
Factors Influencing Utilization of Development Resources for Youth

Employment at Majengo Mtaa in Babati District

Sarah F. Mamboya^{}, Liliani Kihupi and Nicholas E. Nikusekela*

Institute of Rural Development Planning, P.O.Box138, Dodoma

**Corresponding author's email: smamboya@irdp.ac.tz*

Abstract

The aim of this study was to examine factors influencing utilization of development resources for youth. Specifically, the study aimed at identifying the resources available for youth employment, to determine socio-economic factors influencing youth employment and to find out how the youths utilize the resources available in Old Majengo Mtaa in Babati District. The collected data from 103 respondents were analysed using Statistical Package for Social Sciences (SPSS). Principal Component Analysis (PCA) examined the mostly likely factors influencing youth in utilizing development resources while multiple response frequencies and percentages were used to assess the development resources available and how youth utilize the development resources in the study area. PCA revealed that, access to land was the major factor contributing to youth unemployment with Eigen value of 1.586 followed by low level of education in the study area with Eigen value of 1.140. Apparently, by-laws and regulations made by the council and inadequate credit and savings opportunities were also among the factors influencing youth unemployment in the study area especially on self-employment. Therefore, it is recommended that education systems should be geared towards inculcating an entrepreneurial spirit among youth. The district in collaboration with development partners should provide vocation training and technical skills for youth. In addition, the government should establishment good environment for resource utilization through public private partnership.

Key words: Development factors, resource utilization, development resources, youth employment

1.0 Introduction

Mostly Africa's population is characterized with children and youth aged below 30 years constituting 70 percent of the continent's entire population (ECA, 2009). By 2050 according to predictions, 29 percent of the total world youth population will reside in Africa. These young and energetic people of Africa, however, have the potential, ability, creativity, enthusiasm, and energy for achieving Africa's development, as articulated by the continental leadership. Investments in their education and transition to employment, health, and social well-being are critical for the continent and Africa's global repositioning agenda (ECA, 2009).

In most African countries, including Tanzania, unemployment, under-employment and poverty levels have continued to increase and have remained extremely high levels despite considerable efforts to promote sustainable development by national governments and international development agencies (ECA, 2002). Although youth unemployment seen as

a universal problem, it is much obvious and "a ticking time bomb" in the developing countries. In the developing countries, the problem of youth unemployment draws attention due to several reasons.

Foremost, the youth constitute a significant proportion of the population as suggested by Christiana and Okojie (2003), for instance, in Tanzania 68 per cent of the population is made up of young people aged between 15 to 35 years (NBS, 2011). Second, youth agenda has been used in political campaigns as it is the case in Tanzania's ruling party "Chama Cha Mapinduzi (CCM)" manifesto during campaigns youth were promised to get employment, as the ruling party promised to create "one million employment within first five years (2005-2010), wrapped up by its campaigns slogan christened "Ari Mpya, Kasi Mpya na, Nguvu Mpya" literary translating into "New zeal, Speed and Vigour." Further, Makulilo (2013) argued that ruling party presidential candidate described as "youth candidate" and his campaign

went hand in hand with excessive use of media and over ambitious promises especially to youths (TEMCO, 1997; 2001; 2006, 2011), hence the coming of “youth presidential candidate” assures more votes from youth group.

Ultimately, the youth remained unemployed and turn to be dependent to families and the larger society. The youth being one of the scarce resources that these countries bestowed with, failure in utilizing this resource effectively may closely translate in the vicious cycle of poverty and retard future of country’s economic growth. In addition, high level of youth unemployment creates anti-social, criminal activities that undermine the stability of society, unstable society increases the risk of the market, hence this scares investors, and it is argued that unemployed youth are more exposed to conflicts and illegal activities many of them fall prey to armed and rebel conflicts (WB, 2009).

