE REVIEW

3.0 Introduction

The major problem identified by the community members in the Shehia of Fuoni is the problem of youth unemployment. This chapter covers thematic areas of the study. These areas are categorized based on review from theoretical and empirical literatures and policies which relate to study. The chapter also includes summary of the literature review where a researcher highlights on research gaps. This chapter involves gathering relevant information by reading of books and journals about the problem of youth unemployment and employment creation.

3.1 Theoretical review

The definition of youth may vary between countries. According to the Zanzibar Youth Development Policy (2005), youth is a person aged 15 – 35 years. Also according to the African Youth Charter (2006), youth or young people refer to every person between the ages of 15 and 35 years. Unemployment is slightly more complex because, according to the standard definition as set out in the Resolution, an unemployed person has to meet all of three criteria; the “unemployed” comprise persons who are simultaneously “without work”, “currently available for work” and “seeking work” during the reference period (ILO, 2009). Youth unemployment is a ticking time bomb! Everyone agrees that it needs to be addressed urgently and effectively through concerted and coordinated efforts by all (ILO, 2009).

Youth unemployment has to be taken seriously in solving this problem especially in developing countries. Coordinated efforts have to be made to create more jobs to youth especially through self employment initiatives (United Nations, 2002).

Despite alarming levels of unemployment and underemployment in the developing world, many central banks no longer consider employment creation as part of their mandate (Epstein, 2007).

The challenge of unemployment in general has been identified as a major priority by the International community. The situation is particularly grave for the youth who, although constitute one fourth of the world's labour force, make up more than 40 per cent of the world's unemployed (ILO, 2001). It is true that youth especially in developing countries constitute the large population and most of them have no employment. In most cases youth is the vulnerable group in relation to employment.

In addition to a general agenda for youth, the single most prominent issue to emerge as a concern in the international community is youth unemployment. Young people constitute nearly half of the world's unemployed. This is particularly problematic in developing countries where young people make up a larger portion of the workforce (UNDP, 2006). It is true that youth population in developing countries is increasing very rapidly compare to other part of the World. Hence the increasing of the youth population lead to the demand of more employment for youth in the situation where there is very low number of new employment.

According to UN (2007), young people in many parts of the world continue to be marginalised and ignored despite the growing recognition of their needs. As a result youth are three times more likely than adults to lack jobs. The marginalisation of youth continue to exist where few of them get an opportunity in the employment whether self or paid employment. In some cases especially in formal sectors youth are marginalised due to shortage of work experience.

Employment means an economic activity (legal/recognized) by which a person engages either in the self-employment or paid employment (Husmans, 1990). In the last two or more decades, Africa has been confronted with a multi dimensional crisis with several symptoms including drought and famine, floods, wars, HIV/AIDS and various endemic diseases and widespread poverty. Underlying all these is the phenomenon of unemployment which to some observers, is at the core of the problems of the African sub-region (Okojie, 2003).

According to estimates from the World Development Report 2000/2001, almost half of the world's 6 billion inhabitants live on less than US\$2 a day and a fifth live below the international poverty line - less than US\$1 a day. While the number of people who live below the poverty line declined between 1987 and 1998 in some regions – most notably East Asia and the Pacific – in most developing countries the number continues to rise. Poverty is particularly acute in South Asia and sub-Saharan Africa, which are home respectively to 43.5% and 24.3% of the people in the developing world who subsist on less than US\$1 a day (Cattarinich, 2001).

The magnitude of unemployment and poverty in Tanzania is a fundamental problem. The economic growth that is currently taking place in the country has not been able to generate adequate employment and income generating opportunities to absorb net increases to the labour force and reduce the proportion of the labour force that is unemployed and underemployed (Juma, 2007). As it was explained by Juma, it is clear that unemployment is among the fundamental problem in Tanzania. Various efforts have been made by the Government but still the problem exists. In this case

more efforts are required to reduce the unemployment especially to youth in Tanzania.

The causes of youth unemployment in Africa include generally high levels of unemployment in African countries; Rapid population growth; Small private sectors; Rapid rural-urban migration, and inappropriate school curricula and poor quality education that is largely irrelevant to the needs of the labour market in most African countries (Chandra and Nganou, 2001). Unemployment, particularly in developing countries, is pushing indigenous families to migrate to cities for economic reasons, often ending up in urban slums (Mugibil, 2009). It is true that the problem of unemployment makes many people especially youth to migrate to urban areas looking for employment. In this case measures are needed to create more employment in the rural areas.

The majority of youth continue to look up to the state for employment rather than creating their own jobs and employing others. This failure of young people to engage in entrepreneurship has also been attributed to a range of factors: socio cultural attitudes towards youth entrepreneurship, lack of entrepreneurial training in the school curriculum, incomplete market information, absence of business support and physical infrastructure, regulatory framework conditions and in particular, poor access to finance (AU, 2006). Many youth think that to get employment in the government sector is the only solution for them rather than self employment. Youth have to be sensitized that the self employment is also an alternative for employment hence not to wait for the government to be employed.

Various efforts have been made by the Government of Tanzania and stakeholders to increase employment opportunities and promote livelihoods for rural youth for poverty reduction. These efforts include creating favorable policy and legislative environment for attracting domestic as well as foreign investments to increase employment opportunities (Juma, 2007).

In a spirit to tackle the problem of unemployment, the government of Zanzibar has implemented a number of measures and policies to strengthen the labour market institutions and systems that promote and coordinate employment. Whereas some of these measures are generic, others are specific to youth like Zanzibar Youth Development Policy and Zanzibar Youth Employment Action Plan (UDEEC, 2008).

According to UNDP (2006), some of the key lessons to be learned regarding youth employment are:

- i. Small loans, start-up capital and tools often help young people start businesses. This needs to be accompanied by basic business skills, such as accounting, drafting business plans and knowledge of the value of saving and reinvesting.
- ii. Market surveys are needed to determine both short-term and long-term labour and skill needs for youth.
- iii. Productive skills can make young people financially independent and/or enable them to contribute to the family income, both of which will facilitate their social acceptance.
- iv. In rural economies, income generation for young people and programme sustainability can be facilitated.

A necessary condition for enhancing employment creation is to achieve a high rate of employment-intensive economic growth. That is, an employment-led growth strategy is required to address the problems of widespread poverty and unemployment in Africa. This required that there should be a link between employment policies, development needs, education and human development, and women in development (Okojie, 2003).

With reference to the 30-year community development banking experience of Shore Bank in Southside Chicago, in simple, practical and measurable terms, ‘investing in the youth in their communities’ can translate into the five key result areas: Community-based financial services; Property and Infrastructure Development Lending; Faith-Based Finance and Enterprise Development Services; Business Financial Services and Non-profit Financial Services (Mandara, 2004).

New job creation strategies should target first-time job seekers to tackle the most pressing end of the labor market, but should also include policies that target unemployment for those who have already entered the labour market. Among other things, a focus on dynamic new business creation can help address both needs at the same time, as new businesses tend to absorb all levels of experience (Eid, 2003).

3.2 Empirical review

Job creation projects are among the most effective means of stabilizing communities and keeping the peace in the community. Employment to youth provides access to resources, generates confidence in the future, creates a stake in an expected recovery, and moderates the conditions of want that may have been root causes of conflict (Beasley, 2006).

Employment generation has not ranked high on the policy agendas of developing countries in the past quarter of a century. Yet the continuing rapid growth of the labour force in many countries poses an immense challenge in new job creation (Turnham, 1993).

Local development and job creation initiatives first emerged in the early 1980s as a direct response to a new phenomenon of high, persistent and concentrated unemployment, which national policies appeared unable to defeat on their own. Since then local initiatives have continued to spread and evolve (OECD, 2000).

According to the ILO, 160 million people in the world today are unemployed, and many more subsist on the margins of the economy or have jobs that do not provide them with adequate means to ensure their survival. Nearly 40 per cent of those without work are young people, and levels of unemployment tend to be two to three times higher for this group than for the adult population. Youth unemployment is one of the most pressing economic and social problems confronting those countries (Bell et al, 2011).

Different kind of studies was made by ILO and other scholars on the problem of youth unemployment in different countries including Tanzania. This problem still exists and measures need to be tackled to improve this problem. Most of case studies done in different community of Zanzibar found that, community with less youth economic groups has higher unemployment rate (ILO, 2007). Youth mobilization and association on economic groups is very important. This initiative helps youth to engage themselves in economic activities hence increase income and reduce unemployment.

At the African Union Extraordinary Summit on Employment and Poverty Alleviation held in Burkina Faso in October 2004, the AU and the International Labour Organization placed employment at the heart of the fight against poverty. Heads of State reiterated the recommendations made by the High-Level Panel of the Youth Employment Network and stressed the need for an integrated employment strategy focusing on: i) entrepreneurship; ii) employability; iii) equal opportunity; and iv) employment creation (UN, 2005). Entrepreneurship and employment creation initiatives to youth are reliable measures towards employment creation hence unemployment reduction.

