

**THE ROLE OF NATIONAL SOCIAL SECURITY FUND IN THE SOCIO-  
ECONOMIC DEVELOPMENT OF TANZANIA: A CASE OF  
DAR-ES-SALAAM REGION**

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**CERTIFICATION**

The undersigned certifies that has read and hereby recommends for the acceptance by the Open University of Tanzania a dissertation titled: The Role of National Social Security Fund to socio-economic development in Tanzania; A case of Dar Es Salaam Region, in fulfillment of the requirements for the degree of Masters of Business Administration (Finance) of the Open University of Tanzania.

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Signature

Juvenalis K. Ntungi

.....  
Date

## **DEDICATION**

This work is dedicated to my lovely Christina Laurent for her support during this study.

Also, this work is dedicated to my beloved parents, late Mr. and Mrs. Kalugulwa; without their great help and sacrifices during my upbringing I would not have gone to school.

## ABSTRACT

This study aimed at analysing the role of NSSF in the socio-economic development of Tanzania. The Data collected was analyzed by Frequencies and Multinomial Logistic Regression tools and hence the study findings were sorted and coded using SPSS software. The researcher used questionnaire as a tool of data collection. The findings showed that, overall average of respondents showed that 69.7% responded. The hypothesis 1, 2, 3 and 4 were supported by  $0.336 > 0.05$  at a *beta* coefficient of 67.988,  $0.825 > 0.05$  at a *beta* coefficient of 69.7090,  $1 > 0.05$  at a *beta* coefficient of 64.603 and  $0.302 > 0.05$  a *beta* coefficient of 68.250 respectively. The researcher recommended that, the government should implement rules and regulations which favour NSSF operations and repay loans in time. NSSF should encourage the society to be members and the society should support NSSF by leaving some of their piece of land to be used in development project. It was concluded that investment project, employment opportunities, development project, credit facilities lead to increase in Gross Domestic Product, Gross National Product, and poverty alleviation. They also lead to social welfare, rise in standard of living, better education, greater income distribution and credit facilities. This also leads to socio-economic development of Tanzania as a community.

**Key words:** National Social Security Fund, Social economic development, Tanzania.

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I would like declare that I bear all responsibilities for all errors that will be found in this work.

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**ABBREVIATIONS AND ACRONYMS**

AIDE	Average Insurable Daily Earnings
C	Contribution
CAG	Controller and Auditor General
CDP	Community Development Project
DP	Development Project
EAC	East African Community
GDP	Gross domestic products
GEPF	Government Employee Provident Fund
GESWCO	Ghulkin Education Social Welfare Conservation Organization
GNP	Gross National Product
HID	Human Development Index
I	Investment
ILO	International Labour Organization
ISSA	International Social Security Association
LAPF	Local Authorities Pensions Fund
LED	Local Economic Development
MBA	Master of Business Administration
NGOs	Non Government Organisations
NPF	National Provident Fund
NSSF	National Social Security Fund
OCED	Organization and Economic Community Development
OLS	Ordinary Least Squares
PAC	Public Account Committee

PDB	Permanent Disablement Benefit
PDB	Permanent Disablement Benefit
PPF	Parastatal Pensions Fund
PSPF	Public Service Pensions Fund
SADC	Southern African Development Community
SFA	Stochastic Frontier Analysis
SL	Standard of living
SPSS	Statistical Package for Social Science
TDB	Temporary Disablement Benefit
TPB	Tanzania Postal Bank
UDOM	University of Dodoma
UNECLAC	UN Economic Commission on Latin America and Caribbean
W H O	World Health Organization



## CHAPTER ONE

### 1.0 INTRODUCTION

#### 1.1 Introduction

This study covers the contributions of the Social Security Fund toward the socio-economic development of Tanzania and the population at large. Whereby socio-economic development means "improvement in a country's economic and social conditions" more specifically, it refers to improvements in ways of managing an area's natural and human resources in order to create wealth and improve people's lives. Geographers often compare levels of development between different countries or regions and the people who live in them - talking about more economically-developed countries and less economically-developed countries. Development is considered in terms of either economic or human development, and ways of measuring development are called development indicators.

Tanzania is an example of a country that has suffered the most devastating roles of bad governance. According to Kimboy (2015) Tanzania social security funds could be thrown into a pension crisis due to a whopping Sh9 trillion debt the government owes, according to Controller and Auditor General (CAG). According to the CAG's 2013/2014 annual general report, the huge debt— some of it unsecured— is likely to throw the funds into a benefit payment crisis soon. Mounting debts over the years could have a substantial impact on the liquidity of the social security funds, CAG warned, and throw the liquidity of social security funds off balance— which would have a knock-on effect on operations and their ability to meet short and long term obligations, including payment of retirement benefits.

The debt stands at Sh. 9 trillion now, according to a report by a task force formed to review government debts to social security funds. The task force comprising stakeholders was formed following a mismatch of loan details between the government and the funds during a meeting with the Parliamentary Public Account Committee (PAC). In October 2014, it came to light that the government had borrowed Sh1.88 trillion from the funds to take care of a variety of projects as at September 30, 2014. Some Sh. 7.1 trillion of the huge debt reportedly relates to what the government owes the Public Service Pension Fund in unremitted members' contributions since it was established in 1999.