Persistent and high youth unemployment has adverse long-term consequences for currently young

people and society. These include a higher risk of future unemployment, a prolonged period of unstable jobs and a potentially depressed income growth (Arumlamplam *et al.*, 2001). Such consequences may result from deterioration of skills but also from prospective employers’ negative perceptions of youth who have been out of work for prolonged periods. On top of its detrimental effects on future earnings and employability, youth unemployment may hurt happiness, job satisfaction and health for many years thereafter (Morsy, 2012).

To avoid these consequences heavy investment in human capital is needed to raise employability and future earnings among youths. This kind of investment will increase youth productivity, hence, improvement in economic growth performance of a particular country. Unfortunately, this became a daydream, and most of youth remain neither educated nor employed a main characteristics of urban youth in Eastern and Southern Africa. Despite the youth being in large proportion in these countries, little resources devoted

to ensure youth educational and employment availability.

Many efforts were done by the government to reduce unemployment through Millennium Development Goals (MDGs), the National Development Vision 2025 and the National Strategy for Growth and Reduction of Poverty (NSGRP) strategies, still the rate of unemployment is higher in Tanzania (URT, 2010). Specifically in Babati, youth who proved to be active have definitely failed to use the available resources in order to sustain economically (Msovela, 2013). Therefore the study intends to fill the information gap regarding to the factors influencing utilization of development resources for youth employment, Old Majengo mtaa in Babati district being a case study.

2.0 Study Area and Methodology

Babati district is situated in Northern Zone of Tanzania and located between the latitude 3° and 4° south and the longitude 35° and 36° north. It covers an area of approximately 6,069sq km

and lies between 1,000m – 2,500m above sea level. Temperatures range between 200°C – 250°C. According to 2012 population and housing census general report, the district had a total population of 351,763 and Babati town ward had a total population of 16,535 among of them 7,181 were males and 9354 were females. The study used a descriptive cross-sectional design. This design allows collection of information at one point in time (Casley and Kumar, 1988).The study used a sample of 103 respondents that were obtained by probability sampling (stratified sampling).The study employed multistage, purposeful and randomly sampling techniques. The sampling procedure started with a purposivesampling (Reginard, 2013: Rwegoshora, 2006), where one district out of five in Manyara region was selected. The following stage involved purposive sampling to select one ward from the district. This was followed by random sampling to select one mtaa in the ward. The criterion for selecting the ward was because the ward has many youths. The next stage involved random selection of representative

youths from the selected mtaa (Reginard, 2013; Rwegoshora, 2006). Besides, key informants were purposively selected.

This study used a triangulation methods whereby data from the same sample in the study area were collected using different techniques including; youth interview using questionnaires, key informant interviews, and neighbourhood observations. Documentary review also formed part of the data collection methods. Under this method, various published articles related to factors influencing utilization of development resources for youth employment at Old Majengo mtaa in Babati district council were reviewed. The collected data were analyzed qualitatively and quantitatively. Inferential analysis examined the relationship between the influencing factors and youth employment using confirmatory factor analysis, while descriptive analysis using multiple response frequencies was used in assessing the development resources available and how youth utilize the development resources in the study

area.

2.1 Model specification

Principal Component Analysis (PCA) is the default method of extraction in many popular statistical software packages, including SPSS and SAS, which likely contributes to its popularity. Some scholars argue for severely restricted use of components analysis in favor of a true factor analysis method (Bentler and Kano, 1990; Floyd and Widaman, 1995; Ford, MacCallum and Tait, 1986; Gorsuch, 1990; Loehlin, 1990; MacCallum and Tucker, 1991; Mulaik, 1990; Snook and Gorsuch, 1989; Widaman, 1993). Other authors disagree, and point out either that there is almost no difference between principal components and factor analysis, or that PCA is preferable analysis (Arrindell and van der Ende, 1985; Guadagnoli and Velicer, 1988; Schoenmann, 1990; Steiger, 1990; Velicer and Jackson, 1990). PCA is becoming increasingly popular in the social sciences because it takes a hypothesis testing rather than an exploratory approach to the analysis of data (Byrne 2001). A hypothesized

