

APPENDICES:

Appendix 1: Letter of acceptance from Liberty Care Centre

Appendix 2: Liberty Care Centre organizational chart

Appendix 3: Project actual implementation schedule

Appendix 4: Project budget

Appendix 5: Survey questionnaire

Appendix 6: Power Point Presentation

APPENDIX 1:

Liberty Care Centre,
P.O. Box 39983,
Dar Es Salaam.

October 5, 2005

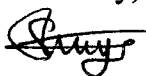
Dear Majiga,

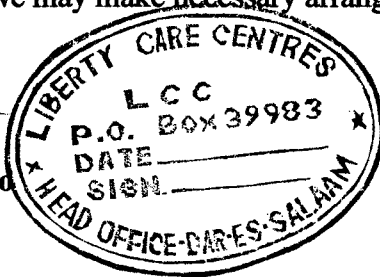
Re: Acceptance for working with LCC as part of your course requirement

The management of Liberty Care Centre is hereby informing you that your request of working with us as part of your course requirement has been accepted.

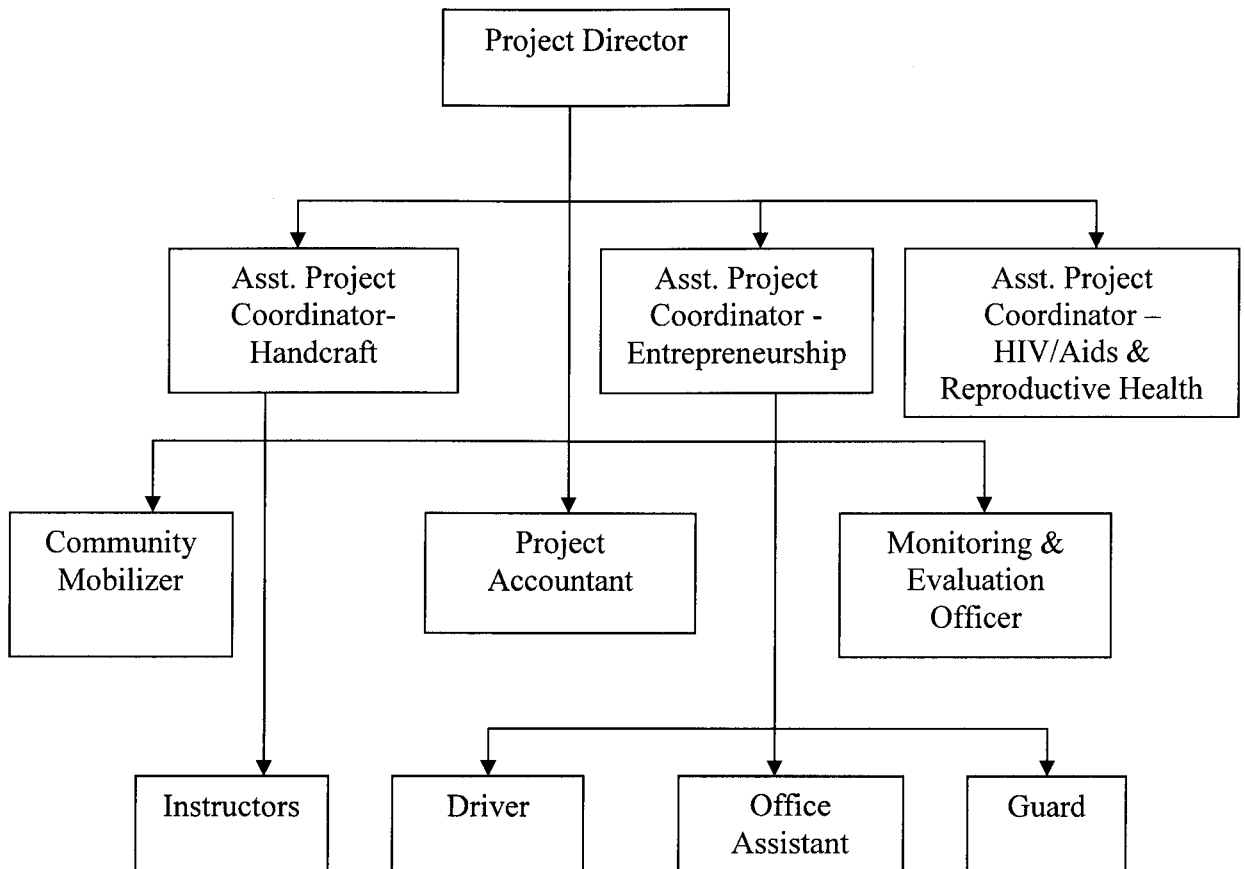
You are therefore required to come to the office and meet wit at your most convenient time so that we may make necessary arrangements for you to start working.

