

Factors Influencing Unemployment among Youth: The Case of Tanzania

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Abstract: Unemployment is a major issue among youths, creating significant challenges during their job search. This study aimed to identify key factors influencing youth employment levels, using secondary data from the Demographic Health Survey (DHS) and the National Bureau of Statistics (NBS). Both chi-square tests and binary logistic regression were employed to analyze the relationships between variables. The results indicated that age, marital status, and education level were statistically significant at the 0.05 level. Higher education attainment was found to greatly increase the likelihood of employment compared to other education levels. Additionally, males were observed to have a higher probability of being employed than females, and the likelihood of youth employment increased with age. The findings suggest that higher education serves as a crucial factor for employment in the job market. Furthermore, the study recommends that the government of Tanzania address gender equality in employment opportunities to boost female employment and ensure equal employment levels for both sexes. These measures could significantly improve the employment landscape for youths in Tanzania, providing them with better opportunities and reducing the unemployment rate among this demographic.

Keywords: Unemployment, Employment, Youth, Tanzania.

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1.0 Introduction

Unemployment refers to a situation where a person is actively searching for employment but is unable to find work. It is a key measure of the health of the economy, typically gauged by the unemployment rate. This rate is calculated by dividing the number of unemployed people by the number of people in the labor force, helping to determine the number of people actively looking for a job.

Historically, the U.S. government began tracking unemployment in the 1940s. The highest unemployment rate to date occurred during the Great Depression, when it rose to 24.9% in 1933. Between 1931 and 1940, the unemployment rate remained above 14% but subsequently dropped to single digits. It remained low until 1982, when it climbed above 10.9%. During the Great Recession in 2009, unemployment again rose to 10%. In April 2020, amid the COVID-19 pandemic, unemployment hit 14.8%. As of August 2023, the unemployment rate was 3.8%, a slight increase from the previous month's 3.5%.

Unemployment is a serious global issue. Certain regions have very low unemployment rates, while others face very high rates, indicating that people around the world are struggling with this issue. According to data from the World Bank, the United States and Canada rank fifth out of seven in terms of youth unemployment and third in overall unemployment. The World Bank's data, based on the International Labor Organization's forecast for 2020, shows that youth unemployment is particularly prevalent in Canada, where about 20% of the young population is

jobless. Puerto Rico, Lithuania, France, and Nigeria have similar youth unemployment rates (Digital Information World, 2022).

In Africa, close to 34 million people were unemployed in 2019, with 12.2 million being youths aged between 15–24 years. This was 6.4 million more than in 2010 and represents an increase of close to 1.5 million in the number of unemployed youth. The regional unemployment rate of 6.8% was significantly higher than the world average of 5.0%, highlighting unemployment as a key labor market issue in Africa. In 2019, the highest unemployment rate in Africa was recorded in Southern Africa at 26.5%, largely due to South Africa's particularly high rate of 27.0%. Northern Africa also had a high unemployment rate of 11.8%, while Eastern Africa had the lowest at 3.8%.

Between 2015 and 2019, reductions in unemployment rates were noted in Central Africa, Eastern Africa, and Northern Africa. However, Southern and Western Africa saw increases from 24.6% to 26.5% and from 5.0% to 5.4%, respectively. The high unemployment rate in Southern Africa is consistent with the smaller informal economy in that subregion (International Labour Organization, 2020).

In Tanzania, the National Bureau of Statistics reported that the unemployment rate decreased to 8.9% in 2022 from 9% in 2021. The unemployment rate in Tanzania averaged 10.31% from 2001 to 2022, reaching an all-time high of 12.9% in 2001 and a record low of 8.9% in 2022 (Trading Economics, 2022). Given the persistent unemployment rate among youths in Tanzania, my study aims to investigate the key factors contributing to unemployment among youths in the country.

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2.0 Overview of Unemployment among Youth in Tanzania

2.1 Definition of Key Terms

Unemployment

The term unemployment refers to a situation where a person actively searches for employment but is unable to find work (Investopedia, 2023).