The CAG has spoken of his concern about the government's inability to pay the loans to the pension funds in keeping with their agreement. During a reconciliation meeting in October 2014, it was agreed that the government would pay Sh 937.87 billion. But, as of 7 March 2015, the funds had yet to receive the outstanding amount. In the meantime, the CAG warns, the government's debt burden will continue to rise as some of the loans bear interests and penalties. "Recovery of principal amounts and interest income on time is crucial to Social Security Funds for them to be able to maintain their required levels of liquidity," the CAG warns in his report. However, government debt from the social security funds has been rising with little or no repayment.

By withholding the money it owes pension funds, the government poses an opportunity cost to Social Security Funds as the money would have been invested in more profitable undertakings and earn more income. The CAG was also concerned about the tendency of some of the funds to lend money to the government on the basis of oral agreements.

In the absence of loan agreements or written government guarantees, the CAG warns, the pension funds have limited assurance that these loans will be paid and this could have

adverse effects on the funds. Worse still, computing interest and penalties may be compromised as criteria for such deals have yet to be concluded. The LAPF Pensions Fund is one of the funds that gave the government loans without watertight agreements. According to the report, LAPF gave a Sh. 36.18 billion loan to Hombolo Local Government Training Institute without either a government guarantee or agreed repayment plan.

Moreover, the National Health Insurance Fund gave the University of Dodoma a loan to put up Phase 1 of the Medicare Centre. Some Sh. 43.36 billion of that amount remains unpaid and there is neither a loan agreement nor government guarantee in respect of this loan. According to a breakdown in the task force team report presented to PAC in October 2014, the government owes LAPF Sh.173.23 billion, PSPF Sh. 478.56 billion, PPF Sh. 275.68 billion, NHIF Sh.106.58 billion, NSSF Sh. 827.51 billion and GEPP Sh.14.33 billion.

### **Social security development in Tanzania**

Social security development is one of the measures that have been adopted by developing countries including Tanzania to overcome poverty related challenges. The relevancy of social security in promoting economic growth and poverty reduction stems from its roles in saving mobilization, capital market development and income redistribution. According to monetary studies it is revealed that if social security is considered in socio-economic and poverty reduction programmes, significant progress can be made in improving standards of living in the developing world.

Owing to this noble role in poverty reduction and economic development, social security reforms are being undertaken in different parts of the world to align social security systems and programmes to economic growth and development. The ultimate objective

is to develop a social security system that responds to country needs and priorities. For the last 5 years, Tanzania's economic development has been a success story to many in the region with tremendous developments in all sectors of the economy. Though this rapid economic transformation can be attributed to many factors, the Social Security Funds of Tanzania played a significant role.

It is this central place of social security in the country's socio-economic progress that has prompted the government to improve social security administration and systems by conducting reforms. The administrative reform introduced the merging of existing social security institutions into one national body while social security system reform introduced the provident fund. While there is a general appreciation of the role of Tanzania's social security scheme in the country's on-going economic transformation, no study has been conducted to quantitatively illustrate the contributions of the scheme to Tanzania economy. This study is therefore intended to demonstrate how the Social Security Fund of Tanzania has contributed to the development of the economy, hence justifying the aforementioned attempt by developing countries to develop social security as a strategy of achieving accelerated socio-economic progress.

Before discussing the aforesaid roles, it is important at this stage to briefly describe the Social Security Fund of Tanzania (Peter *et al.*, 2004:1), hereinafter referred to as the Fund is a public institution created in 1962 to administer two branches of pension and occupational risks. Its principle functions are; to collect contributions from members, pay benefits to qualifying members and productively invest the surplus.

## **1.2 Background of National Social Security Fund**

The National Social Security Fund (NSSF) was established by the Act of Parliament No. 28 of 1997 to replace the defunct National Provident Fund (NPF). NSSF is a compulsory

scheme providing a wider range of benefits which are based on internationally accepted standards. NSSF covers the following categories of employers and employees: private sector which includes companies, non-governmental organizations, embassies employing Tanzanians, International organizations, organized groups in the informal sector including the Government ministries and departments employing non-pensionable employees, Parastatal organizations, Self-employed or any other employed person not covered by any other scheme and any other category as declared by the Minister of Labour.

The scheme is financed through contributions at the rate of 20% of employees' salary. The employer is required to deduct from employee's gross salary the amount of contribution not exceeding 10% of the employee's salary. The employer adds the remaining balance to make the required contribution rate of 20%. The investment scheme of the NSSF is a fully funded scheme running under defined benefit principles. All funds collected are wholly invested for the purpose of financing benefit payments.

The scheme provides seven benefits which are categorized as long term benefits and short term benefits as follows; Long Term Benefits/Pensions are retirement pension, invalidity pension, survivor's pension and Short Term Benefits/Pensions are funeral grant, maternity benefit, employment injury benefit and health insurance benefit. Pension is a term which expresses all long-term benefits offered by the scheme. It defines periodical payments given to a retired member, invalid persons and survivors of the deceased member to replace the loss of income resulting from old age, disability or death an important issues under NSSF benefits.

### **1.3 Statement of the problem**

National Social Security Fund deals with development project, investment, public services, social responsibilities, planning and collection of contribution from members. Through this function there is a role in which the society gained and causing the NSSF to be the leading service provider in Tanzania. In this case there is a need to a society to know gross domestic product, poverty alleviation, improved standard of living and improved education level resulting from the function of NSSF through its function of social responsibility.