For young people who remain in developing countries, self-employment is often the only option for survival. Youth entrepreneurship can be encouraged through a variety of means, including special programmes that facilitate access to credit. Owing to their lack of collateral and business experience, youth are considered a very high risk by lenders, making it difficult for them to gain access to credit. Programmes can therefore be developed to provide small business loans to young entrepreneurs. Many youth currently rely on savings or turn to family and friends for start-up funding. Those without such alternatives have little chance of starting their own businesses unless special credit programmes are set up for them (UN, 2003).

It is true that self employment is an important measure to help youth to get employment. Many youth can engage themselves in self employment and if it is well supported can be one of the measures towards employment since the other sectors like public sector fails to employ large population of youth.

Microfinance is a tool successfully used world-wide for starting new businesses in developing countries. Frequently, however, youth are denied access to microfinance programmes, largely because they can be seen as a high-risk group for credit. There is therefore a need to assist youths in setting up small cooperatives in order to secure loans for starting businesses (UN, 2005). Microfinance is a good initiative towards employment creation but measures have to be taken to make youth access to microfinance.

In 2008 at Jambiani village in Zanzibar it was established a project in the area of tourism investments. The main objective of the project was to create employment to the local community. The project employs only two people directly, but creates additional income from tourism industry in the area. The project also creates employment in construction and trash collection for poor local community. The project provides training for everyone who wants to participate and also in the local school. The project has a central office (tourism coordination) to provide support for local community. This project was initiated by the people themselves in the community. Everybody participates in the discussion, planning and execution of the project. The lesson here is that project should be initiated by the community themselves for better success.

In 2004 UN HABITAT has initiated Kinondoni Municipal-level Youth Employment Creation Program, under the auspices of the URBAN YOUTH DEVELOPMENT POLICIES pilot project. The program focused on youth job creation in the shelter and construction industry only, or in other sectors also – like agriculture, trade, fishing, catering services, etc. The vision for the Kinondoni Youth Employment Creation Program was to address the challenge of youth employment in a holistic way,

considering needs of any and all important sectors. Kinondoni Municipal Youth Employment Creation Program was done as a bottom-up, participatory development process with key stakeholders for the municipality, in line with the national Local Government Reform Policy (Mandara, 2004). The main lesson here in this project is that bottom up approach and participatory development was used. This approach which was used in the project of Kinondoni Youth Employment Creation was also applied in the project of youth employment creation in the Shehia of Fuoni. This means that participatory and bottom up approach in the project is very important towards its success.

The revolutionary government of Zanzibar established a project on employment creation through the provision of soft loans in the year 2008. The project targeted the unemployed people in Zanzibar. The implementation of this project was not very much successful. This is due to the fact that the approach used to initiate the project was not participatory – it was top down approach where beneficiaries were not given a chance to decide or give out their views before implementing the project. The lesson in this project is that people involvement in all stage of the project is inevitable. There is another lesson that young people should be involved in project design, monitoring and evaluation. This will help to clarify youth priorities and expectations and ensure that employment opportunities are appealing to young people. Also programmes/projects should involve consultation and active engagement with all relevant stakeholders, including national governments, other donors, employers' organisations, unions, private sector, NGOs, communities and youth groups.

A modest Transitional Employment Program (TEP) conducted by USAID's Office of Transition Initiatives (OTI) in Timor-Leste (East Timor) in 1999–2000 demonstrates the value of using local labor for reconstruction projects. The TEP, which involved 469 small grants totaling about \$4 million, benefited more than 63,000 people. The OTI TEP in Timor-Leste was designed to be short, and meet key, but limited, transition objectives. These objectives, all of which were met, included create short-term employment throughout the country and inject liquidity into local economies (USAID, 2006). What we learn here in this project is that designing of short term employment creation projects is very important in developing countries to reduce the problem of unemployment especially to youth.

Although many donors have sought to use job creation as a tool for peace building, very few have attempted to assess the impact of these initiatives on local and national-level conflict (or indeed their long-term impact on poverty reduction or employment levels). Instead, most evaluations of youth employment in post-conflict environments have focused on implementation, and success has been measured by meeting stated objectives. A recent study found that only a quarter of documented employment promotion programmes included impact evaluations (Walton, 2010). This statement by Walton shows that most of the initiated projects are not evaluated. Here there is a lesson that evaluation is an important part towards the success of the project. This is due to the fact that evaluation helps to identify how successful the project was and find measures for the improvement in the future.

An evaluation of UNDP's Youth Employment Creation Project in Sierra Leone noted that the 'ability to attribute impact is also compromised by the absence of either measurable or qualitative indicators that would have allowed the evaluation to make some tentative judgments in this regard (Walton, 2010). The lesson in this project is that there must be measurable or qualitative indicators set by the project during the evaluation so as to measure effectively the results of the project.

Good programming also requires up-to-date political analysis. The potential impact of job creation programmes on certain groups of young people is closely related to the status of the political settlement in that particular country. In Sri Lanka, for example, there is currently a danger that development interventions (including donor-funded job creation programmes) may legitimise or entrench a 'victor's peace' that has failed to adequately address the political marginalisation of the Tamil minority (Walton, 2010). Here there is a lesson that political will in some areas is very important in the establishment of the project in the concerned area.

3.3 Policy review

In this section different policy documents will be reviewed in relation to the problem of youth unemployment and employment creation.

According to Vision 2020 for Zanzibar, the overall socio-economic development goal is to eradicate absolute poverty and attain sustainable human development in the society. It is envisaged that Zanzibar of 2020 should be a society that reflects the following; Eradicate abject poverty; Developing a strong, diversified, resilient and competitive agriculture, industry, tourism and other productive socio-economic

sectors to cope up with the challenges of the changing market and technological conditions in the world economy; Attaining a nation whose way of life reflects the highest level of ingenuity, self-confidence and self-esteem; culture, resource base and aspirations; Achieving peace, political stability, good governance, integrity, national unity and social cohesion; Modernized production and delivery systems of goods and services to meet the basic needs in the society and attain international competitiveness in the leading sectors; Attain higher degree of foreign and domestic direct investment that will inject sound capital, create full employment and attain positive balance of trade in the export market.

MKUZA is a midterm development framework built on the broad objective enshrined in Vision 2020 and has put more emphasis on growth and poverty reduction, sectoral linkages, collaboration and synergies and has aligned more explicitly with the Millennium Development Goals (MDGs). MKUZA (2010-2015) outlined three clusters which area:

i. *Cluster 1: Growth and Reduction of Income Poverty*

This cluster aimed to achieve high and sustain pro-poor growth by creating an enabling environment for high and sustainable growth; promoting sustainable pro-poor and broad-based growth and; reducing income poverty and attaining overall food security.

ii. *Cluster 2: Social Services and Well-being*

This cluster intended to improve social well-being and sustainable access to quality social services with emphasis on poor men and women and the most vulnerable members of the society.

iii. *Cluster 3: Good Governance and National Unity*

The broad outcome for this cluster aimed to ensure a society governed by the rule of law and a Government that is predictable, transparent and accountable.

In reducing the problem of unemployment, the Government of Zanzibar established the Employment Policy in 2007. The overall objective of this policy is to increase national productivity, and attain full, gainful and freely chosen productive employment, in order to reduce unemployment, and underemployment rates, enhance labour productivity, and reduce poverty levels as envisaged in MKUZA (MLYWCD, 2007). Among the key specific objectives of this policy is to promote a common understanding of the unemployment problem among key stakeholders and generate collaborative and current efforts towards solving it; Promote equal access to employment opportunities for men and women as well as skills and resources endowments and address the age-specific needs of vulnerable groups, such as women, youth and people with disabilities.

SME Development Policy was established in 2006. The broad objective of the Zanzibar SME Development policy is to create conducive environment geared to develop in a partnership and consultative manner. Also another objective of the policy to foster jobs creation, income generation and maximizing value added through in an endeavor of supporting SME efforts to improve performance and competitiveness. The priority sectors for SMEs include, agriculture, (including fishing), tourism, manufacturing and business services.

Vocational Education and Training Policy (2005) is also another measure in the employment creation in Zanzibar. The main objective of this policy is to stimulate development and growth of vocational education training activities through improved growth, sustainability and competitiveness in vocational education training.

The establishment of Apprenticeship Policy in 2011 in Zanzibar is another important step towards the employment creation. The main objective of this policy is to promote and regulate the provision of apprenticeship and prepare apprentices for productive employment for all irrespective of gender. Among the specific objective of this policy is to contribute significantly in solving of unemployment and poverty related issues through a flexible and quality apprenticeship system.

Zanzibar Youth Employment Action Plan (2007) is also another step towards the employment creation strategies to the youth. This action plan aims at making employment creation at the center of national socio-economic policy; creating conducive environment that will make it easier to start and run enterprises in order to provide more and better jobs to youth and promoting equal access to employment opportunities, skills and resource for youths.