Yours truly,


Stephen Ovid
Director



Appendix 2: Liberty Care Centre Organizational Chart



Appendix 3: Project actual implementation Schedule

[illegible]

Appendix 4: Project Budget

The budget duration is one year

BUDGET LINE ITEMS	UNIT COST	UNITS	AMOUNT (TSH)
I. PERSONNEL:			
Salaries and Wages:			
(i) Project Accountant	500,000.00	12	6,000,000.00
(ii) M&E Officer	500,000.00	12	6,000,000.00
(iii) Community Mobilizer	500,000.00	12	6,000,000.00
(iv) 5 Instructors	1,500,000.00	12	18,000,000.00
(v) Office Assistant	250,000.00	12	3,000,000.00
(vi) Guard	180,000.00	12	2,160,000.00
SUBTOTAL			41,160,000.00
II. FRINGE BENEFITS			
10% of salaries	-		-
SUBTOTAL	-		-
III. CONSULTANTS:			
(i) Financial Consultant	100,000.00	3	300,000.00
(ii) Management Consultant	100,000.00	3	300,000.00
(iii) Audit fee	1,000,000.00	1	1,000,000.00
SUBTOTAL			1,600,000.00
IV. TRANSPORT:			
(i) Perdiem	540,000.00	4	2,160,000.00
(ii) Ground Transport	480,000.00	4	1,920,000.00
(iii) Day to day transport on official duties			2,400,000.00
SUBTOTAL			6,480,000.00
V. OTHER DIRECT COSTS			
(i) Office Rent	250,000.00	12	3,000,000.00
(ii) Office supplies	2,200,000.00	1	2,200,000.00
(iii) Printing	2,400,000.00	1	2,400,000.00
(iv) Utilities	400,000.00	12	4,800,000.00
(v) Bank charges	300,000.00	12	3,600,000.00
(vi) Communication	150,000.00	12	1,800,000.00
(vii) Project coordinators' commission	650,000.00	12	7,800,000.00
(viii) 3 Assistant Project coordinators' commis	1,800,000.00	12	21,600,000.00
SUBTOTAL			47,200,000.00
VI. EQUIPMENT			
(ii) Computer	1,200,000.00	6	7,200,000.00
(ii) Photocopier	4,500,000.00	1	4,500,000.00
(iii) Workshop tools:			
- Carpentry	5,000,000.00	1	5,000,000.00
- Tailoring	2,000,000.00	1	2,000,000.00
- Batiki making	500,000.00	1	500,000.00
- Molding	300,000.00	1	300,000.00
- Materials	4,000,000.00	1	4,000,000.00
SUBTOTAL			23,500,000.00
CONTINGENCY 10% TOTAL COST			11,994,000.00
TOTAL			131,934,000.00

Source of fund:

The budget duration is one year, 10% of the total budget will come from members and community contribution while 90% is expected to be raised from donors both local and international.

**Appendix 5: Survey Questionnaire on unemployment problem among youths
aged 15 - 29 at Kitunda ward**

Name.....

Date.....

Sex.....