Most of the public are not aware of the good job which is done by NSSF, so that it is the responsibilities of a researcher of this study to make aware the society to know the important of NSSF to socio-economic development in Tanzania which implies to gross domestic product, improved standard of living, poverty alleviation, social welfare, income distribution, credit facilities and improved standard of education. These would be attained by the whole of the public once they have to utilise effectively the betterment which is offered by NSSF such as houses and plots at a cheaper price, employment opportunities, student loan, infrastructures and planned settlement by allowing NSSF projects in their areas.

### **1.4 General Objective of the study**

The general objective of this study was to examine the role played by National Social Security Fund to socio-economic development in Tanzania.

#### **1.4.1 Specific Objective of the study**

- i. To analyse the roles of National Social Security Fund to socio-economic development in Tanzania.
- ii. To analyse the benefits of National Social Security Funds to contributing and non-contributing persons in Tanzania.
- iii. To examine the activities performed by National Social Security Fund towards poverty alleviation in Tanzania.

#### **1.4.2 Research Questions**

The research questions are the following:

- a) What are the roles of National Social Security Fund to socio-economic development in Tanzania?
- b) What are benefits of National Social Security Funds to contributing and non-contributing persons in Tanzania?
- c) What are the activities performed by National Social Security Fund towards poverty alleviation in Tanzania?
- d) What are the relationship between gross domestic product (GDP) and investment project in Tanzania?

#### **1.5 Hypothesis of the study**

This hypothesis testing constituted variables such as; gross domestic product, development project, standard of living, investment project and contributions. Therefore the study was governed by the following hypothesis

Whereby,

GDP = Gross Domestic Product, DP = Development Project, SL = Standard of living

I = Investment and C = Contribution

*Hypothesis 1:* The increase in development project such as planned settlement and surveyed plots has a positive influence on gross domestic product

( $\uparrow DP \rightarrow \uparrow GDP$ ).

*Hypothesis 2:* The improved standard of living and gross domestic product is positively related ( $\uparrow P \rightarrow \uparrow GDP$ ).

*Hypothesis 3:* Increase in investment has a significant positive influence on gross domestic product in Tanzania development ( $\uparrow I \rightarrow \uparrow GDP$ ).

*Hypothesis 4:* Contribution made by members has a positive relationship with gross domestic product ( $\uparrow C \rightarrow \uparrow GDP$ ).

## **1.6 Scope of the Study**

The purpose of this study was to inform the society that GDP, poverty alleviation, improved standard of living and improved education level were brought about by NSSF's function of social responsibility. The society utilises effectively the betterment offered by NSSF such as houses and plots for cheaper price, employment opportunities, student's loan, infrastructures and planned settlement. The society should be encouraged to join (be a member) this is due to the fact that contributors benefits more than non contributors.



### **1.7 Significance of the study**

This study is significant in the following ways: society would gain many benefits through joining (being members) including improved standard of living, employment opportunities, planned settlement and hence socio-economic development in Tanzania. The society would gain more information about how National Social Security Fund works and operate while stakeholders will get interpretation on how National Social Security Fund invests contributions to all residents. Besides this, the research is a requirement for the award of a Master of Business Administration degree. The research is also an addition to other studies carried out in the field of socio-economic development.

### **1.8 Organization of the dissertation**

This dissertation is composed of six chapters in which Chapter one presents Background of the study; Statement of the Problem; General objective of the study; Research questions; Scope of the study and Significance of the Study. Chapter Two provides Overview of the literature review; Conceptual definition; theoretical literature review; Empirical review; Research gap and Conceptual framework. Chapter Three gives Overview of the research methodology; Research philosophy; Research approach and design; Survey population and area of a research/survey; Sampling techniques and size; Variables and measurement procedures; Methods of data collection; Data procedures and analysis. Chapter four introduces data analysis of the specific objective of the study while Chapter five involves discussion of the findings/results and Chapter six deals with the summary of findings, conclusion and recommendations.

## CHAPTER TWO

### 2.0 LITERATURE REVIEW

#### 2.1 Introduction

This study covered the following areas of the study and hence the first part presents the conceptual definitions while the second part comprised theoretical review, third part presented the empirical literature review, the fourth part presented literature gape to be covered by the study and the fifth part provided conceptual framework which would guide this study.

#### 2.2 Conceptual definitions

##### *National Social Security Fund (NSSF)*

It is the largest pension scheme in Tanzania Mainland; it has been extended to cover employees in the private sector (informal economy), the contribution rate is 20 per cent of gross salary, shared equally between employee and employer.

##### **Investment**

In an economic sense, an investment is the purchase of goods that are not consumed today but are used in the future to create wealth. In finance, an investment is a monetary asset purchased with the idea that the asset will provide income in the future or appreciate and be sold at a higher price.

##### **Community Development Project (CDP)**

The development objective of the Community Development Project is to establish an effective and sustainable instrument to improve the living conditions and the economic status of disadvantaged communities.

**Social responsibility**

Socially responsible means that people and organisations must behave ethically and with sensitivity toward social, cultural, economic and environmental issues. Striving for social responsibility helps individuals, organisations and governments to have a positive impact on development, business and society with a positive contribution to bottom-line results.

**A public service**

Is a service which is provided by government to people living within its jurisdiction, either directly (through the public sector) or by financing provision of services. The term is associated with a social consensus (usually expressed through democratic elections) that certain services should be available to all, regardless of income. Even where public services neither publicly provided nor publicly financed, for social and political reasons they are usually subject to regulation going beyond that applying to most economic sectors.