model was tested statistically in a “simultaneous analysis of the entire system of variables to determine the extent to which it is consistent with the data” (Byrne 2001:3). As Byrne (2001) explains...based on knowledge of theory, empirical research, or both, [the researcher] postulates relations between observed measures and underlying factors a prior and then tests this hypothesized structure statistically...to determine the adequacy of its goodness of fit to the sample data. This study used PCA due to the fact that it depends on the specification of a model, a statistical statement of the relationships among variables, prior to analysis of data (Hoyle, 1995; Kline, 1998). Factor analysis is a method for investigating whether a number of variables of interest Y_1, Y_2, \dots, Y_n , are linearly related to a smaller number of unobservable factors F_1, F_2, \dots, F_k . Considering each observable variable for the factors influencing utilization of development resources for youth employment, a linear function of independent factors and error terms was written as;

$$Y_i = \beta_{i0} + \beta_{i1}F_1 + \beta_{i2}F_2 + (1) \epsilon_i$$

The variance of Y_i can be calculated by applying the following formula:

$$\begin{aligned} \text{Var}(Y_i) &= \beta_{i1}^2 \text{Var}(F_1) + \beta_{i2}^2 \text{Var}(F_2) + \text{Var}(\epsilon_i) \\ &= \beta_{i1}^2 + \beta_{i2}^2 + \sigma_i^2 \end{aligned}$$

The variance of Y_i consists of two parts; the communality and the specific variance. Communality of the variable (β_{i1}^2 and β_{i2}^2) is the part that is explained by the common factors F_1 and F_2 . The specific variance (σ_i^2) is the part of the variance of Y_i that is not accounted by the common factors.

To calculate the covariance of any two observable variables, Y_i and Y_j , the following formula was used:

$$Y_i = \beta_{i0} + \beta_{i1}F_1 + \beta_{i2}F_2 + (1) \epsilon_i + (0) \epsilon_j;$$

and

$$Y_j = \beta_{j0} + \beta_{j1}F_1 + \beta_{j2}F_2 + (0) \epsilon_i + (1) \epsilon_j;$$

Then,

$$\begin{aligned} \text{Cov}(Y_i, Y_j) &= \beta_{i1}\beta_{j1}\text{Var}(F_1) + \beta_{i2}\beta_{j2}\text{Var}(F_2) + (1)(0)\text{Var}(\epsilon_i) \\ &+ (0)(1)\text{Var}(\epsilon_j) \\ &= \beta_{i1}\beta_{j1} + \beta_{i2}\beta_{j2}; \end{aligned}$$

The degree to which a given variable is associated with a particular factor is estimated by its "factor loading," a statistic analogous to a correlation

which can range from - 1.00to + 1.00. The closer the loading approaches - 1.00 or + 1.00, the greater the association between the variable and the factor.

3. Results and Discussion

3.1 Development Resources

Available in the Study Area

A multiple response was used in identifying the development resources available in the study area. The study revealed that development resources available were access to land which scores 92.2% followed by lake (79.6%), labour force (68%), forest (59.2%), credit and saving institutions 37.9% and financial institutions 29.1% as shown in Fig.1.

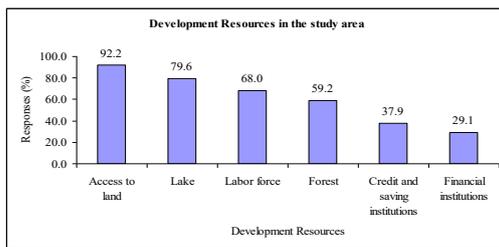


Figure 1: Development resources available in the study area

3.1.1 Access to land

The findings in Figure 1 show that Old Majengo mtaa is endowed with plenty of good land as mentioned by (92.2%)

respondents. Land is suitable for agriculture activities such as crop farming and livestock keeping activities. Both cash and food crops such as sun flowers, pigeon peas, coffee, maize, bananas and beans are produced in the area. Livestock reared include cattle goats and poultry. The land available for both activities in the study area were about 12,750.56 hectors (127.51 square kilometers) which is about 82.9% of the total area (URT, 2011). This revealed that the major economic activities in the study area were farming and livestock keeping.