1. How old are you?

- (1) 15 to 19 (2) 20 to 24
(3) 25 to 29

☐

2. What is your education?

- (1) Primary education (2) Secondary education
(3) College education (4) Dropout

☐

3. What are you doing for a living?

- (1) Small business (2) Farming
(3) Artisanship (4) Poultry keeping
(5) Idle

☐

4. How much are you earning from your occupation?

- (1) 5,000 to 20,000 (2) 21,000 to 40,000
(3) 41,000 to 60,000 (4) Above 60,000

☐

5. If you are not working, what is the reason?

- (1) Still looking for a job (2) I have no working skills
(3) I haven't decided yet (4) I am under age
(5) Others (explain).....

☐

6. For how are you unemployed?

- (1) More than one year (2) More than one month
(3) More than one week (4) More than 2 days

☐

7. Who are you staying with?

- (1) Both parents (2) My father
(3) My mother (4) A guardian
(5) Alone

☐

8. What is your father's occupation?

- (1) Formally employed (2) Artisan
(3) Business (4) Gardener/ Poultry keeper
(5) Idle (6) Others (explain).....

☐

9. What is your mother's occupation?

- (1) Formally employed (2) Artisan
(3) Business (4) Gardener/ Poultry keeper
(5) Idle (6) Others (explain).....

☐

10. What is your father's education? ☐
 (1) Primary education (2) Secondary education
 (3) College education (4) Not educated
 (5) Others (explain).....
11. What is your mother's education? ☐
 (1) Primary education (2) Secondary education
 (3) College education (4) Not educated
 (5) Others (explain).....
12. How many children are you in your family?.....
13. What do you understand by the term employment?.....

14. Being unemployed how do you see yourself in your community?.....

15. What challenges do you encounter because of not being employed?.....

16. What major differences can you tell between the employed and the unemployed youth?

17. Would you prefer self-employment or being employed?.....

18. What kind of employment would you prefer in your locality?.....

19. If you prefer self-employment why are you not running your own venture?.....

20. Who do you think is responsible for youths employment?.....

21. What do you think should be done so that many youths get employed?.....

22. In the table below there are some of the factors that may be regarded as reasons for youth unemployment. Put a mark as appropriate according to the weight of the factor. (1=Very little, 2=Little, 3=Not sure, 4=Much, 5=Very much)

Factor	5	4	3	2	1
Education					
Age					
Sex					
Cohort size					
Parent's income					

APPENDIX 6:

Southern New Hampshire University & The Open University of Tanzania.

Master of Science in Community
Economic Development (2007)

1. Community Needs Assessment

Community Profile

- According to the 2002 Population and Housing Census Kitunda ward has a population of 8,888.
- Most of residents are casual labourers, poultry keepers, and peasants.
- There is a very low level of education among parents.
- Parents are not able to provide their children with good education.

Youth Entrepreneurship Initiative Project, Kitunda ward.

- Presented in partial fulfillment of requirements for the M.Sc. In Community Economic Development
- Approved by: Mr. Hamidu Shungu
- Presented by: Mr. Majiga, Robert

Community Needs Assessment....cont'd

Project history and community context

- The Project is hosted by Liberty Care Centre (LCC) which is a local NGO established in 2002.
- To fight against the worst forms of labour among youths by provision of vocational training to promote income generation through fair employment.

(i) Abstract

- The project is based in Kitunda ward where most parents are of low income. A large number of youths who have completed primary education and some who didn't manage to get the primary education are idle due to lack of employment skills.
- The situation has increased poverty in the area and the youths are the most affected group because some have even been stopped from going to school by guardians and/or parents in order to engage themselves in income generating activities to support the households economically.
- The project has devised a mechanism that will create self-employment by providing vocational training in various handcraft skills as well as reducing the spread of HIV/AIDS.