**Planning**

Planning is a basic management function involving formulation of one or more detailed plans to achieve optimum balance of needs or demands with the available resources. The planning process identifies the goals or objectives to be achieved, formulates strategies to achieve them, arranges or creates the means required, implements, directs, and monitors all steps in their proper sequence.

**Contribution**

The NSSF covers all employers who have 5 or more employees between 16 and 55 years of age, with the exception of employees under the Government Pensions Act. The NSSF Act requires a registered employer to pay contributions to the Fund for his\her employees every month.

**Development economics**

Is a branch of economics which deals with economic aspects of the development process in low-income countries. Its focus is not only on methods of promoting economic development, economic growth and structural change but also on improving the potential for the mass of the population, for example, through health and education and workplace conditions, whether through public or private channels.

**Gross Domestic Product - GDP**

The monetary value of all the finished goods and services produced within a country's borders in a specific time period. Though GDP is usually calculated on an annual basis, it can be calculated on a quarterly basis as well. GDP includes all of private and public consumption, government outlays, investments and exports minus imports that occur within a defined territory. Put simply, GDP is a broad measurement of a nation's overall economic activity.

Gross domestic product can be calculated using the following formula:

$$\mathbf{GDP = C + G + I + NX}$$

Where,

"C" is equal to all private consumption, or consumer spending, in a nation's economy, "G" is the sum of government spending, "I" is the sum of all the country's businesses spending on capital and "NX" is the nation's total net exports, calculated as total exports minus total imports (NX = Exports - Imports).

**Full Employment**

The available labour resources are being used in the most economically efficient so that full employment embodies the highest amount of skilled and unskilled labour that could be employed within an economy at any given period.

**Standard Of Living**

The level of wealth, comfort, material goods and necessities available to a certain socio-economic class in a certain geographic area so that the standard of living includes factors such as income, quality and availability of employment, class disparity, poverty rate, quality and affordability of housing, hours of work required to purchase necessities, gross domestic product, inflation rate, number of vacation days per year, affordable (or free) access to quality healthcare, quality and availability of education, life expectancy, incidence of disease, cost of goods and services, infrastructure, national economic growth, economic and political stability, political and religious freedom, environmental quality, climate and safety. The standard of living is closely related to quality of life.

**Poverty alleviation**

The paramount goal of development assistance such as helping the very poorest of the poor achieve a better quality of life in order to enable the largest number of people to get above the poverty line.

**A credit facility**

The type of loan or debt strategy that is often used in a business or corporate setting and this kind of credit is used as part of the overall process of arranging equity financing. Credit facilities can involve several different forms of credit, ranging from revolving credit to a line of credit that is available for the company as a source of standby funding.

**Health**

Is the level of functional or metabolic efficiency of a living organism, in humans it is the ability of individuals or communities to adapt and self-manage when facing physical, mental or social challenges. The World Health Organization (WHO) defined health in its broader sense in its 1948 constitution as "a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.

**Education**

Is the process of facilitating learning, knowledge, skills, values, beliefs, and habits of a group of people to be transferred to other people, through storytelling, discussion, teaching, training, or research. Education frequently takes place under the guidance of educators, but learners may also educate themselves in a process called autodidactic learning.

**2.3 Theoretical literature review****Theory of economic development**

Jeremy (2009) states that development has meant many things, depending on the era and context, for example on his explanation development refers to economic growth that leads to increased standard of living. The latter term itself is problematic, depending on whether it is measured simply in economic terms, like Gross Domestic Product (GDP), or if it includes social and health measures, like education and standard of living, which one finds in the Human Development Index (HDI).

**Theory of human development**

According to Welzel (2002) the theory states that socio-economic development not only individualizes available resources, it also enlarges these resources: rising incomes, skills and information facilities increase people's physical and intellectual resources. Socio-economic development diminishes the most existential constraints on human choice by increasing individual resources. These resources give people the objective means of choice.

**Positive Theory of Social Security**

According to Tabellini (1990) positive theory of social security relies on a simple central idea of social security, it redistributes both across and within generations and for this

reason, it is supported by the recipients of social security to get benefits such as high standard of living, life expectancy, GDP, as well as by the poorest taxpayers. When this idea is formalized in a simple overlapping-generations model, two positive implications are obtained.

## **2.3 Empirical reviews**

### **General studies**

Kifayat *et al.* (2015) studied the role of conservation in sustainable development in Pakistan and since the study is descriptive in nature, therefore in order to answer the research questions; the study employed descriptive statistical tools. The findings showed that since its inception, Ghulkin Educational Social Welfare Conservation Organization (GESWCO) has put together its effort for better utilization of the available natural resources for the betterment of the community such as high standard of living, GDP, employment and poverty alleviation.

Niza *et al.* (2014) examined the efficiency of the social protection policies to reduce poverty in the European Union, which led to the impact of European Structural Funds. On their paper they applied Stochastic Frontier Analysis (SFA) to examine poverty gains in European Union using data from Euro stat and the World Justice Project. Their results indicated that more than a lack of resources, the main problem was the inefficiency of social protection expenditure to contribute and once the expenditure on social protection will lead to poverty reduction so this would causes the standard of living to be high and automatically social welfare promotion, increase efficiency more widespread adoption of means-tested in allocation of benefits.