The government of Zanzibar through the ministry responsible for youth affairs formulated the Zanzibar Youth Development Policy in 2005 in which the issues of youth employment is well reflected. The policy aimed at enhancing national wide economic growth and social progress by encouraging youth in all sectors to participate in the development activities in terms of social, economic and political as

well as in the planning and protection of environment and build up their capacities for them to develop their potentials. The purpose is to prepare viable economic plans to attract investments and improve private sectors to enable youth secure jobs and so contribute to the national economic growth.

Job Creation Programme was also established in 2007. The goal of this programme is to create greater job opportunities and incomes as central to development policies and strategies, to adopt development strategies whereby job creation is promoted with the outcome of an improved quality of life that is characterised by decent incomes and consumptions. This programme also aim at creating employment through stimulating and facilitating investments in private sector enterprises of all sizes – micro, small, medium and large; creating employment through public investments and creating employment through human resources development.

Government job creation programmes, such as employment guarantee schemes or employer of last resort approaches, are important policy instruments that ought to be given consideration (Antonopoulos and Kim, 2008).

One of the principal reasons for advocating a policy of using labour-based methods is employment creation. The impact on the domestic economy of a higher public expenditure on local resources stimulates the production of goods and services. To produce more goods and services, more people have to be employed. This is especially the case in sectors where labour cannot be substituted, and in a situation where under- and unemployment are high (Taylor and Bekabye, 1999).

While Government leadership is critical, Governments cannot successfully tackle the youth employment challenges alone. An integrated, coherent and coordinated approach to youth labour market issues requires that all stakeholders— Governments (at all levels and across Ministries), enterprises, employers' and workers' organizations, education and training institutions and youth organizations—cooperate in building networks and partnerships to make it work. Frequently, one or more of these key players are ignored— and all too often it is youth themselves. This has often led to the development and implementation of policies that have failed to address the underlying concerns of young people and the causes of youth unemployment and underemployment (UN, 2007).

3.4 Summary

This chapter has reviewed various documents, books, journals and relevant materials which relates to the problem of youth unemployment and employment creation. Almost many scholars discussed on this issue. It is true that Youth unemployment is serious issues hence project in this areas of creating employment to youth is very crucial. The chapter also has shown different strategies which have taken by various institutions in combating or putting in place measures to reduce unemployment especially to youth. Despite those efforts, still the problem of unemployment continues to exist. Therefore many youth still have not yet been reached including the youth in the Shehia of Fuoni in the initiatives of employment creation. In this context the establishment of employment creation project to the selected youth in the shehia as a pilot is very crucial hence the CED researcher decided to introduce hence reduce youth unemployment to the targeted beneficiaries.

CHAPTER FOUR

PROJECT IMPLEMENTATION

4.0 Introduction

This project that aims to create employment for youth is implemented at Shehia of Fuoni within a period of eight months from February 2011 to July 2011. The project is taking place under the series of activities since the day of initiation to the end of the project.

4.1 Products and outputs

The implementation of the project will have impact for the target groups of Fuoni community with the creating new employment to 30 youth among them 15 (males) and 15 (females). Its objective is to create employment to the target youths hence change the life situation and place them in a position that will have much income compared with the time before the implementation of the project.

This project supposed to reduce unemployment to youth in the community through different aspect such as entrepreneurship skills and access to microfinance hence increasing community income between those target members.

A total of 30 members of the community who are youth were trained in the first phase training from April to May 2011. After the training sessions, the trainees participated in pilot training before starting the actual business. The first group of 30 people has already pursued their pilot training and for the time being they are in a right position to conduct the actual micro business in the community.

4.2 Project planning

A project is a series of activities aimed at bringing about clearly specified objectives within a defined time-period and with a defined budget (EC, 2004). In the project planning process issues like activities to be undertaken, resources to be used and delivery timeline are taken into consideration.

4.2.1 Implementation plan

4.2.1.1 Logical Framework

The Logical Framework Approach is an analytical process and set of tools used to support project planning and management (EC, 2004).

Table 4.1: Project Logical Framework

PROJECT LOGICAL FRAMEWORK			
Pilot Project : Create employment to 30 youth in the Shehia of Fuoni			
Start Date: 01 February, 2011			
Finnish Date: 01 July, 2011			
Project Result Chain	Indicators	Means of Verification	Critical Assumption
Development/Overall Objective			
Youth unemployment is reduced in the Shehia of Fuoni.	Youth unemployment rate decreased.	Government data and statistics on employment, Ministry of Labour, OCGS.	The economic situation remains stable.
Specific Objectives/Project Outcome			
1. To sensitize targeted unemployed youth on mobilization and association of youth economic groups.	Number of youth economic groups formed.	Shehia Data and reports.	Youth sees the new economic groups as an improvement towards employment creation.
1. Fuoni youth sensitized on economic groups formation.	Number of youth sensitized.	Activity reports, progress reports.	Shehia leaders play their role as required.
Activities			

1. To conduct two sensitization workshops to selected youth of Shehia of Fuoni.	Number of workshops and Number of youth participate in the workshops.	Workshop reports.	Funds for the targeted activity available.
2. To organize knowledge sharing workshop to strengthen youth employment policies and strategies.	Number of workshops and Number of youth participate in the workshops	Workshop reports	Funds for the targeted activity available
Specific Objectives/Project Outcome			
2. To build capacity to the targeted unemployed youth on the entrepreneurship skills.	Number of unemployed youth got entrepreneurship skills.	Shehia Data and reports.	Selected youth attended and complete the training.
Outputs			
1. Fuoni youth acquire knowledge on entrepreneurships.	Number of youth trained.	Shehia Data and reports.	Selected youth attended and complete the training.
Activities			
1. To conduct 2 trainings on entrepreneurship skills.	Number of trainings and Number of youth participate in the trainings.	Training report.	Selected youth attended and complete the training.
Specific Objectives/Project Outcome			
3. To provide soft loans to the targeted youth group.	Number of unemployed youth groups got soft loans.	Shehia Data and reports.	Credits available and received.
Outputs			
1. Fuoni unemployed youth loan/credit fund established.	Number of youth got credit and amount of loan received.	Shehia Data and reports.	Credits available and received.
Activities			
1. To organize 1 meeting on the one area of concentration in establishing the project.	Number of meetings and Number of youth participate in the trainings.	Meeting report.	Selected youth attended and complete the training.
2. Mobilize fund for the youth to establish desired economic activity.	Number of mobilization meetings and number of participants attended. Amount of money received.	Meeting report.	Target participants attended the mobilization meeting.

Source: CED Project implementation 2011

This project has implemented in collaboration with the host organization (JUWAFU youth group). This organization was played crucial role during implementation process of the project. Most of the key stakeholders were involved in the implementation of the project, so that to combine the efforts of every partner for better implementation results. Some of these key stakeholders are community leaders, cooperatives groups, facilitators, community workers and other entrepreneurs.

4.2.1.2 Implementation Plan

Table 4.2: Implementation plan

ACTIVITIES	TIME	RESOURCES/INPUT NEEDED	RESPONSIBLE PERSON(S)
1. Designing tools for data collection.	Feb-2011.	-Stationeries, -Questionnaires, - Community annual reports, - Statistical data and reports.	-Project team, Researcher, -Leaders of community groups.
2. Meeting with the local government leaders, potential stakeholders and existing development groups (NGOs and CBOs, SACCOS).	March - 2011	-Questionnaires, -fuel, - Refreshments and lunch, - Communication.	- Researcher. - Local leaders. -NGO, SACCOS and CBOs leaders -Members of the existing groups in the Shehia
3. Conducting two sensitization workshops and one knowledge sharing workshop.	March - 2011	- A4 papers - Marker pens - flip charts - Note books - Blue pens - Refreshments and lunch	- Researcher, - Project team, - Shehia leader, - JUWAFU group members.
4. Training the target group of 30 people on entrepreneurship skills.	March – April 2011	-Note book -Flip chart -pens and marker pen -Refreshment and lunch -Masking tape -Fuel	- Researcher, - Facilitators, -JUWAFU groups, - Project team.

5. Selection meeting on the area of concentration.	March – April 2011	-Note books -Flip chart -pen and marker pen -Refreshment and lunch -A4 papers -Fuel.	- Researcher, - Facilitators, -JUWAFU groups, - Project team.
6. Fund mobilization meeting.	April – May 2011	-Note book -Flip chart -pen and marker pen -Refreshment and lunch Cash Fuel	- Researcher, - Facilitators, -JUWAFU group, - Project team.
7. Establish Credit fund.	April – May 2011	Bank Account Stationary Fuel	Researcher, Local leaders JUWAFU group
8. Practices in pilot entrepreneurship.	April – May 2011	-Fund (capital)	- Researcher, - Group leaders - Entrepreneurship expert -Project team
9. Monitoring and evaluation.	April – May 2011	- Communication - Vehicle - Fuel - Questionnaires	- Researcher, - Project team, - Community leaders, - JUWAFU group, - Invited expert.
10. Analysis and interpretation of data and report writing.	June – July 2011	- Questionnaires - Toner for Computer - Printer - Photocopy - A4 papers	Researcher.