Community Needs Assessment....cont'd

Demographic Characteristics

- Kitunda ward is in Ukonga constituency, out of the entire population it has a population of 3,089 youth age 15-29.
- The age and sex distribution of youth from age 15 to 29 is as shown below

Age group	15-19	20-24	25-29	Total
Male	456	528	491	1,475
Female	497	615	502	1,614
Total	953	1,143	993	3,089

Community Needs Assessment....cont'd

- Currently the target community is faced with an increasing number of primary school drop-outs and orphans who couldn't even manage to complete primary education.
- The youth are in the situation of joblessness resulting from lack of basic work skills and the inability of being self employed.
- The desired condition is to enable these youth acquire basic life skills through vocational training and in the process to make them aware of the spread and how to protect themselves from contracting HIV/AIDS

Problem identification....cont'd

Goal of the Project

- To economically empower the community youths through vocational training for the aim of making them self-employed

Objectives

- To enable more than 100 youths to acquire different life skills such as carpentry, tailoring, molding and batik making by the end of December 2006.
- To establish 4 production groups by the end of June 2006
- To provide various working tools to each of the groups by the end of June 2006.

2. Problem Identification

Problem statement

- An increasing number of youth unemployment due to lack of skills is a contributing factor to entrenched poverty in Kitunda ward. The expansion of international poverty and unemployment in the world over the last few decades has been associated with the on set of the capitalist market, economic crisis or boom in the so called "poverty sector" (James, 2002), leading to unemployment and social unrest.

Little attention has been paid to poverty among youths as related to unemployment and this is a problem that needs to be addressed (REPOA 2004).

3. Literature Review

Theoretical Literature

- Who are the youth
- What is unemployment
- The problem of youth unemployment
- Factors contributing to youth unemployment

Empirical Literature

- Skill training available to youth in various groups

Policy Review

- International Youth Policy
- Tanzania National Youth Development Policy

Problem identification continued

- According to the 1991/2 survey, the basic needs poverty incidence for Dar es salaam was 5.6% and for the other urban areas 41%
- In sub-Saharan Africa, a person below 25 years is three times as likely to be unemployed as a person above 25; this is the result of a high rate of population (3.2% in Africa).

4. Research Methodology

Survey Methods

- The research design
Is cross-sectional since it aims at collecting data at one point in time. It is a descriptive cross-sectional research as it is concerned with describing certain factors related to unemployment among youths.

- Sample selection and size
 - Convenient Sampling
 - 62 youth of age 15 – 29.

- Research questions
 - What are the factors influencing youths unemployment?
 - What are the possible ways of addressing the unemployment problem to the youths aged (15-29)?
 - What are the perceptions of youths around Kitunda ward towards employment and unemployment?

5. Results & Recommendations... cont'd

■ Factors affecting youth employability

- 51.6% recognized that having good education is very important for securing employment.
- 11.3% were not sure whether education was a significant factor or not.
- 1.6% said that education was very insignificant
- 36% were not sure whether the youth cohort size was significantly a hindering factor towards employment.
- 9.7% said that the youths cohort size was not significant at all.
- 19.4% said the larger number of youths in the labour market is very significant factor contributing to the problem of unemployment.
- 24.2% said age was not very significant factor.
- 17.7% were not sure of whether age was significant or not.
- 14.5% said that age was a very significant factor for a person to be employed.

6. Implementation

Product and Output

- 100 youth to acquired vocational skills in carpentry, tailoring, molding and batik making by the end of December 2006
- Four production groups of to be formed by the end of December 2006

Results & Recommendations... cont'd

■ Feelings of unemployed youth

Youths said they suffer social exclusion as shown below

- 33.9% said they were being regarded as criminals
- 25.8% said they were being disregarded and seen as useless in their families
- 16.1% said they were being stigmatized

Implementation... cont'd

Actual implementation of the project

The actual implementation of the project started late compared to the implementation plan due to failure of getting the resources in time.

- The tailoring course started in July'06 instead of January'06 as planned
- The batik making course started in April'06 instead of January'06 as planned
- The entrepreneurship course started in April'06 instead of March'06 due to the fact that it had to be conducted subject to commencement of other courses.
- HIV/AIDS & Reproductive health course started in April'06 because it also had to be conducted subject to commencement of other courses.
- Other activities such as carpentry, molding, formation of production groups, loan capital to production groups and monitoring production could not start due to unavailability of resources

Results & Recommendationscont'd

Recommendations

- To organize sensitization workshops on the socio-economic impacts of unemployment among youth and the need to mainstream youth and gender concerns into all programmes.
- Formulate a national employment Policy responsive to gender and youth concerns.
- The government should improve school curricula and quality of education which prepares young men and women at any level and any age to be able to employ themselves
- Household economic empowerment will reduce unemployment among youths since most of the uneducated and hence unemployed youth come from poor families.