Zheng's (2009) study was on the Social Security and Minority Economic Development. He surveyed different areas in China meanwhile he concluded that Social security has played a positive role in promoting the economic development and a great significance for the economic reform and development in the western minority areas. Therefore, to make the socialist market economic system run and develop well, it becomes necessary to establish and improve the corresponding social security system, to redistribute social wealth through government and public organizations. With the development of the market economy in the western region and the increasing advanced social productive forces, social security objects should be expanded from urban workers to rural residents as well as all members of a society in this case it will lead to employment, poverty reduction, high standard of living, health and education facilities.

### **Studies in Africa**

Monet (2012) studied the role of social grants in supporting local economic development (LED) and use of empirical techniques, such as randomised controlled trials. The findings show that South Africa has seen many benefits from the social grant system. By introducing a demand side intervention to facilitate spill over effects from these grants in local communities, it might be possible to improve local economic development, GDP, social welfare, health, education and employment in the areas where the poor live.

Barya (2011) studied Social Security and Social Protection in the East African Community. In order to accomplish the tasks set out above a number of methodologies which are survey, Government documents, records and various sources were used in five governments of EAC, and all relevant subsidiary legislation, Case law in so far as it touches the right to social security, newspapers and magazines and interviews and discussions with relevant personalities were conducted. The findings showed the benefits



must be adequate in amount or duration to ensure an adequate standard of living, healthcare, GDP, poverty alleviation, employment and so on.

Omiti and Nyanamba (2007) discuss on how using Social Protection Policies to Reduce Vulnerability and Promote Economic Growth in Kenya. Their paper utilized desk reviews in assessing progress in social protection in Kenya. On their findings they showed that economic (agricultural) growth would contribute to reducing poverty and hunger in various ways. With sustained growth, issues of distribution of benefits are becoming important in the policy arena especially in relation to income inequality over time and space and pitons for using social protection programmes in reducing vulnerability and human suffering in populations that rely on agriculture for food, income and employment.

Ouma (1995) studied the role of social protection in the socio-economic development of Uganda, since the study was descriptive in nature therefore in order to answer the research questions, the study employed descriptive statistical tools. The author found that if properly organized the schemes for social protection could promote the redistribution of resources, improve the provision of basic social and health care, standard of living, GDP, increase national pride and commitment and narrow the gap in states of welfare between different social groups. The critical importance of social protection in national development requires that it be extended to cover the more heavily populated rural areas.

### **Studies in Tanzania**

Daniel's (2010) study was on the achieving income security in old age for all Tanzanians. The feasibility study involved 6 stages which are, literature review and gap analysis, field visits to existing social transfer programmes in Tanzania, semi-structured

interviews with key stakeholders, round-table discussions with civil registration agencies, social insurance funds and academicians, desk-based econometric and the findings included the achieving old age income security is key to realising Tanzania's national development potentials such as poverty alleviation, standard of living and economic growth.

ILO (2008) study was on social protection expenditure and performance review and social budget survey of NGOs providing social protection in Tanzania Mainland. The study used survey in order to capture any available information. The findings which were demographics show there was a need to give high priority to developing a social protection framework addressing the needs of the young and elderly people if the country was serious in wishing to reduce the numbers of its citizens living in poverty, GDP, employment and the labour market is highly formalized with youth unemployment rates in urban areas, coverage by both contributory and non-contributory schemes is low, and benefits are inadequate.

Patrick and Katera's (2005) study on Social Protection: Assuring a Minimum Income for the Poorest in Tanzania employed descriptive statistical tools and the findings show that this section has tentatively examined some options for social protection mechanisms to reduce income poverty and hence it can only be considered illustrative. as a comprehensive comparison of the various options is beyond the scope of the study. Comparisons were also constrained by the limited availability of information. It was intended to stimulate debate and encourage a more detailed analysis. It has shown that the level of resources allocated to social protection at present was insufficient to have much impact on income poverty in the population as a whole. At these levels, there is a

good case for a highly targeted, coherent and efficient programme to maximize the resources that reach the poorest and most disadvantaged.

**Table 2.1: Empirical reviews for different countries**

<b>Variables</b>	<b>Country</b>	<b>Methodology</b>	<b>Findings</b>	<b>Author(s)</b>
standard of living, GDP, employment and poverty alleviation.	Pakistan	Descriptive statistical tools.	GESWNCO has played a vital role towards socioeconomic development through using its scarce resources.	Kifayat <i>et al.</i> (2015)
Poverty reduction High standard of life Welfare promotion	Europe	Stochastic Frontier Analysis (SFA)	Significant role in reducing poverty and improve standard of living.	Niza <i>et al.</i> (2014)
Employment, poverty reduction, high standard of living, health and education facilities.	China	Survey	Social security has played a positive role in promoting the economic development	Zheng (2009)
Economic development, GDP, social welfare, health, education and employment	South Africa	Empirical techniques such as randomised controlled trials	Improve local economic development in the areas where the poor live.	Durieux (2012)
Standard of life Welfare Education Health care	East Africa	Survey, records, Statements and case law.	Benefits must be adequate to ensure standard of life, health care and so on.	Barya (2011)
Reduce poverty Economic Growth.	Kenya	The study employs descriptive statistical tools.	Social security reduces vulnerability and human suffering in populations that rely on agriculture for food, income and employment.	Omiti <i>et al.</i> (2007)

health care, standard of living, GDP	Uganda	The study employs descriptive statistical tools.	Importance of social protection requires extended cover the more heavily populated rural areas.	Ouma(1995)
Poverty alleviation Standard of living Economic growth	Tanzania	Literature review Interviews Discussions	Old age income security is a key To realizing NI such as poverty alleviation, standard of life and high income	Daniel <i>et al.</i> (2010)
Poverty alleviation GDP	Tanzania	Survey	Social protection should be used if the country is serious to reduce the numbers of its citizens living in poverty.	ILO ( 2008)
Poverty alleviation GDP Welfare	Tanzania	descriptive statistical tools	Some options for social protection mechanisms to reduce income poverty	Katera et al. (2005)