Source: Project implementation 2011

Most of the activities were implemented as it was planned but some activities were not fully accomplished within the project time due to shortage of time and resources. But the processes of completing the activity continued.

A group of 30 youth was established and then the trainings were organized for the purpose of giving participants knowledge of different kind of entrepreneurship. Currently 30 selected youth have conducted pilot entrepreneurship activity. The

results were good and show that there is a possibility of reaching the goals during the actual time of conducting those activities.

4.2.2 Inputs

This area illustrates list of input needed to accomplish the desired objectives.

Table 4.3: Inputs Needed for the Project

OBJECTIVES	INPUTS NEEDED
1. To sensitize targeted unemployed youth on mobilization and association of youth economic groups.	Fuel and Transport
	Allowances, venue
	Mobilization Personnel/s
	Stationeries
2. To build capacity to the targeted unemployed youth on the entrepreneurship skills.	Fuel and Transport
	Trainers
	Allowances
	Stationeries
3. To provide soft loan to the targeted youth group.	Entrepreneurship expert
	Market
	Commitment
	Guarantee Credit Fund

Source: CED Findings 2011

4.2.3 Staffing pattern

This section illustrates a staffing patterns, position and responsibility to the project, job descriptions, supervisor roles and staff training needs.

Table 4.4: Staffing patterns

Staffing plan	Responsibility	Job description	Supervisory roles	Staff training needs
CED Student	<ul style="list-style-type: none"> -Coordinating the program/project - Hiring of relevant trainers. - Preparation of budget and payment of allowances. - Preparation and payment of participants. - Looking for meeting/workshops venues. 	<ul style="list-style-type: none"> - Selecting the participants according to the type of training. - Supervise the relevant invited trainers in conducting the planned activities. 	<ul style="list-style-type: none"> - Advising the Researcher on the better performance of all activities. - Review the program where necessary. 	<ul style="list-style-type: none"> - Timing - Commitment - Accounting - Selection of the entrepreneurship activities. -footage
Project team	<ul style="list-style-type: none"> - Organizing the groups of youth in formulating economic group/s - mobilizing other people to join youth economic groups or SACCOS. 	<ul style="list-style-type: none"> - Distributing materials and documents during the workshops and meetings. - formulating groups 	<ul style="list-style-type: none"> - coordination 	<ul style="list-style-type: none"> -Short course/tailor made trainings.
Trainer	<ul style="list-style-type: none"> - Training the selected economic groups or SACCOS groups 	<ul style="list-style-type: none"> - Providing knowledge and required skills. 	<ul style="list-style-type: none"> - order during the workshop 	<ul style="list-style-type: none"> - the knowledge for establishing and sustain the introduced business.
Statistician	<ul style="list-style-type: none"> -Analyzing the data 	<ul style="list-style-type: none"> -Collecting data from different required sources 	<ul style="list-style-type: none"> - Coordination 	<ul style="list-style-type: none"> - Data analysis and interpretation

Source: CED Findings 2011

4.2.4 Project Budget

A budget is a financial plan providing donors, project implementers and managers with financial information on how much it will cost to carry out a particular project.

The project budget involved the main components as follows:

Personal Salaries and wages

The trainers and potential local leaders were paid salaries and wages. There was one trainer for those planned training sessions. In each day for the training session a trainer was paid Tshs 50,000/=. The project team and other volunteers were not involved in payment of allowances (wages).

Travel (Fuel costs) and Refreshments

The ground transportation cost was 20 liters per day where one liter costs Tshs 2,000/= while refreshments was 3,000 per persons involved in a planned activity.

Operational Cost

The operational cost consisted of transport, communication and stationeries. Operational costs were budgeted according to the nature of the particular planned activity. (See the Appendix I for detailed budget).

4.3 Project Implementation

4.3.1 Project Implementation Report

This project that aims to create employment in the community Shehia of Fuoni was implemented in phases within a period of six months from February 2011 to July 2011. The project was taking place under the series of activities since the beginning to the end of the project. CED Researcher, other stakeholders and the community

members of the Shehia of Fuoni were all participated effectively in the process of implementation by sharing out responsibilities and working as a team since February 2011.

The most implementation step was to establish the credit fund from the public government and other development partners aimed at providing loan to the formulated youth groups that seeks to establish effective economic groups. The formulated economic group was very active and members of the group were interested to work jointly. During the formulation process, gender was considered in order to avoid groups of single sex. Also a number of activities have been addressed in the community including strengthen the host organization JUWAFU youth group by training the selected leaders and members of the organization. The process was helped to increase the members and sensitize youth to join or formulate economic groups.

The implementation of this project was taking place during the time where youth economic empowerment fund distributed funds to the established youth groups. The loans were provided for non employees only, the maximum amount provided is 5,000,000 and above depend on the assessed economic group. The established youth economic group is expected to get the loan from youth. All the set project objectives were implemented as planned despite the delay disbursement of fund from the youth economic empowerment fund which is under the Ministry of Social Welfare, Youth, Women and Children Development.

4.3.2 Sensitization Sessions

This session was conducted to sensitize youth to organize themselves and then established youth economic group aim at creation of employment to them and other fellow youth. A total of 70 people including youth themselves participated in this organized sensitization workshop. The sensitization session was also directed to the project implementation team. Its purpose was to keep the project team aware and increasing their knowledge before interacts with other community members. The members of project team trained were 6 (4 males and 2 females).

4.3.2 Training Sessions

The second objective was to empower the target youth group by giving them the knowledge of pursuing micro business and entrepreneurship skills. The training was conducted for the purpose of training the target group before engaging it in any economic activities. The training based on the following areas: Record keeping, marketing, bookkeeping, financial management, budgeting, credit or loans procedures, banking procedures, monitoring and evaluation of the project, business skills and also sustainability of the project.

4.3.3 Project Implementation Gantt chart

The Project Implementation Gantt Chart explains the activities to be implemented during the specified time. Also it explains the budgeted amount to implement the target activities. Also it explains the responsible persons in undertaking the planned activity.

Table 4.5: Project Implementation Gantt chart

ACTIVITIES	Time frame (Months)						Financial Resource (Tshs)	Responsible Person
	1	2	3	4	5	6		
Preparatory activities.	Feb	Mar	Apr	May	Jun	Jul		
1. Designing tools for data collection.	X						300,000/=	Researcher
2. Meeting with the political groups, local government leaders, and potential persons.	X						150,000/=	Researcher and project team.
Activities for Objective 1								
1. To conduct two sensitization workshops to selected youth of Shehia of Fuoni.		X					1,980,000/=	Community members, Researcher and project team.
2. To organize knowledge sharing workshop to strengthen youth employment policies and strategies.		X					1,705,000/=	Community members, Researcher and project team.
Activities for Objective 2								
1. To conduct two trainings on entrepreneurship skills.			X				10,910,000/=	Community members, Researcher and project team.
Activities for Objective 3								
1. To organize one meeting on the one area of							1,095,000/=	Community members, Researcher

concentration in establishing the project.				X				and project team.
2. Mobilize fund for the youth to establish desired economic activity.				X			1,295,000/=	Community members, Researcher and project team.
Other project activities								
1. Monitoring and evaluation.				X	X	X	100,000/=	Community members, Researcher and project team.
2. Analysis and interpretation of data and report writing.				X	X	X	400,000/=	Committee, Researcher, NGO, Project coordinator.

Source: CED Findings 2011

4.4 Summary

The main aim of this project is create employment to the unemployed youth hence reduce unemployment in the community of the Shehia of Fuoni. The project based on the three main objectives which are sensitization and mobilization of the youth in establishing economic groups, providing trainings on the entrepreneurship skills before starting any desired economic activities and mobilization of fund as a startup capital for youth which will lead to establish their economic activities. The processing of giving fund to selected youth as startup capital was under way.

CHAPTER FIVE
PARTICIPATORY MONITORING, EVALUATION
AND SUSTAINABILITY

5.0 Introduction

Monitoring is the process of routinely gathering information on all aspect of the project. Monitoring and evaluation can help organization extract relevant information from past and ongoing activities that can be used as the basis for programmatic fine-tuning, reorientation and future planning (UNDP, 2009).

This chapter provides all necessary information needed to analyze the current situation, identifying the problems and its corresponding solution. Also this chapter discovers trends and patterns that keep the project on schedule, measuring progress towards the objective, formulating or revising goals and objectives and lastly to make decision on financial and resources material.

5.1 Participatory Monitoring

According to UNDP (2009) the key questions that monitoring seeks to answer includes the following:

- i. Are the pre identified outputs being produced as planned and efficiently?
- ii. What are the issues, risks and challenges that we face or foresee that need to be taken into account to ensure the achievement of results?