Employment

Employment refer to work performed in return for pay or profit, this include anyone who perform at least one hour within a week (ILO, 2023)

Unemployment rate

The unemployment rate refers to the share of the economically active population currently without work but in search of employment. The unemployment rate does not include economically inactive persons such as the long-term unemployed, children, or retiree (Statista, 2023).

2.2 Theoretical Literature Review

To this section we will discuss on the different theory that is related to employment and show the relationship of those theory, on how they related to the concepts of this study.

2.2.1 Simple wage contracts.

A simple type of contract specifies a fixed salary and then allows the company to select the number of workers arising comes from the level of A, according by this contract the unemployment and wage hardening immediately arise, a decrease in demand for labor, makes workers or firms to reduce working hours with fixed wages, while labor supply doesn't change and this way unemployment is created. But this is not a very accurate explanation of unemployment and real wage rigidity (Moisiu, 2016).

2.2.2 Economics of Trade Unions.

A trade union is an organization of workers that makes an agreement with the employer for wages and working conditions, a union is a kind of cartel, like any cartel, the union is a group of sellers acting together, the hope of the appearance of their united power of the market. Workers in a union act as a group when discussing their wages, benefits and working conditions with their employers. The process whereby the unions and firms agree on the terms of employment is called collective contract. When a collective agreement with the union makes a firm, it requires higher wages, better benefits and better conditions of work than would offer companies in the absence of a trade union. When a union raises the wage above the equilibrium level, through the pressure that the firm, it increases the amount of wage provided and reduces the required amount of work, leading to result in unemployment. So when unions archive to raise wages for some workers that are syndicated, then a certain number of workers remain unemployed while the rest are employed at higher wages (Moisiu, 2016).

2.3 Empirical Literature Review

Edwin (2016) examined the factors influencing youth unemployment in Tanzania, utilizing secondary data from the 2014 Labor Force Survey of Tanzania. The study focused on Tanzania

mainland and employed a logistic regression model (logit model) to analyze a series of independent variables, including education level, age, gender, place of residence, and headship status. The findings revealed that being married, male, head of the household, and the presence of paid or self-employed individuals in the household significantly reduced the probability of a youth being unemployed. Conversely, higher education levels and living in urban areas increased the likelihood of youth unemployment. The study also indicated that the likelihood of unemployment decreases as youth age increases.

Ndagijimana et al. (2018) explored the determinants of youth employment in Rwanda using data from the National Institute of Statistics of Rwanda. The study utilized a multinomial logit model to highlight the factors affecting youth employment status. The analysis showed that a skills gap is critical for employment creation and that the transition from school to work is problematic. The findings indicated that youth employment in Rwanda is influenced by gender, age, education, and geographical location. These results have significant implications for addressing youth unemployment and informing public policies to create employment opportunities in the region.

Msigwa and Kipesha (2013) investigated the determinants of youth unemployment in developing countries, with a focus on Tanzania. The study aimed to identify the factors contributing to youth unemployment and suggest strategies for reducing the issue. Using a multinomial logistic regression model (MLM), the researchers analyzed the determinants of unemployment. The results demonstrated that gender, geographical location, education, skills, and marital status significantly affect youth employment status in Tanzania. The study recommended that the government and policymakers strengthen laws and regulations related to gender balance in the job market to provide equal opportunities for youth with similar skills and education levels.

Dalmar et al. (2017) examined the factors affecting unemployment in Somalia, using annual data series from 1995 to 2014. The study employed a unit root test to check the stationarity of the variables and used the Ordinary Least Squares (OLS) regression method. The Johansen co-integration technique was applied to determine the long-run relationship between the variables. The empirical findings suggested that there were two co-integrating vectors during the study period. The study found a positive relationship between population growth, external debt, and GDP with unemployment, and a negative relationship with Gross Capital Formation (GCF) and exchange rate.