## 2.4 Research gap

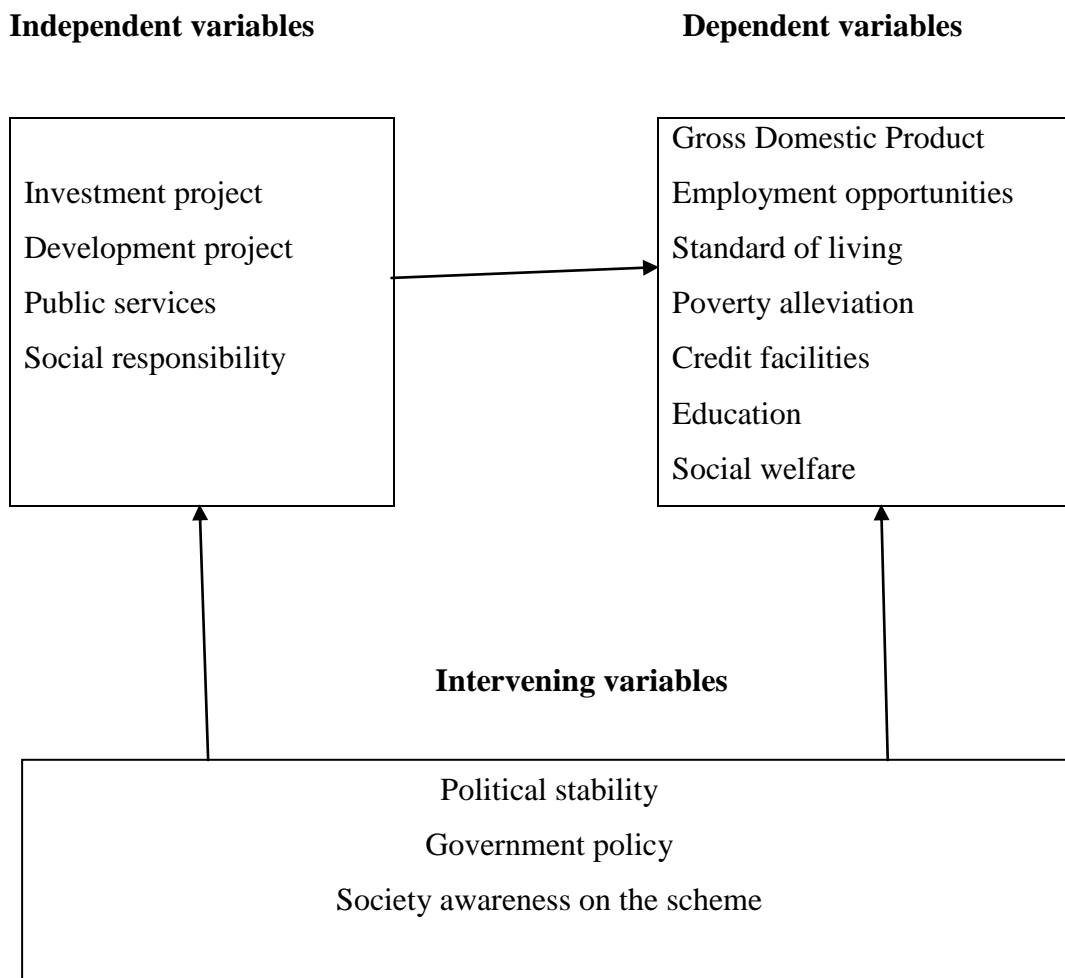
Based on the above empirical literature review, it is evident that extensive research has been done generally in the world, in Africa, and studies in Tanzania in particular. No any study was done on the benefits obtained from social security fund by non-members, the government and the members in general. The researchers stick on members (beneficiaries) especially old age only and they forgot that social security provides ample services to the public in general without segregation.

## 2.5 Conceptual framework

This study consisted the variables as follows; independent variables are such as investment, development project, public services, planning and contribution while

dependent variables are gross domestic product, employment, standard of living, poverty alleviation, credit facilities and education; the intervening variables consisted of political stability, government policy and society awareness.

**Figure 2.1: Social Security conceptual frameworks**



Source: Self-Conceptualization (2015)

## 2.6 Statement of hypotheses

$GDP = f(\text{Roles of NSSF})$ ,  $GDP = f(\text{DP, SL, I and C})$

Whereby; GDP = Gross Domestic Product, DP = Development Project, SL = Standard of living, I = Investment, C = Contribution

### **The multinomial logistic regression model**

In this case the multinomial logistic regression model is defined by the following assumptions:

Observations  $Y_i$  are statistically independent of each other

Observations  $Y_i$  are a random sample from a population where

$Y_i$  has a multinomial distribution with probability parameters:  $\pi^{(0)}_i, \pi^{(1)}_i, \dots, \pi^{(c-1)}_i$

so that with binomial logistic regression, we have to set aside one category for a base category (hence the  $C - 1$  parameters  $\pi$ ).