- iii. What decisions need to be made concerning changes to the already planned work in subsequent stages?
- iv. Will the planned and delivered outputs continue to be relevant for the achievement of the envisioned outcomes?
- v. Are the outcomes we envisaged remaining relevant and effective for achieving the overall national priorities, goals and impacts?
- vi. What are we learning?

The monitoring was done in participatory manner where the involvement of all stakeholders in the project was considered. In monitoring process three objectives of the project was monitored. Also the set indicators were monitored to identify whether the implementation of the project was successful or not.

5.1.1 Participatory Monitoring Plan

The participatory monitoring plan involves the set objectives, activities, indicators and methods of monitoring which were used. Also the plan involved responsible persons in undertaking the monitoring and time.

Table 5.1: Monitoring plan

Objectives	Activities	Indicators	Data Source	Methods/ Tools	Person responsible	Time frame
1.To sensitize targeted unemployed youth on mobilization and association of youth economic groups.	1. To conduct two sensitization workshops to selected youth of Shehia of Fuoni.	-Number of youth economic groups formed.	-Fuoni Community /youth groups.	-Focus group discussion - Observation -Interview	Researcher	August 2011
	2. To organize knowledge sharing workshop to strengthen youth employment policies and strategies.	-Number of youth sensitized.	-Fuoni Community /youth groups.	-Focus group discussion - Observation -Interview	Researcher	August 2011
2. To build capacity to the targeted unemployed youth on the entrepreneurship skills.	1. To conduct two trainings on entrepreneurship skills.	-Entrepreneurship skills level.	-Target youth group	-Interview -focus group discussion -observation	- Researcher -Project team	August 2011

3. To provide soft loans to the targeted youth group.	1. To organize one meeting on the one area of concentration in establishing the project.	- Number of youth attended -Types of economic areas identified.	-Target youth group. - Sheha of the Shehia.	-Focus group discussion - Observation -Interview	Researcher	August 2011
	2. Mobilize fund for youth to establish desired economic activity.	- Number of youth got soft loans. -Amount of money released.	-Target youth group. - Sheha of the Shehia.	-Focus group discussion - Observation -Interview	Researcher	August 2011

Source: Research analysis 2011

5.1.2 Monitoring Information System

The data was collected under the series of planned activities and it was well performed because of the effective corporation between, Researcher, Project team and the Shehia leaders in the community of Fuoni. The process of monitoring was started in the process of designing of tools for the data collection. The monitoring was done using the availability of tools and resources used in the training sessions. The other monitoring session was aimed at finding the number of formulated groups and members in each group. Hence the quality, skills and skills level of those groups especially leaders was monitored.

5.1.3 Participatory Monitoring Methods

5.1.3.1 Research methods

In the participatory monitoring different methods were used include direct observation, Interview and discussion.

Direct observation

Direct observation was used especially during the training session. It was realized that attendance was good and the participation was as expected. All targeted participants attended the trainings as planned. Also on the other side trainees participated well in all planned activities. Trainees also played a major role of supervision where participants participated very well during the study sessions.

Interview

Interview was also used to evaluate the performance or progress made during the training sessions. This was individual interview where most participants had chance

to give out their views. The main purpose of the interview was to identify the validity of the planned trainings in the first stage and to ensure that all targeted beneficiaries have well understood. In this interview simple questions were formulated and then were given to the targeted beneficiaries to find out the strength, weaknesses of the training and measures to improve it in the future. Most of the participants acknowledged initiatives of training them especially in the area of entrepreneurship skills. They acknowledged that the training will help them in creating employment hence reduce income poverty.

Discussion

Discussion also was used as a method in participatory monitoring. Here general questions were discussed together within the targeted beneficiaries who participated in the trainings. Most of the participants in general appreciated the idea of train them in the area of entrepreneurship in general. They said that this initiatives need to be done periodically to many youth economic groups. Also they suggested that soft loans without or with very low interests rates should be provided to trained youth.

Table 5.2: Summary Monitoring

Categories of Information	Information to be monitored	Records to keep	Responsible for data collection	Data User	Uses of information	Decision making
Work plan activities						
1.Designing tools for data collection	- Availability of tools.	-Work plan -Tools designed	-Project team -Researcher	-Project team -Researcher -Shehia leaders	-make sure the number of tools and work plan are available.	Arrangement for training.
2. Meeting with the local government leaders.	-Number of established youth economic groups -Number of group members	-Attendance of members	- Researcher -Project team	- Researcher -Project team -Donors	-Ensure youth economic groups are empowered.	-Make planning for training activities.
3.Sensitization workshops to selected youth of Shehia of Fuoni	-youth economic groups formulated. -Age and sex of the members.	-Registration of members in each group -Resources available in each group	-Project team -Shehia leaders -Trainers - Donors	Researcher` -Project team -Trainer -Coordinator	-Categorize number and sessions needed for training -Resources required	-find out training needs. -Number of trainers needed. -Venue for training.

4. Trainings on entrepreneurship skills	-Readiness of the participants in the training -Training performance	-Targeted youth attended in training	-Trainers -Coordinator - Researcher	-Trainers -Project team - Researcher	-Ensure the participants understood required knowledge and skills provided.	-Widening trainings and skills. -Type or new areas of economic concentration will be identified.
5. Fund Mobilization	Amount of money mobilized	-Attendance of invitees. - Receipts and returns.	-Researcher Shehia leaders	-Trainers -Project team - Researcher	Ensure amount of needed mobilized	Type or new youth economic groups will be identified.
6. Analysis and interpretation of data and report writing	-Number and types of economic groups established.	-Business reports -amount of Soft loans received/released	- Researcher -Statistician	- Researcher - Coordinator	-Ensure the economic groups are running appropriately	-Revise project strategies, approaches and techniques.
Cost and expenditure	-Detailed budget -Work plan -Funds and equipment used	- Receipts/returns -Sub voucher - List of participants. -Reports	-Project team - Researcher	-Coordinator -Auditors -Donors	-Ensure fund is available to implement planned training sessions.	-Make budget for trainings -Determine the expenditure needed.

Staff and Supervision	<ul style="list-style-type: none"> - Level of education of staff. -Knowledge and skills possessed- accountability and responsibility. -Salaries, wages and other fringe benefits 	<ul style="list-style-type: none"> - training attended reports -Performance appraisal 	<ul style="list-style-type: none"> -Coordinator -Trainer - Researcher 	<ul style="list-style-type: none"> - Researcher Coordinator 	<ul style="list-style-type: none"> - administrative issues. -Motivate strategies to staff 	<ul style="list-style-type: none"> -Training needs -Promotion for staff
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5.2 Participatory Evaluation

Like monitoring, evaluation is an integral part of programme management and a critical management tool. Evaluation complements monitoring by providing an independent and in-depth assessment of what worked and what did not work, and why this was the case (UNDP, 2009). There evaluation is the process of collecting and analyzing information which lead to determine whether the project carried out planned activities as required. Also evaluation aim at analyzing the extent to which the project is achieving its set objectives. The type of evaluation which was conducted is summative evaluation where the evaluation is primarily interested in concrete, measurable CED outcomes that derived direct from the project.

5.2.1 Performance Indicators

According to UNDP (2009) Good performance indicators are a critical part of the results framework. In particular, performance indicators can help to:

- i. Inform decision making for ongoing programme or project management
- ii. Measure progress and achievements, as understood by the different stakeholders
- iii. Clarify consistency between activities, outputs, outcomes and impacts
- iv. Ensure legitimacy and accountability to all stakeholders by demonstrating progress
- v. Assess project and staff performance

Table 5.3: Performance Indicators

Objectives	Indicators
1. To sensitize targeted unemployed youth on mobilization and association of youth economic groups.	<ul style="list-style-type: none"> -Number of unemployed youth sensitized. Number of youth economic groups formed. - Number of youth organized. - List of economic activities done by those groups.
2. To build capacity to the targeted unemployed youth on the entrepreneurship skills.	<ul style="list-style-type: none"> - Training sessions conducted. - Performance of the trainees. - Number of unemployed youth trained on entrepreneurship skills. - Skills levels of youth. - Number of youth economic groups with entrepreneurship skills. - Number of unemployed youth who got trainings and have set up their own business.
3. To provide soft loans to the targeted youth group.	<ul style="list-style-type: none"> - Amount of loans received by youth. - Amount of loans released to youth by respective institutions. - Number of youth employs themselves by receiving credits. - Accessibility of the soft loans. - Number of youth who got loans with entrepreneurship skills.

Source: Research analysis 2011

The first step of implementing this project was to sensitize unemployed youth to establish economic groups. One pilot group were formed in the community with a total of 30 members out of them 15 are females. The second objective was to empower the community members of Shehia of Fuoni to pursue different aspects of

economic development activities. The first empowerment step was to give them knowledge on entrepreneurship skills through training sessions. The last objective was to provide soft loans to the targeted youth which will help them to establish economic activities hence reduce income poverty. This objective is still not yet fully achieved it is still going on.