Nikusekela and Pallangyo (2016) analyzed the supply-side factors influencing the employability of fresh higher learning graduates in Tanzania. The study employed a snowball sampling procedure to obtain 80 respondents and collected primary and secondary data using structured interviews, observations, and documentary reviews. A logistic regression analysis was used to model the relationship between independent variables and the dependent variable. The findings showed that only two variables were significant at $p < 0.05$, while others were insignificant at $p > 0.05$. The study recommended measures to address employability, including promoting internships, placements, and work-based learning, and involving employers in committees and policies related to employability.

These studies collectively highlight the multifaceted nature of youth unemployment and the various factors influencing employment status across different regions. They underscore the

importance of education, skills development, gender equality, and targeted public policies in addressing youth unemployment.

By understanding these determinants, policymakers can develop more effective strategies to reduce unemployment rates and improve employment opportunities for youth.

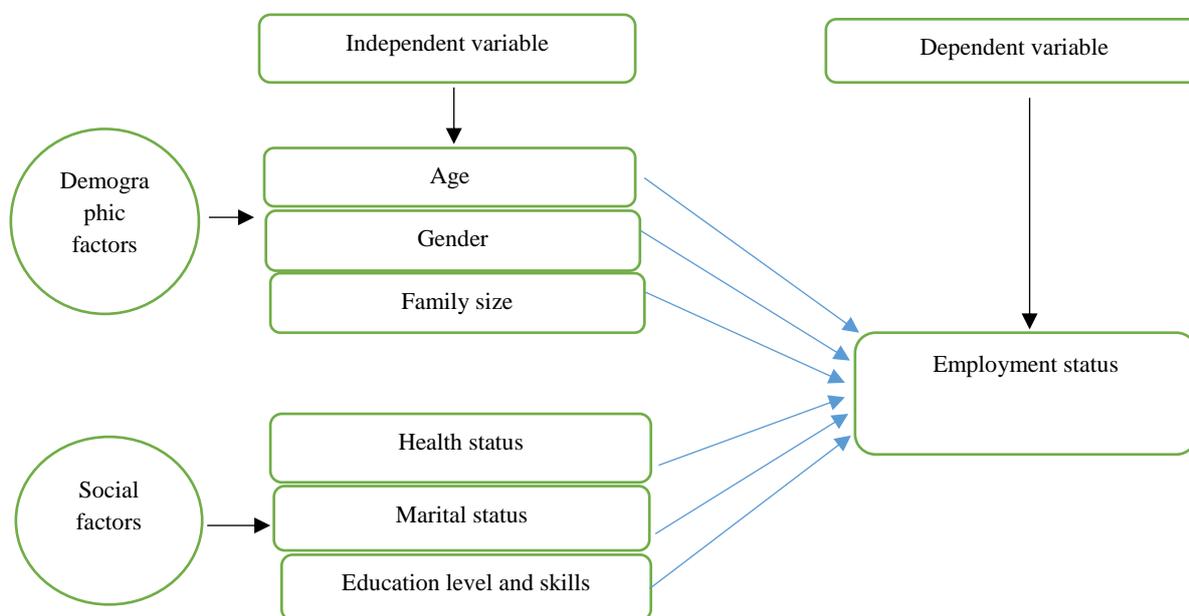
2.4 Research gap

Various researchers has been done concerning the factors that influencing and determinant of youth unemployment, and they conclude that gender, geographical location, education, skills and marital status are the most influencing factors for the difference in level of unemployment status among the youths, for example Msigwa and Kipesha (2013), who explain the determinants of youth unemployment in Developing Countries, like Tanzania, in which the study used the multinomial regression analysis, Edwin (2016), explain the factors Influencing Youth unemployment in Tanzania, involve the use of logistic regression and Ndagijimana *et al*, (2018). Explain the analysis of the Determinants of Youth Employment in Rwanda, But they done less much on the issue of

geographical region, they were not specify the employment status in a certain geographical location and also they are not discussing the impact of age on the issue of unemployment among youth, therefore the study will be discussing or analyzing the key factors that influencing the unemployment level among youth based on Dar es Salaam city in Tanzania, in which the study it will involve the use of logistic model.