At the center of the multinomial regression analysis is the task estimating the  $k-1$  log odds of each category. In our  $k = 3$  computer game example with the last category as reference multinomial regression estimates  $k-1$  multiple linear regression function defined as

$$\text{logit}(y=1) = \log\left(\frac{p(y=1)}{1-(p=1)}\right) = \beta_0 + \beta_1 \cdot x_{i2} + \beta_2 \cdot x_{i2} + \dots + \beta_p \cdot x_{im} \text{ for } i = 1 \dots n.$$

$$\text{logit}(y=2) = \log\left(\frac{p(y=2)}{1-(p=2)}\right) = \beta_0 + \beta_1 \cdot x_{i2} + \beta_2 \cdot x_{i2} + \dots + \beta_p \cdot x_{im} \text{ for } i = 1 \dots n.$$

## **CHAPTER THREE**

### **3.0 RESEARCH METHODOLOGY**

#### **3.1 Introduction**

This chapter presents the methodology part of the research, it covers the research approach and design, methods and procedures used for data collection and analysis concerning the roles of National Social Security Fund to Socio-economic Development in Tanzania. The chapter also discusses the targeted population, sample and sampling techniques, instrumentation and research ethics.

It gives an overview of the research methodology used in this study. The chapter describes the study area and research design adopted. It then gives a detailed description of the sample and the sampling procedure used in this study and closes with the techniques used in data collection and the methods of data analysis.

#### **3.2 Research paradigms**

Positivism emphasizes objectivist approach to studying social phenomena, it gives importance to research methods focused on quantitative analysis and surveys; this method was used by the researcher to study the role of National Social Security Fund to socio-economic development in Tanzania. Anti-positivism stresses on subjectivist approach to studying social phenomena, it attaches importance to a range of research techniques focused on qualitative analysis, e.g. personal interviews, participant observations, account of individuals, personal constructs, etc.

#### **3.3 Research Design**

This study used both quantitative and qualitative techniques in data collection; of course the reason to use qualitative technique was because it needed descriptions and other oral

evidences from the respondents. Furthermore, most of the respondents were semi-illiterate. On the other hand, quantitative data collection method (questionnaires) was designed to give the insights of the role of National Social Security Fund to socio-economic development in Tanzania.

### 3.4 Survey population

The targeted population for this study comprised of total of 100 respondents including 6 NSSF employees, 10 students, 25 members, 25 non- members and 34 people who lived at the area of the project. Khan, (2006) defines target population as a group of individuals who have one or more characteristics in common that are of interest to the researcher.

**Table 3.1: Survey population**

<b>Category of respondents</b>	<b>Expected population</b>
1. NSSF employees	6
2. Students	10
3. Members	25
4. Non-members	25
5. Peoples who live to the areas of the project undertaken	34
<b>TOTAL</b>	<b>100</b>

### 3.5 Area of the research or survey

The study was conducted in Dar-es-Salaam City, this is due to the fact that there were many projects which are conducted by NSSF, some of them are such as Kibada, Kinyerezi and Mtoni Kijichi housing project, which are the modern settlements with basic social services (a school, a health centre, modern shops and a market) and requisite infrastructure (clean and safe water, electricity and roads) and the Kigamboni bridge.



### 3.6 The sample size

Yamane (1967:886) provides a simplified formula to calculate sample sizes. This formula was used to calculate the sample size of this study, as it shows 95% confidence level and  $P = 0.05$

$$n = \frac{N}{1 + N(e)^2}$$

Where 'n' is the sample size, 'N' is the population size, and 'e' is the level of precision.

When this formula is applied to the above sample, we get

$$n = N / 1 + N (e) ^2$$

$$n = 100 / 1 + 100(0.05) ^2 = 80 \text{ respondents}$$

**Table 3.2: Composition of the sample size**

Category of respondents	Calculations	Expected sample size
1. NSSF employees	$(6/100) \times 80 = 5$	5
2. Students	$(10/100) \times 80 = 8$	8
3. Members	$(25/100) \times 80 = 20$	20
4. Non-members	$(25/100) \times 80 = 20$	20
5. Peoples who live to the areas of the project undertaken	$(34/100) \times 80 = 27$	27
<b>TOTAL</b>		<b>80</b>

### 3.7 Sampling techniques

This study used simple random sampling procedure due to the fact that, it is the type of sampling where every member in the population has a probability or chance of being selected to form a sample and hence it is not biased in nature and hence NSSF employees, students, members, non-members and peoples who lived at the areas of the project undertaken got an equal chance of being selected.

### **3.8 Variables and measurement procedures**

Variables used in this study were dependent variables (socio-economic development) which are income distribution, poverty alleviation, social welfare promotion, improved standard of living and Gross Domestic Product. Independent variables (Social Security Fund) are investment project, employment opportunities, development project, wealth creation, national budget and public services of course measurement used were ordinal, scale and nominal in the study titled; the role of National Social Security Fund to socio-economic development in Tanzania.

### **3.9 Methods of data collection**

The researcher employed both quantitative and qualitative methods of data collection as follows:

#### **Quantitative data collection method**

**Questionnaire:** More than one questionnaires was prepared prior to data collection and copies of these sets of questions were distributed to eighty (80) respondents and all of them responded due to the fact that questionnaires were very easy and convenient to attempt.

#### **Qualitative data collection methods**

**Focus Group:** Another technique of gathering qualitative data is asking questions or conducting interviews with a group of people which is called a focus group discussion, in this study focus group were NSSF employees, students, members, non-members and peoples who live at the areas in which the projects were undertaken.