Implementation... cont'd

Activity	Month												Resource	Responsible Person
	1	2	3	4	5	6	7	8	9	10	11	12		
Tailoring course								%	%	%	%	%	Sewing machines, cloth, flip charts, markers, exercise book and pens & instructor's salary	Asst. Project Coord-Handicraft
Batik making course				%	%				%	%	%	%	Cloth, Barrels, dye, charcoal, strings, exercise books and pens & Instructor's salary	Asst. Project Coord-Handicraft
Entrepreneurship course				%	%	%	%	%	%	%	%	%	Flip charts and markers, exercise books and pens and facilitator's salary	Asst. Project coord-Entrepreneurship
Training on HIV/AIDS & Reproductive health				%	%	%	%	%	%	%	%	%	Flip charts and markers, exercise books and pens and facilitator's salary	Asst. Project Coord- HIV/AIDS & Reproductive health

6. Monitoring, Evaluation & Sustainability.

Summary of Actual Monitoring table

Goal	Objective	What to monitor	What records to keep	Who collects data	Timeline
To economically empower community youth through vocational training to make them self-employed	i) More than 100 youth to acquire life skills by Dec 2006	Level of trainees attendance	# of students attending classes	Trainers	April '06 - Dec '06
			# hours for each class lesson	M&E Officer	April '06 - Dec '06
			# of students understanding the lessons	M&E Officer Project Superv.	April '06 - Dec '06
	Trainers' performance		Time taken between starting and finishing the syllabus	M&E Officer Project Superv.	April '06 - Dec '06
			Time of beginning and finishing each class session	M&E Officer	April '06 - Dec '06

Monitoring, Evaluation & Sustainability....cont'd

Project Sustainability

- The project is working in collaboration with Kitunda ward development office and Ilala municipal council.
- Parents and guardians are encouraged to become committee members so that they participate in decision making.
- The establishment of production groups and collection of money through sales of products.
- The training classes enrolled other interested students who pay school fees.
- HIV/AIDS and Reproductive health education will continue being imparted by peer educators who have received early training.
- The organization provides training on entrepreneurship and marketing to the youths to make sure they can continue to run the production groups.

Monitoring, Evaluation & Sustainability

....cont'd

Summary of Actual Evaluation table

Objectives	Indicators	Tools	Expected outcome	Actual Outcome
i) To examine viability of project through internally generated funds & external links	Income generated by the production groups	Accounting records	Enough money from sales to buy tools	Very little money
	Community participation	Meetings	People turning up to trade with the groups	People turn up but no enough goods
	Government, Financial institutions and donors	Meetings Interviews	Eligible for aids and rated as highly creditworthy	Inaccess to aids due to low creditworthiness

7. Conclusion

- The goal has remained the same over the life of the project neither were there any changes in the objectives. However, all the three objectives are yet to be fully achieved since the second and third objective are subject to the successful completion of the first objective. The first objective of the project was to enable more than one hundred youths to acquire different basic life skills such as carpentry, tailoring, molding and batik making by December 2006 but the project has only been able to accommodate 40 students due to its small capacity. Efforts are being done to ensure completion of the remaining task.

Summary of Actual Evaluation table ...Continued

Objectives	Indicators	Tools	Expected outcome	Actual Outcome
ii) To explore the capacity of trainees as key elements for project sustainability	# of youths joining and completing the course	Enrollment Registers Attendance Registers	High enrollment rate	High enrollment rate but unable to accommodate
	# of training sessions per program	Lesson plan	5 Class hours per day	5 Class hours per day
	Ability to undertake skilled duties	Practical performance records Observation	All trainees able to undertake skilled duties perfectly	80% able to undertake skilled duties
	Quantity and quality of goods produced	Practical performance records Observation Observation	Large production and high quality goods	Low production and medium quality due to few and inferior resources

The End

- Thank You