2.5 Conceptual frame work

Conceptual frame work is there to provide a common language for the research design and as a basis in this presentation (Gujarati, 2003), this study the conceptual frame work does shown the relationship between the employment status with other factors which may determine the level of employment status, these factors categorize in two branch that is demographic factors and social factors in which it includes Age, education level, marital status, gender, health status and family size, therefore we could examine the extent to how these factors will be determine the level of unemployment among youths in Dar es salaam Tanzania.



3.0 Methodology

3.1 Data sources

The study used the secondary data of demographic health survey (DHS) of 2015/2016 in which it will be obtain from the official publication of national bureau of Statistics (NBS).

3.2 Study variable

This part describes the nature of both dependent and independents variables which will be used in this study

Table 3. 1: Table of variables

Variables	Measurements	Codes	Type of variable
Employment status	Nominal	0-Not employed 1-employed	Dependent variable
Level of education	Ordinal	1.Primary education 2.Secondary education 3.Higher education 4. Not educated	independent variable

Sex	Nominal	1- male 2- female	Independent variable
Marital status	Nominal	1- single 2- Married	Independent variable
Age	Ratio	Numeric	Independent variable
Health status	Nominal	1. Disability 2. Non disability	Independent variable
Family size	Interval	Numeric	

Source: Author's creation from STATA 17

3.3 Model Estimation.

3.3.1 Chi-square Test for Independence

This refer to a test used to test for association between two categorical variables, therefore in our study, chi-square test was used to test relationship at 5% level of significance to examine the association between unemployment status with education level, sex and marital status.

The formula of chi-squared test is given by;

$$X^2 = \sum_i^r \sum_f^c \frac{(O_{ij} - E_{ij})^2}{E_{ij}}, \text{ whereby;}$$

O_{ij} = observed frequency for contingency table category in row i and column

E_{ij} = expected frequency for contingency category in i row and column j based on the assumption of independence

With r rows and c columns in the contingency table, the test statistic has a Chi-square distribution with $(r-1)(c-1)$ degrees of freedom provided that the expected frequencies are five or more for all categories.

Hypothesis testing at 0.05 confidence level was used, nonetheless, when P-value will be less than 0.05 then null hypotheses will be rejected and if the p-value is greater than 0.05 the null hypotheses will be accepted.

3.3.2 Logistic Regression

Refer to statistical model that models the long odds of an event as a linear combination of one or more independent variable. The logistic regression measures the relationship between the categorical target variable and one or more independent variable it is used in the situation that the outcome for certain dependent variable can have only two possible types, also it referred as a binary logistic regression. In this study our dependent variable (Employment status) are binary with (employed and unemployed) categories, therefore it employed the use of logistic regression.

3.3.3 Equation model

$$\text{Logit}(A_n) = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + \beta_6 X_6 + \epsilon_i$$

Where: X_1 =Age, X_2 =Education level, X_3 =marital status, X_4 = gender, X_5 = Family size

X_6 = Health status

Whereas $\beta_0, \beta_1, \beta_2, \beta_3, \beta_4, \beta_5, \beta_6$ are the regression coefficients and X_1, X_2, X_3, X_4, X_5 and X_6 are explanatory variables

$\text{Logit}(A_n) = \log\left(\frac{A_n}{1-A_n}\right)$ where: A_n is the probability of youth not employed and $1-A_n$ is the probability of youth who are employed

3.3.4 Assumption of Binary logistic regression

i. The Response Variable is Binary

Logistic regression assumes that the response variable only takes on two possible outcomes. Some examples include

ii. The Observations are Independent

Logistic regression assumes that the observations in the dataset are independent of each other. That is, the observations should not come from repeated measurements of the same individual or be related to each other in any way

iii. There is No Multicollinearity among Explanatory Variables

Logistic regression assumes that there is no severe multicollinearity among the explanatory variables, multicollinearity occurs when two or more explanatory variables are highly correlated to each other, such that they do not provide unique or independent information in the regression model. If the degree of correlation is high enough between variables, it can cause problems when fitting and interpreting the model