5.2.2 Participatory Evaluation Methods

This section provides those methods used in evaluating the project as follows:

Workshop

Following to the trainings conducted. The structured workshop was organized. The topics include management skills, organizational and mobilization skills, credit mobilization, banking skills, financial skills, simple accounting, financial recording and reporting. Also trainings on assessment of inventories and resources available, assessment of management and organizational skills, assessment of market availability was done.

Field visit through Observation of targeted groups

Observation is a method for assessing the progress of the training and measuring the performance of individual and also in groups. The targeted groups were visited in their areas. During the observation, assessment can be made in terms of production, budgeting, quality of production, saving and selection of business.

5.3 Project Evaluation Summary

The project goal was: To create employment to the unemployed youth in the Shehia of Fuoni hence reduce income poverty.

Table 5.4: Summary of Evaluation

Objectives	Performance Indicators	Expected outcomes	Actual outcomes
1. To sensitize targeted unemployed youth on mobilization and association of youth economic groups.	<ul style="list-style-type: none"> -Number of unemployed youth sensitized. Number of youth economic groups formed. - Number of youth organized. - List of economic activities done by those groups. 	Youth economic groups increased.	-Increase Number of youth economic group sensitized.
2. To build capacity to the targeted unemployed youth on the entrepreneurship skills.	<ul style="list-style-type: none"> - Training sessions conducted. - Performance of the trainees - Number of unemployed youth trained on entrepreneurship skills. - Skills levels of youth. - Number of youth economic groups with entrepreneurship skills. - Number of unemployed youth who got trainings and have set up their own business. 	-To keep Shehia of Fuoni community as a centre for youth economic activities.	<ul style="list-style-type: none"> -Most of the youth economic activities take place in a low quality. -Other community members travel long distance to follow the services.

3. To provide soft loans to the targeted youth group.	<ul style="list-style-type: none"> - Amount of loans received by youth. - Amount of loans released to youth by respective institutions. - Number of youth employs themselves by receiving credits. - Accessibility of the soft loans. - Number of youth who got loans with entrepreneurship skills. 	-Youth with self employment increase.	-The number of youth unemployment is high to change the life situation of Fuoni community.
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Source: Research analysis 2011

5.4 Project Sustainability

This section provides all activities which ensure that the project will be sustainable for the long time in future.

5.4.1 Sustainability elements

There are three sustainability elements as follows:

- i. Institutional or Programmatic Sustainability
- ii. Financial Sustainability
- iii. Political will Sustainability

5.4.2 Financial Sustainability

In order to ensure that the financial system is sustainable, the project team in collaboration with the host organization (JUWAFU youth group) will design a system and procedures. Those procedures will enable members of the youth

economic groups to receive soft loans effectively and smoothly without hindrances. Also the follow up mechanism which will help to make sure that the repayment of soft loans is made properly as planned.

The project also seeks to train more youth on writing project proposals so as to seek fund to the national donors and international donors. Also the initiatives for fund mobilization campaign will continue to be implemented. This campaign will give the youth economic group members to cooperate with other institution that works with community in their initiative of fund mobilization and also working with organizations which deals the provision of credits.

5.4.3 Sustainable Development

In order to make the project sustainable, measures to fulfill this objective have to be taken. Among the measure to be taken includes the project team to continue for the next two years. This measure will help to strengthen the follow up for the established youth economic groups. In this sense the project team will act as an advisor and also to ensure that the youth economic groups are running effectively.

Another plan that makes the project to be sustainable is the establishment of permanent register for the new members of the community groups. The new registration system of members who join the groups will motivate the production of desired activities. Another measure for sustainability is the continuation of training programs and the workshops will stimulate the existence of the youth groups, because through the training participants will have a chance to share ideas, discuss challenges they face and also to learn new things.

Through these workshops and trainings, youth will make use of the opportunity available, discuss lesson learned and to correct the previous and current mistake. This also will help to review the economic activities to perform in the future. So the project team in collaboration with other development partners will continue to arrange training sessions at least two trainings per year.

Also the project will be monitored and evaluated into quarterly basis in order to find out those areas which perform well and those areas which do not performing well so as to find out the possible measures of reviewing the project and making required adjustments.

5.4.4 Political will Sustainability

Since the project involve respective local leaders in the Shehia of Fuoni during it establishment, political will sustainability of the project is effective. The project will continue to involve other leaders from the government such as regional commissioners or ministers by inviting them to participate in different activities and also to be a guest of owner for some activities. The respective and responsible Ministry dealing with cooperatives, credits and economic empowerment will be involved directly to ensure the sustainability of the project.

5.5 Sustainability Plan

Sustainable development is vital in any project established nowadays. Sustainable development describes how economic, social and environmental objectives are

integrated in the project. This help the project to stay longer as planned during it life time.

5.5.1 Long-term programmatic/ institutional support

The project will review the constitution or establish new constitution where there is a need to do so. This will help the organization to be managed properly. Those who want to be leaders of the organization will have a chance to compete, to elect or be elected according to the available constitution. Due to this situation leaders will work more effectively and according to the organization interests rather than individual interests.

5.5.2 Community Support

For any program to be successful there must be support of the community members. They are the ones who take initiatives and supports for the hosting of project. The participation of the entire community in any new development is very important.

5.5.3 In-country support

This project hopefully will have a big in country support. This is due to the fact that employment creation to the unemployed youth is among the government top priority. Many youth still have no reliable employment to increase their income hence reduce income poverty. So in general this kind of project has a higher priority in the creation of employment in country support.

5.5.4 Organizational plan

The project has opened the door for all people who have willing to support any kind of development activities by contributing in terms of materials, equipments, cash or

even supporting the trainings and workshop activities. Effective communication, cooperation and coordination between youth organization leaders and government representatives such as members of the house of representative and the members of Parliament were established. This cooperation help the organization to grow well and solve challenges which face the organization when fail to solve them. The project implementation team is planned to design a system that will facilitate and encourage donors to support for the proposed project economic activities.

5.6 Sustainability indicators

The sustainability indicators are useful for monitoring the sustainability of the project. The followings are indicators of sustainability and data collection methods for this project:

Table 5.5: Sustainability indicators

CATEGORY	INDICATORS	DATA COLLECTION METHOD
Community of Fuoni commitments	-Type of Contributions. -Voluntarism in meeting attendances.	Structured or Semi-structured dialogue
Stakeholders support. Stakeholders' participation.	-Amount of financial resources available. - Level of participation for stakeholders.	Interview, focus group and discussion.

<p>Accountability:</p> <ul style="list-style-type: none"> ➤ Financial 	<ul style="list-style-type: none"> -Availability of financial records and reports. -Quarterly progress reports 	<p>Interview, observation, Field and office visits and discussion.</p>
<ul style="list-style-type: none"> ➤ Programmatic ➤ Logistical 	<ul style="list-style-type: none"> -Availability of smart objectives. -Existence of Monitoring and evaluation plan. -Available of Proper store keeping procedures. - Existence of assets registers. - Availability of procurement procedures. 	
<p>Technical issues</p>	<ul style="list-style-type: none"> - Activities on Information, Education and Communication. - Accurate technical content. - Completion of the project. 	<ul style="list-style-type: none"> -Interviews. - Organizational analysis.
<p>Host NGO commitments</p>	<ul style="list-style-type: none"> -Existence strategies for monitoring & evaluation. 	<p>interviews and field visits</p>

	<ul style="list-style-type: none"> - Existence of market strategies. - Progress reports. - Fund mobilization. -Network & collaboration with other stakeholders. 	
Staffing, Training, and Supervision	<ul style="list-style-type: none"> - Existence of job descriptions. - identified training needs, - Progress reports. 	<ul style="list-style-type: none"> - Discussion. - Questionnaires. - Interview.
Political support	<ul style="list-style-type: none"> -Visits of District, Regional and Shehia leaders. - Visits by political leaders. 	<ul style="list-style-type: none"> -Focus group discussions. - Consultations with community members.

Source: Research analysis 2011

5.4 Summary

This chapter discussed the monitoring, evaluation and sustainability of the project. The monitoring plan was in place where indicators on this area were set to monitor the implementation of all activities required according to the work plan. Methods which were used in monitoring include observation, interview and discussion. Also participatory evaluation was in place where performance indicators were set and different methods were used including workshop and observation through field visits. Project sustainability was considered in three main elements which are institutional, financial and political sustainability.

CHAPTER SIX

CONCLUSION AND RECOMMENDATIONS

6.0 Introduction

This chapter will discuss in brief the results of the project, the participatory assessment, literature review, findings and project implementation report. Challenges during the project implementation and recommendations for the future improvement also will be discussed.