3.1.2 Lake availability

The result presented in Figure 1 shows that, 79.6% of respondents mention Lake Babati as one of resources in the study area which is used for economic activities. The main activities which utilize the dam are irrigation, fishing, washing and domestic animal watering. However, the respondents pointed out that only those with licence and acknowledged by the Council could get the opportunity to utilize the lake for fishing.

3.1.3 Labor force

Fig. 1 also shows that 68% of respondents mentioned labor force to exist in the study area. Further investigation was done to identify existing labor force by age. About 77% of the labor force was within the age of 45 years. Age of labor is an important aspect in development because it determines experience one has in a certain development issues. In addition, to a certain extent, age indicates the position of the person in the life cycle. Labor force experience further influences household members' in development activities since they usually get guidance from experienced personnel (Ngqangweni and Delgado, 2003).

These include primary and secondary teachers, medical officers, Agriculture and livestock officers, VEO, WEO, mechanical and electrical experts. This implies that this group had either formal education or vocation trainings. It also revealed that majority of youth had no education on use of available resources in terms of practical

application of the knowledge and skills acquired. These results were similar to the study conducted by EOCD (2009) which indicated that if the country has unskilled manpower; inefficient labor force in productive sectors will be poor and fail to develop those sectors.

3.1.4 Forest

The result presented in Figure 1 explains about 59.2% accepted that there was a forest in the study area. Through focus group discussion, they acknowledge that forest had been used by the youth to obtain cooking fuel, grasses and herbs for medicine. Other activities apart from the mentioned need license which were not easy to be accessed due to expenses and bureaucracy. The result was similar to the study conducted by World Summit for Social Development (2007), which explained that despite all the importance and roles played by the forest resources to the economy, there are a number of problems which hamper the development of the forest such as poor management of the forest and human activities.

Influencing Youth Employment**3.1.5 Credit and savings**

Credit and savings scored low 37.9% (Figure1) as there were few credit and saving institutions namely SACCOs and VIKOBA. Through FGDs it was reported that the institutions were not in a position of providing enough capital for investment. This reveals that their contribution in terms of capital acquisition to the youth is questionable. As the result most of the youth failed to get credit for investing on available resources.

3.1.6 Financial institutions

The study also explained that 29.1% of respondents had financial institutions which provide loans to youth. These are the National Micro-finance Bank and National Bank of Commerce. However, loan provided by these financial institutions was low based on the percent revealed, and conditions such as business license and collaterals are required. This implies that most of the youth failed to access loan for self employment because they failed to full fill the given conditions.

3.2 Socio-economic Factors

The principal component analysis findings presented in Table 1 revealed that, before iteration lack of land ownership was the major factor contributing to youth unemployment in the study area with Eigen value (1.686) and higher rotation sums of squared loading (1.686) as compared to other factors. Besides, Table 1 revealed that, low level of education was the second factor contributing to youth unemployment in the study area with Eigen value (1.176) and higher rotation sums of squared loading (1.189) as compared to the rest factor excluding access to land.

Other factors had less contribution to youth employment since the Eigen value was less than one. Lack of skills and knowledge on entrepreneurship (Eigen value = 0.906), By-laws and regulation (Eigen value = 0.740) and inadequate credit and savings opportunities (Eigen value = 0.493).

Table 1: Factors influencing youth employment before iteration

Component	Total Variance Explained					
	Initial Eigen Values		Extraction Sums of Squared Loadings		Rotation Sums of Squared Loadings	
	Total	% of Variance	Total	% of Variance	Total	% of Variance
Land ownership	1.686	33.712	1.686	33.712	1.686	33.626
Low level of education	1.176	23.515	1.176	23.515	1.189	23.601
Lack of skills and knowledge on entrepreneurship	0.906	18.111				
By-laws and regulation	0.740	14.794				
Inadequate credit and savings opportunities	0.493	9.868				

Extraction Method: Principal Component Analysis.