4.0 Discussion of the Findings

4.1 Descriptive Statistics about the Study Area

The frequency table was used to summarize the employment status among youth in Dar es Salaam city, to analyze the rate of employment among youth, and also the average age of both employed and un-employed youth in Tanzania

Table 4. 1: Frequency distribution table

Un employment status	Frequency	Percentage
Employed	21,078	68.11
Un-employed	9,871	31.89
Total	30,949	100

Source: Authors' compilation from STATA 17

Results from Table 4.1 it show that the number of youth who are employed are about 21,078 in which are about 68.11% of total youths while at the same time those who are not employed are about the 9,871 in which are about 31.98% of total population in Dar es salaam region.

Table 4.2: Average age of youth by unemployment status

Un employment status	Mean	Std. error	C.I (95% interval)
Employed	33.99682	0.0973771	33.80596 34.18768
Un-employed	19.0464	0.0471873	18.95391 19.13889

Source: Authors' compilation from STATA 17.

From the table 4.2 It show that the average age of youth who are employed are about 33.9968 in which at the same time average age of 19.0464 youth are not employed in Dar es salaam Tanzania.

4.2 To analyze the unemployment rate among urban youths by gender in Dar es Salaam, Tanzania

Due to fact that employment are provided to all people of all sex but still there is difference which was be differentiate number of youth employed and not employed, by gender.

The cross tabulation was be used to compare the employment status between male and female to discover which between them, are more employed compared to one another.

Table 4.3: The rate of employment between the male and female (%)

	SEX		Total
	Male	Female	
Employed	10,746 (50.98)	10,332 (49.2)	21,078 (100)
Un-employed	4,662 (47.23)	5,209 (52.77)	9,871 (100)
Total	15,408 (100)	15,541 (100)	30,949 (100)

Table 4. 4: The rate of employment between the male and female (%)

	SEX		Total
	Male	Female	
Employed	10,746 (50.98)	10,332 (49.2)	21,078 (100)
Un-employed	4,662 (47.23)	5,209 (52.77)	9,871 (100)
Total	15,408 (100)	15,541 (100)	30,949 (100)

Source: Authors' compilation from STATA 17

From the table 4.3, the cross tabulation show the difference in the level of employment between male and female youths in Dar es salaam in which the total number of male employed are 10746 which is about 69.74% greater than 10,332 total number of female who are employed in which are about 49.2%, also the total number of un employed male are 4,662 that is 47.23% less than 5,209 total number of female who are un employed.

In which are about 52.77% of total woman (female). Therefore from the table above it shows that the late at which the total number of male employed is so high if compared to the number of total female who are employed, since males are employed in large number compared to number of female in Tanzania Dar es salaam.

4.3 Analyze the relationship exist between the unemployment and educational status.

The study is aiming to investigating the relationship which exist between the level of unemployment and the education level among the youth, the analysis was be conducted through using the chi square test in which it was help to understand the relationship between them.

Table 4.5: Relationship between the Unemployment and educational level

	University	Secondary	Primary	Total
Employment	14615	2038	87	16740
Un employment	683	1044	720	2447
Total	15298	3082	807	19187
Person chi2(2) = 0.006 p = 0000 α = 0.05				

Source: Authors' compilation from STATA 17

From the table 4.4 it show the relationship between the educational level and Unemployment status ($X^2 = 0.006$, P-value = 0.000 and $\alpha = 0.05$), since the p-value is less than the alpha therefore there is statistically significant relationship between the education level and Unemployment in which, youths who have the highest education level have the great opportunities to get hired if compared to those in secondary and primary school, therefore to be with highest education level attainment there is also high possibilities of get employed, and vice-versa.