6.1 Conclusion

This project ‘Employment Creation for Youth in West District, Zanzibar’; has been implemented in the Shehia of Fuoni. The project was taking place after conducting participatory assessment through the areas of community, economic, health and environment aspects. The main problem addressed by the majority of community members is youth unemployment. The major problem was identified through the method of pair wise ranking and also through data collection. According to the participatory assessment, fifty seven (57) percent of the people in the Shehia of Fuoni suggested that youth unemployment is the main problem.

The literature review findings based on theoretical, empirical and policy reviews. Theoretical reviews were based on the theory of youth unemployment and employment creation. Empirical reviews were focused on the previous studies and projects where most of them were in developing countries. The policies and programmes used including Zanzibar development policy, Zanzibar strategy for

growth and reduction of poverty, Zanzibar employment policy (2006), SME development policy (2007), Vocational education and training policy (2005), Apprenticeship policy (2011), Zanzibar youth employment action plan (2006) and Jobs programme for Zanzibar (2007).

This project remains the choice of the people of the Shehia of Fuoni. This is due to the fact that the problem of youth unemployment still exists and if no measures to be taken to solve this problem it will cause more problems to the community. The other reason behind the selection of this project is that, most of the research and project done in this community based on other issues rather than the problem of youth unemployment. Through implementation of this project, the unemployed youth in the community will improve economically, increase their income and the lives of the members of the community will gradually develop.

The implementation of this project was targeted to reach the goal which is to create employment for youth (30 unemployed) in the Shehia of Fuoni. This is the pilot project and when there is improvement it is suggested to increase and widen the project. The implementation of the project reach its goal because the target groups were mobilized, trained and they are ready to start economic activities in their areas.

The project process has been monitored carefully by using monitoring tools such as observation, interview, focus group and discussion, field visit and report review. The first monitoring session was focused on the training sessions. The attendance and performance for targeted participants was good.

The participatory monitoring and evaluation was done using the indicators through those planned activities. The results reflect the goal and objectives of the project. Most of the activities planned have been achieved in the time allocated; the remaining is only the last objective which is to provide soft loans to the targeted youth group. The reason behind this is that, the fund expected to commence with these activities immediately after receiving of Government grant from economic empowerment fund which is in the Ministry of Labor, Economic Empowerment and cooperatives.

6.2 Recommendations

1. The youth employment creations projects are always involve several people in the respective community. Researchers should use reliable tools and methods during the participatory assessment in order to capture desired needs of the community. Methods such as focus group discussion, interview, questionnaires and direct observation give the in-depth of the problem facing the community.
2. Youth employment creation in the community should be given special attention in the community.
3. Project planning, implementation, monitoring and evaluation should be participatory done. This will help to increase project sustainability.
4. Establishment of soft loans without interest is very important in employment creation initiatives for youth. The higher interest is a big hindrance to unemployed youth. Most of them hesitate to borrow money from the respective authority due to higher interest rates. Hence interest rate should be reduced or should be alleviated for youth willing to employ themselves.

5. Credits institutions should speed up the provision of loans to the targeted beneficiaries instead of loan applications staying longer unprocessed.
6. Monitoring of the project is very important so it should be done at every stage of the project and where needed review should be done immediately.
7. Frequent trainings on entrepreneurship skills, financial management and bank finance regulations should be conducted.
8. Project implementation period should be clearly set so that to avoid rushing up to finish the project in time without considering the impact. This is due to the fact that many projects are failed to be implemented effectively due to the shortage of time.

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ANNEXES

Appendix 1: Detailed Budget for the Project

Pilot Project : Create employment to 30 youth in the Shehia of Fuoni					
BUDGET FOR THE PROJECT JANUARY - JULY 2011					
Outcome/ Output/Activity	ITEM	UNIT COST	No. OF UNITS	No. OF DAYS	TOTAL COST in TSHs.
OUTCOME 1.: Targeted unemployed youth sensitized on association and economic groups formation.					
OUTPUT 1: Fuoni youth sensitized on economic groups formation.					
Activities:					
1. To conduct two sensitization workshops to selected youth of Shehia of Fuoni					
	Venue	200,000	1	2	400,000.00

	Trainer allowances (wages)	50,000	1	2	100,000.00
	Allowances for Local leaders	10,000	10	2	200,000.00
	Lunch for participants	10,000	35	2	700,000.00
	Refreshments for participants	5,000	35	2	350,000.00
	Stationery	150,000	1	1	150,000.00
	Fuel	2,000	20	2	80,000.00
	Sub Total				1,980,000.00
2.To organise knowledge sharing workshop to strengthen youth employment policies and strategies.					
	Venue	200,000	1	1	200,000.00
	Lunch for participants	10,000	35	1	350,000.00
	Refreshments for participants	5,000	35	1	175,000.00
	Allowances for Local leaders	10,000	10	1	100,000.00
	Stationery	300,000	2	1	600,000.00
	Fuel	2,000	20	2	80,000.00

	Communication	200,000	1	1	200,000.00
	Total				1,705,000.00
TOTAL FOR OUTPUT 1					3,685,000.00
OUTCOME: Unemployed Youth capacity on entrepreneurship skills enhanced					
OUTPUT 2: Fuoni youth acquire knowledge on entrepreneurships.					
Activities;					
1. To conduct 2 trainings on entrepreneurship skills					
	Venue	100,000	1	14	1,400,000.00
	Trainer allowances (wages)	50,000	2	14	1,400,000.00
	Lunch	10,000	35	14	4,900,000.00
	Allowances for Local leaders	10,000	10	14	1,400,000.00
	Refreshments	3,000	35	14	1,470,000.00
	Stationary	300,000	1	1	300,000.00

	Fuel	2,000	20	1	40,000.00
	Total				10,910,000.00
	TOTAL FOR OUTPUT 2				10,910,000.00
	OUTCOME: Soft loans to the targeted youth provided.				
	OUTPUT 3: Youth credit fund established				
	ACTIVITIES;				
	1. To organise 1 meeting on the one area of concentration in establishing the project.				
	Venue	200,000	1	1	200,000.00
	Lunch	10,000	35	1	350,000.00
	Allowances for Local leaders	10,000	10	1	100,000.00
	Refreshments	3,000	35	1	105,000.00
	Stationary	300,000	1	1	300,000.00
	Fuel	2,000	20	1	40,000.00
	Total				1,095,000.00

2. Mobilise fund for the youth to establish desired economic activity.					
	Venue	200,000	1	1	200,000.00
	Lunch	10,000	35	1	350,000.00
	Allowances for Local leaders	10,000	10	1	100,000.00
	Refreshments	3,000	35	1	105,000.00
	Stationary	300,000	1	1	300,000.00
	Fuel	2,000	20	1	40,000.00
	Opening of bank account costs	200,000	1	1	200,000.00
	Total				1,295,000.00
TOTAL FOR OUTPUT 1.7					2,390,000.00
TOTAL PROJECT COSTS - GRAND TOTAL					16,985,000.00

COMMUNITY NEEDS ASSESSMENT (CNA)
QUESTIONNAIRE NO.1 – COMMUNITY AND ECONOMIC ASSESSMENT
FUONI COMMUNITY MEMBERS

QUEST ID

SECTION A: IDENTIFICATION	
<p>A1: SEX OF THE RESPONDENT</p> <p style="text-align: center;">1. MALE 2. FEMALE</p>	<input type="checkbox"/>
<p>A2: AGE IN COMPLETE YEARS</p>	<input type="text"/> <input type="text"/>
<p>A3: MARITAL STATUS</p> <p>1. SINGLE 2. MARRIED 3. DIVORCED 4. WIDOWED</p>	<input type="checkbox"/>

SECTION B: COMMUNITY ASSESSMENT	
<p>B1: ARE YOU WILLING TO PARTICIPATE IN ANY DEVELOPMENT WHICH WILL BE INTRODUCED IN YOUR COMMUNITY?</p> <p style="text-align: center;">1. YES 2. NO</p>	<input type="checkbox"/>
<p>B2: ARE YOU INVOLVED IN ANY DECISION MAKING IN YOUR COMMUNITY?</p> <p style="text-align: center;">1. YES 2. NO</p>	<input type="checkbox"/>

<p>B3: DOES YOUR COMMUNITY HAVE ANY PROBLEM THAT HINDERS THE DEVELOPMENT?</p> <p>1. YES 2. NO</p>	<p style="text-align: center;"><input type="checkbox"/></p>
<p>B4: WHAT KIND OF MAIN PROBLEM IS THIS?</p> <p>1. SHORTAGE OF HEALTH FACILITIES 2. SCHOOL/EDUCATION FACILITIES 3. DEFORESTATION OF COCONUT AND CLOVES TREES 4. YOUTH UNEMPLOYMENT 5. SHORTAGE OF SAFE WATER 6. OTHER SPECIFY.....</p>	<p style="text-align: center;"><input type="checkbox"/></p>
<p>B5: WHAT KIND OF PROJECT DO YOU PREFER TO BE IMPLEMENTED IN YOUR COMMUNITY?</p> <p>1. BUILD HEALTH FACILITY 2. BUILD SECONDARY SCHOOL 3. CONSERVATION OF COCONUT AND CLOVES TREES 4. EMPLOYMENT CREATION 5. SAFE WATER 6. OTHER SPECIFY.....</p>	<p style="text-align: center;"><input type="checkbox"/></p>