Communalities represent the proportion of the variance in the original variables that is accounted for by the factor solution. The factor solution should explain at least half of each original variable's variance, so the communality value for each variable should be 0.50 or higher. On iteration 1, the communality for the variable "lack of skills and knowledge on entrepreneurship" was 0.333.

Since this is less than 0.50, the variable should be removed from the next iteration of the principal component analysis. The variable was removed and the principal component analysis was computed again.

Table 2: Communalities for factors influencing youth employment before iteration

Component	Communalities	
	Initial	Extraction
Land ownership	1.000	0.752
Low level of education	1.000	0.811
Inadequate credit and savings	1.000	0.580
By-laws and regulations	1.000	0.386
Lack of skills and knowledge on entrepreneurship	1.000	0.333

Extraction Method: Principal Component Analysis.

3.2.1 Access to land

The PCA findings presented in Table 3 after first iteration revealed that, lack of land ownership was the major factor contributing to youth unemployment in the study area with Eigen value of 1.586 and higher rotation sums of squared loading (1.581) as compared to the rest of factors. This was due to the land administration structure in Babati town which is governed by urban local community. This situation made youth unsuccessful to own land on a permanent basis.

Thus, youth lack power to access and adequately utilized land resources available in the area for creating different economic activities as shown

by Mwakilasa and Mmbando (2009), who found that multifaceted regulation and rules made among the national resources and the management system practices took advantage of the position to eliminate young generation because are unaware of their rights.

Land is one of the important resources for farmers in all farming practices. Land provides the area for cultivation of crops, grazing and collection of other resources such as firewood, fruits and roots. Thus, the availability and accessibility to land is crucial to youths' livelihoods as guaranteed with the right of occupancy, issues by Land Act 4 of 1999.

Table 3: Factors influencing youth employment after first iteration

Component	Total Variance Explained					
	Initial Eigen Values		Extraction Sums of Squared Loadings		Rotation Sums of Squared Loadings	
	Total	% of Variance	Total	% of Variance	Total	% of Variance
Land ownership	1.586	39.639	1.586	1.581	39.526	33.626
Low level of education	1.140	28.511	1.140	1.145	28.623	23.601
By-laws and regulation	0.781	19.515				
Inadequate credit and savings opportunities	0.493	12.335				

Extraction Method: Principal Component Analysis.

3.2.2 Low level of education

Table 3 also revealed that, low level of

education was among the factor contributing to youth unemployment in the study area with Eigen value 1.140 and higher rotation sums of squared loading of 1.145 as compared to the rest factor excluding access to land. This implies that higher education increases the employment incidence and enhances occupational mobility (Richard, 2011). The educational level achieved by the youth is used to determine the human capital level and the ability to interpret information. People with higher educational levels are more able to interpret information than those who have less education or no education at all (Adelzadeh *et al.*, 1998). Thus, education levels affect market information interpretation and hence, market participation level of youth.

3.2.3 By-Laws and regulation

By-laws are a rules or law established by an organisation or community to regulate itself, as allowed or provided for by some higher authority. The higher authority, generally a legislature or some other governmental body, establishes the degree of control that

the by-laws may exercise (URT, 2011).

Table 3 shows that by-laws and regulations made by the council were also among the factors influencing youth unemployment in the study area especially on self employment even if the Eigen value was 0.781. This implies that majority of youth fail to exploit the resources available to create informal employment due to rules set out by the council regarding resource use. Fines are levied to those who disobey the by-laws and regulations set by the council. Thus, youth had no room or chance of utilizing resources to create different activities for self-employment.