4.4 Examine factors which influencing the youths unemployment in Dar es Salaam Tanzania

Table 4. 6: Table show Relationship between the Dependent variable and independent categorical variables

Variable	Response		Employed	UN-employed	χ^2	p-value
Marital status	Single	Count	6219 (37.16%)	2023(82.50%)	0.0018	0.000
	Married	Count	10516(62.84%)	429(17.50%)		
Education	Primary	Count	89 (00.53%)	718 (29.28%)	0.006	0.000
	Secondary	Count	2034(12.15%)	1048(42.74%)		
	University	Count	14612 (87.31%)	686(27.98%)		
Health Status	No disability	Count	16217 (96.90%)	22189(89.3%)	318.90	0.000
	Disability	Count	518(3.10%)	263 (10.73%)		

Source: Authors' compilation from STATA 17

From the table 4.5, Show the relationship between the dependent variables and independent categorical variable.

4.4.1 Relationship between Unemployment status and the marital status.

From the table 4.5, it show that there are statistically significance relationship between the Unemployment status and Marital status at 0.05 level of significance, ($P=0.00$, $X^2 = 0.0018$ and $\alpha=0.05$). The analysis showed that, those who are married about 10,516 which is equal to about 62.84%, are more employed if compared to those who are single (not married) who are about 6,219 (37.16%) of all total employed youths between the married and un married.

4.4.2 Relationship between Unemployment status and the Education level.

From the table 4.5, it show that there are statistically significance relationship between the Unemployment status and Education level at 0.05 level of significance, where

($P=0.00$, $X^2 = 0.0064$ and $\alpha=0.05$), in which youths who have higher education level attainment (university education) are more employed if compared to other level of education attainment, that their about 14,612 which is equal to 87.31% of all educated students from primary to university level

4.4.3 Relationship between Unemployment status and the Health status.

From the table 4.5, Since P-value is less than alpha ($P=0.00$, $X^2 = 318.906$ and $\alpha=0.05$), it show that there are statistically significance relationship between the unemployment status and health status at 0.05 level of significance, in which youths with disability are not more likely to be employed if compared to those with no disability, from the table 4.5 it show that about 16,217 which is equal to 96.90% of youths with no

disability are employed while at the same time 518 which is equal to 3.10% of youth with disability also are employed. The analysis showing that youths or people with no disability are likely to be employed if compared to those with disabilities.

4.5 Logistic regression analysis

Refer to statistical model that models, the long odds of an event as a linear combination of one or more independent variables. The logistic regression measures the relationship between the categorical target variable and one or more Independent variable, The study was conducted through using the binary logistic regression in which it categories or comprise of two response outcomes.

Table 4.6, below show that the log likelihood chi-square LR= 4694.11 with a degree of freedom of 7, in which the P-value (Prob > chi2 = 0.0000) is less than $\alpha = 0.05$, so it show that there is a significance relationship between the dependent variable with the independent variables, it means that the predictors variables have the significance effect on the dependent variable.

The model showing that the predictor variables Age, marital status, Gender (Sex), and Education level are significant to the model, therefore their well-defined the model and having the significance effect on the dependent variable also at the same time the variables Family size and Health status were not significant at 0.05% level of significance.

Table 4. 7: Binary Logistic Regression outputs

Unemployment status	Coefficient	Odds Ratio	Z	P-value
Education level				
Primary education	-4.511692	0.0109799	-35.10	0.000
Secondary education	-1.827077	0.1608831	-22.88	0.000
University(reference)				
Gender				
Female	-0.4260874	0.6530593	-7.90	0.000
Male (Reference)				
marital status				
Married	0.1766166	1.193174	1.99	0.047
Single (Reference)				
Age	0.0312998	1.031795	7.50	0.000
Health status				
No disability	-0.0539303	0.9474982	-0.61	0.544
Disability (reference)				
Family size	-0.0113339	0.9887301	-1.43	0.154
Constant	2.260553	9.588387	13.98	0.000
Number of observations	Obs = 19,187			
Chi-square	LR chi2(7) = 4694.11			
P- value	Prob > chi2 = 0.0000			
prob>chi2=0.0000	Pseudo R2 = 0.3208			
Log likelihood	-4970.3249			

Source: Authors' compilation from STATA 17

4.6 Interpretation of results

Table 4.6 findings present the results of the Binary logistics regression by using the odds ratio as follows.