<p>SECTION C: ECONOMIC ASSESSMENT</p>	
<p>C1: ARE YOU CURRENTLY EMPLOYED OR ENGAGE YOURSELF IN ANY ECONOMIC ACTIVITY?</p> <p>1. YES 2. NO → GO TO QC6</p>	<p style="text-align: center;"><input type="checkbox"/></p>
<p>C2: IF YES, WHAT IS YOUR CURRENT MAIN OCCUPATION / JOB?</p> <p>1. GOVERNMENT EMPLOYEE 2. PAID EMPLOYEE – PRIVATE SECTOR 3. FARMER 4. SELF EMPLOYED 5. OTHER, SPECIFY.....</p>	<p style="text-align: center;"><input type="checkbox"/></p>

<p>C3: WHAT IS YOUR MAIN SOURCE OF INCOME?</p> <ol style="list-style-type: none"> 1. PAID EMPLOYMENT - GOVERNMENT 2. PAID EMPLOYMENT – PRIVATE SECTOR 3. SELF EMPLOYED – AGRICULTURE 4. SELF EMPLOYED – FISHING 5. SELF EMPLOYED – BUSINESS 6. OTHER, SPECIFY..... 	<input type="checkbox"/>
<p>C4: WHAT IS YOUR MONTHLY INCOME?</p> <ol style="list-style-type: none"> 1. LESS THAN TSHS 30,000 (LESS THAN A DOLLAR PER DAY). 2. TSHS 30,000 – TSHS 60,000 (ONE DOLLAR TO TWO DOLLAR A DAY). 3. MORE THAN TSHS 60,000. (MORE THAN ONE DOLLAR OR TWO DOLLAR PER DAY). 	<input type="checkbox"/>
<p>C5: WHAT IS THE MAIN ECONOMIC ACTIVITY/BRANCH DO YOU ENGAGE IN?</p> <ol style="list-style-type: none"> 1. AGRICULTURE 2. FISHING 3. BUSINESS 4. LIVESTOCK KEEPING 5. SERVICES 6. OTHER, SPECIFY..... 	<input type="checkbox"/>
<p>C6: WHAT KIND OF MAIN ECONOMIC PROBLEMS CURRENTLY FACING YOUR COMMUNITY?</p> <ol style="list-style-type: none"> 1. SHORTAGE OF CREDIT FACILITIES 2. LOW CAPITAL 3. LACK OF ENTREPRENEURSHIP SKILLS 4. LACK OF RELIABLE MARKET 5. Other, specify 	<input type="checkbox"/>
<p>C7: WHAT MEASURES TO BE TAKEN TO SOLVE THE PROBLEM?</p> <ol style="list-style-type: none"> 1. PROVIDE CREDITS TO UNEMPLOYED YOUTH 2. INCREASE CAPITAL TO ENTREPRENEURS 3. PROVIDE ENTREPRENEURSHIP SKILLS 4. ESTABLISH MARKET STRATEGY 5. Other, specify 	<input type="checkbox"/>
<p>C8: WHAT IS THE MAIN ECONOMIC NEED DO YOU PREFER IN YOUR COMMUNITY?</p> <ol style="list-style-type: none"> 1. SOFT LOANS 2. ENTREPRENEURSHIP SKILLS 3. BUSINESS/WORK SPACES 4. MSMES 5. OTHER, SPECIFY 	<input type="checkbox"/>

END OF INTERVIEW

THANK THE RESPONDENT FOR HIS/HER PARTICIPATION IN THIS CNA.

COMMUNITY NEEDS ASSESSMENT (CNA)
QUESTIONNAIRE NO.2 – ENVIROMENTAL AND HEALTH ASSESSMENT
FUONI COMMUNITY MEMBERS

QUEST ID

SECTION A: IDENTIFICATION	
A1: SEX OF THE RESPONDENT	<input type="checkbox"/>
A2: AGE IN COMPLETE YEARS	<input type="text"/> <input type="text"/>
A3: MARITAL STATUS 1.SINGLE 2.MARRIED 3.DIVORCED 4.WIDOWED	<input type="checkbox"/>

SECTION B: ENVIROMENTAL ASSESSMENT	
B1: IS YOUR COMMUNITY AWARE ON THE ENVIRONMENTAL ISSUES? 1. YES 2. NO	<input type="checkbox"/>
B2: WHAT IS THE MAIN ENVIRONMENTAL PROBLEM FACES YOUR COMMUNITY? 1. HOUSEHOLD SOLID WASTE MANAGEMENT 2. DEFORESTATION OF CLOVES AND COCONUT TREES 3. LAND DEGRADATION 4. OTHER, SPECIFY	<input type="checkbox"/>

<p>B3: WHAT IS THE CURRENT SITUATION OF ENVIRONMENTAL DEGRADATION IN THE COMMUNITY?</p> <ol style="list-style-type: none"> 1. GOOD 2. NORMAL 3. BAD 	<input type="checkbox"/>
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<p>B4: WHAT IS THE MAJOR SOURCE OF ENVIRONMENTAL DEGRADATION IN YOUR COMMUNITY?</p> <ol style="list-style-type: none"> 1. BUILDING OF RESIDENTIAL HOUSES 2. BUILDING OF BUSINESS PLACES 3. AGRICULTURE ACTIVITIES 4. BUILDING OF COMMUNICATION FACILITIES 5. OTHER, SPECIFY..... 	<input type="checkbox"/>
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<p>B5: WHAT MEASURES SHOULD BE TAKEN TO IMPROVE THE ENVIRONMENTAL DEGRADATION IN YOUR COMMUNITY?</p> <ol style="list-style-type: none"> 1. IMPLEMENT ENVIRONMENTAL BYLAWS 2. ENHANCE LAND USE PLANNING 3. ESTABLISH ENVIRONMENTAL AWARENESS CAMPAIGN 4. FREQUENT RELEASE OF RESIDENTIAL PLOTS 5. OTHER, SPECIFY..... 	<input type="checkbox"/>
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<p>B6: WHAT IS THE MAIN ENVIRONMENTAL NEED DO YOU PREFER IN YOUR COMMUNITY?</p> <ol style="list-style-type: none"> 1. MANAGEMENT OF HOUSEHOLD WASTE 2. PROPER LAND USE MANAGEMENT 3. CONSERVATION OF COCONUT AND CLOVES TREES 4. OTHER, SPECIFY 	<input type="checkbox"/>
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SECTION C: HEALTH ASSESSMENT

<p>C1: IS THE COMMUNITY HAPPY WITH THE HEALTH SERVICES CURRENTLY AVAILABLE?</p> <ol style="list-style-type: none"> 1. YES 2. NO 	<input type="checkbox"/>
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<p>C2: DO YOU PAY FOR THE HEALTH SERVICES?</p> <ol style="list-style-type: none"> 1. YES 2. NO 	<input type="checkbox"/>
<p>C3: WHAT IS THE STATUS OF THE HEALTH SERVICES IN THE COMMUNITY?</p> <ol style="list-style-type: none"> 1. GOOD 2. NORMAL 3. BAD 	<input type="checkbox"/>
<p>C4: WHAT IS THE COMMON HEALTH PROBLEM FACING THE COMMUNITY?</p> <ol style="list-style-type: none"> 1. MALARIA 2. HIV/AIDS 3. HIGH BLOOD PRESSURE 4. DIABETES 5. DIARRHEA 6. OTHER, SPECIFY 	<input type="checkbox"/>
<p>C5: WHAT IS THE MAJOR PROBLEM FACE THE HEALTH SECTOR?</p> <ol style="list-style-type: none"> 1. HIGH COSTS OF HEALTH SERVICES IN PRIVATE CENTERS 2. LOW NUMBER OF HEALTH QUALIFIED STAFF 3. SHORTAGE OF MEDICINE IN PUBLIC HEALTH CENTERS 4. SHORTAGE OF LABORATORY EQUIPMENTS 5. OTHER, SPECIFY 	<input type="checkbox"/>
<p>C6: WHAT MEASURES SHOULD BE TAKEN TO IMPROVE THE SITUATION?</p> <ol style="list-style-type: none"> 1. IMPROVE HEALTH SERVICES 2. INCREASE HEALTH STAFF IN HEALTH CENTERS 3. INCREASE MEDICINE SHARE IN PUBLIC HEALTH CENTERS 4. SUBSIDIZE THE HEALTH SERVICES 5. OTHER, SPECIFY 	<input type="checkbox"/>

END OF INTERVIEW

THANK THE RESPONDENT FOR HIS/HER PARTICIPATION IN THIS CNA.