3.2.4 Inadequate credit and savings

Table 3 also illustrates that inadequate credit and savings opportunities were also among the factors influencing youth employment in the study area especially on self employment even if the Eigen value was 0.493 which is less than one. This implies that majority of youth failed to obtain credits due to the difficult condition made by the financial institution and other sources

of credits. These conditions include collateral, historical banking background, business license, business plan and guarantors.

As declared by ILO, 2013 that, given the size of informal and self-employment in most African countries, access to start-up capital is an important issue when dealing with the problem of youth employment. The author also shows that high interest rate and condition made by many financial institutions in the provision of credit and loans to clients made many youth not able to access loans for investments.

Table 4: Communalities for the factors influencing youth employment after 1st iteration

Communalities		
Component	Initial	Extraction
Land ownership	1.000	0.757
Low level of education	1.000	0.863
Inadequate credit and savings	1.000	0.590
By Laws and regulations	1.000	0.516

Extraction Method: Principal Component Analysis.

Since the values of component after extraction are more than 0.5 then we cannot reduce other factors. Once any variables with communalities less than 0.50 have been removed from the

analysis, the pattern of factor loadings should be examined to identify variables that have complex structure.

3.3 How Youth Utilize Development Resources

The finding obtained revealed that respondents utilized the resources available in different economic activities depending on availability and a need of a resource. Based on the focused group discussion youth utilize the resources available in different activities such as farming, bricks making, charcoal burning, gardening, fishing, quarrying and lumbering as illustrated in Table 5.

Table 5: Different activities conducted in the study area

Activities	Frequency	Percent
Farmers	51	49.5
Brick makers	31	30.1
Charcoal burning	29	28.2
Gardening	21	20.4
Fisheries	11	10.7
Quarrying	6	5.8
Lumbering	4	3.9

3.3.1 Resources utilized through different activities made in

the study area

The above findings in Table 5 imply that about many respondents (49.5%) were engaged in farming activities followed by 30.1% who were bricks makers followed by charcoal burning which account for 28.2% . These activities have been much performed by the respondents in the study area because those activities do not need formal education. From the same Table 5, 20.4% of respondents reported for having chance to engage in gardening activities while 10.7%, 5.8% and 3.9% involved in fishing, quarrying and lumbering activities respectively.

The study revealed that the area is rich of resources for youth employment; however, these resources are underutilized for economic use. The result obtained are similar to the study conducted by ILO, 2010 revealed that, while unemployment is relatively high across Africa, the degree of underemployment is even greater, due to ineffective resources use.

3.3.2 Bylaws undertaken to address exploitation of the available

resources

In this part, the respondents were asked if they were familiar to by laws undertaken to address exploitation of the available resources. It was noted that many respondents (82.8%) were not aware of the by-laws. Through focus group discussion, the members reported that punishment is provided to those who exploit the resources available in the study area without license.

4. Conclusion and Recommendations

Babati town ward is among of the wards well endowed with employment opportunities as well as resources. However, most youth have no access to these resources for employment. This is due to low level of education, lack of land ownership, lack of skills and business trainings, inadequate credit and savings. Therefore, it is recommended that: Education systems should be geared towards inculcating an entrepreneurial spirit among youth, rather than preparing them for the job market. In addition, it is important to inculcate values of hard work ethics, self-confidence, personal discipline,

and entrepreneurship among young people. The government should also make priority on establishment of good environment for resource utilization. Specifically, Babati ward in corroboration with Babati district council should prepare youth to engage into informal economy by utilizing the resources available. The vocation training and technical skills approach should be provided to the youth by the council with the cooperation of other development stakeholders.

References

- Adelzadeh, A; Alvillar, C. and Mather, C. (1998). Poverty Elimination, Employment Creation and Sustainable Livelihoods in South Africa, NIEP Research Articles No. 12.
- Arrindell, W. A., And Van der Ende, J. (1985). An Empirical-Test of the Utility of the Observationsto-Variables Ratio in Factor and Components Analysis. *Applied Psychological Measurement*, 9(2), 165-178.
- Arumlamplam, W., Gregg, P. and Gregory, M. (2001).