The youths who have primary education attainment, they were about 0.0109799 times less likely to get an employment if compared to the youths who have the higher learning education attainment (university), also youths who have attained the secondary education level were about 0.1608831 times less likely to get an employment if compared to youths who have the higher learning education attainment, therefore the possibilities of being employed for those who attained the higher learning education is so high if compared to other levels.

The odds ratio of 1.193174 marital status, show that the Youths who are already married were about 1.193174 time more likely chance of being employed compared to those who are single, therefore the youths who are married they are most have a great possibilities or opportunities to be employed compared to those who are not married.

The odds ratio for the Age status specifically to youths was 1.031795, it showing that as the age of the youth increased by a unit also the youth possibilities of getting an employment was increased by 1.031795 chance, at 5% level of significance.

The odds ratio for the health status was 0.9474982, this showing that the number of youths who have disability or health problem was about 0.9474982 time less likely chance to be employed

compared to youths with no disability or health problem, Therefore we may conclude that youths with disability their chance to get an employment is too low if compared to those with no disability who can work effectively and efficiently.

The household size, when increased by one unit also the possibility of an individual to be employed decreased by 0.9887301 at 5% level of significance, this means that if household member increased also demand of labor will be lower than supply of the labor, therefore due to large number of youths, the effect will raise the employment problem.

Gender was 0.6530593 odds ratio, this showing that the female was about 0.6530593 times less likely chance to be employed if compared to male, therefore results show that male have the higher chance(possibilities) to be employed if compared to female, so the number of male who are employed are large than number of the number female.

5.0 Concluding Remark and Recommendation

5.1 Summary

This study intended to determine the key factors which cause the un employment problem in Tanzania specifically in Dar ES salaam, the study involve of the use of secondary data from National bureau of statistics (NBS) and Demographic health survey (DHS), in which it employ the binary logistic regression, to predict the effect of independent variables to the dependent (unemployment status) variable, in which the variables age, education, sex and marital status were significance.

5.2 Conclusion

The first objective of the study was to analyze the unemployment rate among urban youths by gender. The results indicated that gender is a significant factor in determining youth employment. Males appear to have a higher priority for employment compared to females, likely due to social differences and gender inequality. Men often have greater employment opportunities because women experience more gender-based disparities.

The second objective was to analyze the relationship between unemployment and educational status. The findings showed that education is statistically significant in relation to unemployment status. Youths with higher education levels have a higher likelihood of securing employment compared to those with only primary or secondary education. This is because higher education provides practical knowledge and skills that are in demand by employers, making employment more accessible for graduates.

The third objective was to examine the factors influencing youth unemployment. The results showed that age, marital status, gender, and education were statistically significant at a 5% level of significance. Employment is influenced by these factors, depending on the situation. For example, males are more likely to be employed than females, as the data shows a higher number of employed males. Additionally, higher education increases the likelihood of employment, highlighting the importance of advanced education for better job prospects.

5.3 Recommendations for Action.

The study found that unemployment among youth is the problem in which automatically it can be influenced by different factors. It has been found that age, sex, marital status and education level was significant factor that determine the level of employment to the

youth, therefore researcher perceive that in order for someone to be employed, should maintain or at least try to attain the higher learning education which it was enable someone just to have the fresh practical knowledge and some skills to work if compared to other level of education, primary and secondary education, but also the government of Tanzania should cross check on the issue of equality between male and female on the issue of employment opportunity so as to boost the level of woman employment in the country, to attain the same level of employment to both sex, so the policy should be formulated to solve the issues in the society.

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