

Improving community based organizations performance for youth employment creation in Tanzania: a case study of Kigoma Municipality

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This study intended to examine the operation of Community Based Organizations (CBOs) in increasing youth employment in Tanzania. The study specifically investigated the contribution made by CBOs towards youth employment, mechanisms used by the CBOs in youth's employment generation and problems encountered by the CBOs in attaining their objectives of youth employment.

Due to the complexity of the research problem, a mixed methods research approach was employed in data collection and analysis. In particular, research methods such as documentary review, interviews and questionnaires administration, focus group discussion and photography were used to gather data. In data analysis both content techniques and descriptive statistics were used.

The study revealed that, there has been tremendous growth in a number of CBOs in Kigoma municipality between 2013 and 2017. Majority of youth assisted by CBOs in employment generation from that time are single and most of them are men, who are involved in skilled and unskilled activities with low income mostly used to fulfill basic needs. Few youths have managed to make investments from the income they generate. Assistance provided by CBOs mostly includes training on different skills, provision of working equipment and its accessories, and provision of loans. Some of the challenges the CBOs face in employment generation include lack of funds and cooperation from youth within and outside the CBOs.

Multiple efforts involving both government and non-government actors are required to address the problem. This includes reviewing the curriculum in order to equip youth with knowledge and skills that can be applied in their environment. It is also recommended that all stakeholders enhance monitoring and evaluation of employment generating programs in order to improve the performance of the programs. It is also important that CBOs involve the community in their activities to improve the activities done by them. Given the complexity of the problem, it is key

that the government collaborates with other institutions by creating an enabling environment for them to assist the community.