- Unemployment scarring. *Economic Journal*, 111 (475), 577–584.
- Bentler, P. M., and Kano, Y. (1990). On the Equivalence of Factors and Components. *Multivariate Behavioral Research*, 25(1), 67-74.
- Byrne, B. M. (2001). *Structural Equation Modeling With AMOS: Basic Concepts, Applications, and Programming*, Edited by L. Harlow. New Jersey: Lawrence Erlbaum Associates, Publishers.
- Casley, D. J. and Kumar, K. (1988). *Project Monitoring and Evaluation in Agriculture*. Baltimore and London: The Johns Hopkins University Press.
- Christiana, E. and Okojie, C. (2003). Employability creation for youth in Africa: The gender dimension. Paper prepared for the Expert Group Meeting on Jobs for youth. National Strategies for Employment Promotion, Geneva, Switzerland
- Economic Commission for Africa. (2002). *Youth and employment in the ECA region*. Paper prepared for the youth employment summit. Alexandria, Egypt, September, 4th, 2002.
- Economic Commission for Africa. (2009). *African youth report: Expanding opportunities for and with young people in Africa*. Addis Ababa: Economic Commission for Africa.
- FAO. (2014). Youth and Development of Aquaculture and Livestock in Africa Regional Conference for Africa Tunis, Tunisia, 24-28 March 2014 <http://www.fao.org/docrep/meeting/030/mj632e.pdf> Accessed 22th March 2014
- Floyd, F. J and Widaman, K. F. (1995). Factor analysis in the development and refinement of clinical assessment instruments. *Psychological Assessment*, 7(3), 286-299.
- Ford, J. K., MacCallum, R. C and Tait, M. (1986). The Application of Exploratory Factor-Analysis in Applied- Psychology: A Critical-Review and Analysis. *Personnel*

- Psychology*, 39(2), 291-314.
- Gorsuch, R. L. (1990). Common Factor-Analysis versus Component Analysis - Some Well and Little Known Facts. *Multivariate Behavioral Research*, 25(1), 33-39.
- Guadagnoli, E and Velicer, W. F. (1988). Relation of Sample-Size to the Stability of Component Patterns. *Psychological Bulletin*, 103(2), 265-275.
- Hoyle, R.H.,(1995) The Basics of Structural equation modeling .
www. Lexjansen.com/wuss.
Accessed 15th April 2015.
- ILO – IPEC. (2012). Youth: Pathways to decent work. Report VI: Promoting youth employment, tackling the challenge, International Labour Conference, 93rd Session, ILO, and Geneva.
- ILO, (2013) Global employment trend for youth. Geneva
- Kenyon, P and Kuepie, B. (2011), “Youth Employment Matters Working Paper, International Labour Organization, Geneva
- Kline, R.(1998), Principles of practice of structural equation modeling. NY. Guilford Press.
- Loehlin, J. C. (1990). Component Analysis versus Common Factor-Analysis: A Case of Disputed Authorship. *Multivariate Behavioral Research*, 25(1), 29-31.
- MacCallum, R. C. and Tucker, L. R. (1991). Representing Sources of Error in the Common Factor Model - Implications for Theory and Practice. *Psychological Bulletin*, 109(3), 502-511.
- Makulilo, A. (2013). When populists become unpopular: The case of three presidents in Africa. *The African Review*, 40 (1), 58-92.
- Morsy, H. (2012). Scarred generation. *Finance & Development*, 49 (1), Mar. 2012.
- Msovela M.G. (2013) Developing Employment for youth in Babati District. Thesis submitted at IRDP-Dodoma 2013.
- Mulaik, S. A. (1990). Blurring the Distinctions between Component Analysis and Common Factor-Analysis. *Multivariate Behavioral Research*, 25(1), 53-59.
- Mwakilasa, L and Mbando, D. (2009).

- Excluding youth from Inheriting Land through Custom in Tanzania: The Implications of Nyakyusa Customary Land Tenure on Youths Land and Inheritance Rights in Kyela and Rungwe Districts.
- National Bureau of Statistics. (2011). *Tanzania in figures 2010*. Dar es Salaam: National Bureau of Statistics.
- National Bureau Statistics, (2013). Tanzania Economy Profile 2013 http://www.indexmundi.com/tanzania/economy_profile.htm *accessed 14th April 2014*
- Ngqangweni, S and Delgado, C. (2003). Decisions on livestock keeping in the semi-arid areas of Limpopo Province. Working Paper, Department of Agricultural Economics, Extension and Rural Development, University of Pretoria, Pretoria.
- OECD. (2009). Organization for Economic Cooperation and Development, Promoting pro-poor growth: employment.
- Reginard, I. (2013). Sustainability of coping strategies to urban water shortages in Dar es Salaam and Dodoma regions. PhD Thesis. The University of Dodoma, Tanzania.
- Richard, M. L. (2011). Institute for Applied Research in Youth Development Tufts University White paper prepared for: Workshop on the Science of Adolescent Health and Development, National Research Council, Washington, DC (September 9th, 2011) National Research.
- Rwegoshora, H. M. M. (2006). A guide to social science research. Mkuki and Nyota, Dar es salaam, Tanzania.
- Schonemann, P. H. (1990). Facts, Fictions, and Common Senseabout Factors and Components. *Multivariate Behavioral Research*, 25(1), 47-51.
- Semboja, H. (2005). Ministry of Labour, Employment and Youth Development in Tanzania, at an International Workshop on

- Promoting Decent Work in Africa held at the Cape Hotel, Monrovia in Liberia from 7 to 9 September 2005.
- Snook, S. C and Gorsuch, R. L. (1989). Component Analysis versus Common Factor-Analysis – a Monte-Carlo Study. *Psychological Bulletin*, 106(1), 148-154.
- Steiger, J. H. (1990). Some Additional Thoughts on Components, Factors, and Factor-Indeterminacy. *Multivariate Behavioral Research*, 25(1), 41-45.
- Tanzania Election Monitoring Committee, (1997). *The report of the 1995 general elections in Tanzania*. Dar es Salaam: University of Dar es Salaam.
- Tanzania Election Monitoring Committee, (2001). *The report of the 2000 general elections in Tanzania*. Dar es Salaam: University of Dar es Salaam.
- Tanzania Election Monitoring Committee, (2006). *The report of the 2005 general elections in Tanzania*. Dar es Salaam: University of Dar es Salaam.
- Tanzania Election Monitoring Committee, (2011). *The report of the 2010 general elections in Tanzania*. Dar es Salaam: University of Dar es Salaam.
- URT, (2010). Empowering Villages to Manage their Natural Resources: Rural Land Policy in Tanzania; A World Bank White Cover Paper; 33
- Velicer, W. F. and Jackson, D. N. (1990). Component Analysis versus Common Factor-Analysis: Some Further Observations. *Multivariate Behavioral Research*, 25(1), 97-114.
- Widaman, K. F. (1993). Common Factor –Analysis Versus Principle Component Analysis-Differential Bias in Representing Model Parameters. *Multivariate Behavioral Research*, 28 (3).
- World Bank. (2015). Unemployment, youth total (% of total labor force ages 15-24) (modeled ILO estimate) <http://data.worldbank.org/indicator/SL.UEM.1524.ZS> accessed

on 10th March 2015.

World Bank. (2009). *Africa development indicators - 2008/2009: Youth employment in Africa the potential, the problem, the promise.* Washington DC: World Bank.

World Summit for Social Development. (2007). *World Youth report on Employment Policy in Developing and Transition Countries – Prevention as well as Cure.* Social Protection World Bank, Washington, D.C.