### **3.10 Data procedures and analysis**

The data collected was analyzed by Frequencies and Multinomial Logistic Regression tools which indicated findings using tables and bar charts in this case Multinomial Logistic Regression tools analysed the hypothesis test and hence the study findings were sorted and coded using SPSS software. Meanwhile descriptive statistics and regression used to present frequency distribution of the variables and coefficients of the relationship.

## CHAPERT FOUR

### 4.0 DATA ANALYSIS AND PRESENTATION

#### 4.1 Introduction

This chapter is concerned with the presentation of the research results with regard to the role of National Social Security Fund to socio-economic development in Tanzania, the case of Dar-Es-Salaam Region. The research result was presented according to the specific objectives and research questions of the study developed in chapter one. which examined on how NSSF contributors, non-contributors and the Government benefited. Hence the first part presented the demographic characteristics of the research participants while the second part presented the analysis of the data collected from respondents.

#### 4.2 Measurement of validity and reliability

**Table 4.1: Reliability Statistics**

Cronbach's Alpha	N of Items
0.734	8

Source: Field data, 2015

The instrument used for data collection was reliable since the Cronbach's Alpha is above 0.7,. This is due to the fact that the respondent agree with the research objectives to examine development indicators such as gross domestic product, employment, standard of living and poverty alleviation and, to identify the relationship between gross domestic product and investment project made by National Social Security Fund.

### 4.3 Gender of the respondent

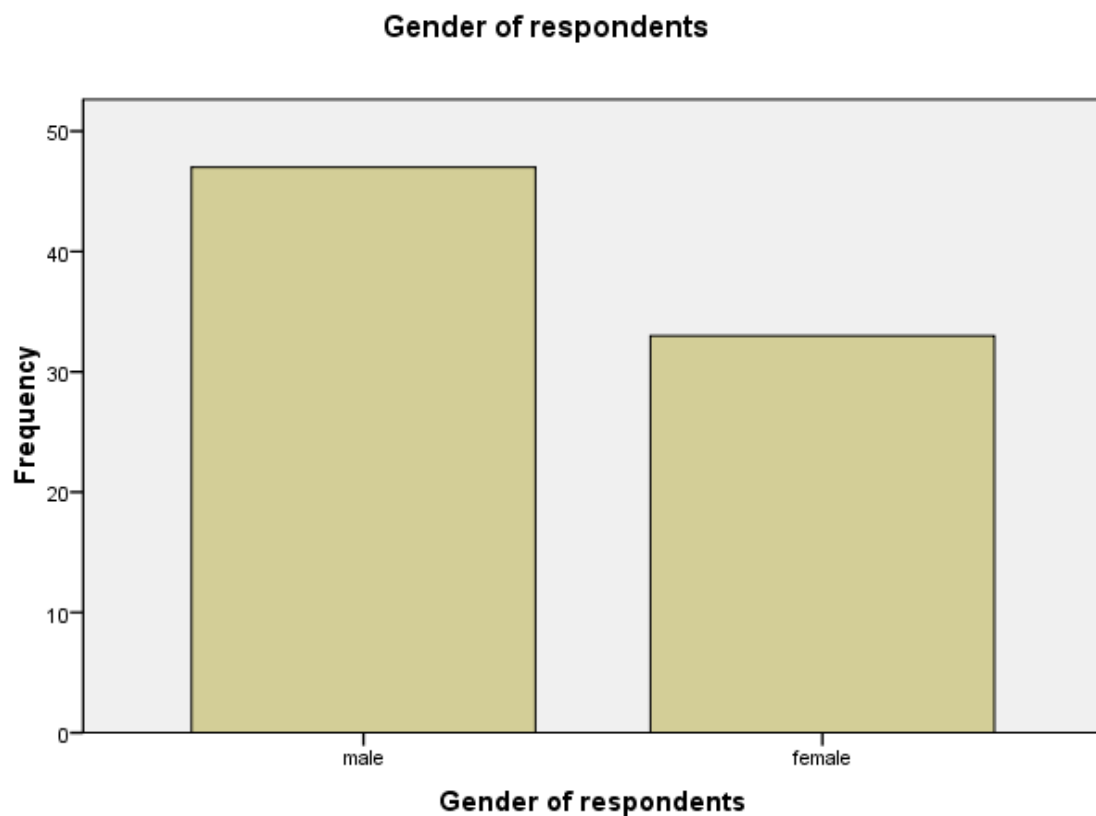
The following data on gender of the respondents was gathered and analyzed. The feedback from respondents was recorded as shown in Table 4.2 and Figure 4.1.

**Table 4.2: Gender of respondents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	47	58.8	58.8	58.8
	female	33	41.2	41.2	100.0
	Total	80	100.0	100.0	

Source: Field data 2015

The results in Table 4.2 show that 58.8 % of respondents were male and 41.2% were female. The findings showed that NSSF did not consider gender (gender inequality) this was due to the fact that male exceeded female by 17.6%. Effort should be made in order to enable both sexes to participate equally in all NSSF activities such as development projects. This should enable both gender to improve their standard of living, to alleviate poverty, equal distribution of income, social welfare and hence standard of living should be improved.



**Figure 4.1: Gender of the respondent**

Source: Field data 2015

The effort should be made in order to make both genders to participate equally in NSSF projects. Hence female should be promoted in order to enable them to participate fully in projects undertaken. This would lead to high standard of living, gross domestic product and employment opportunities which resulted to economic development of Tanzania.

### **4.3 Age of respondents**

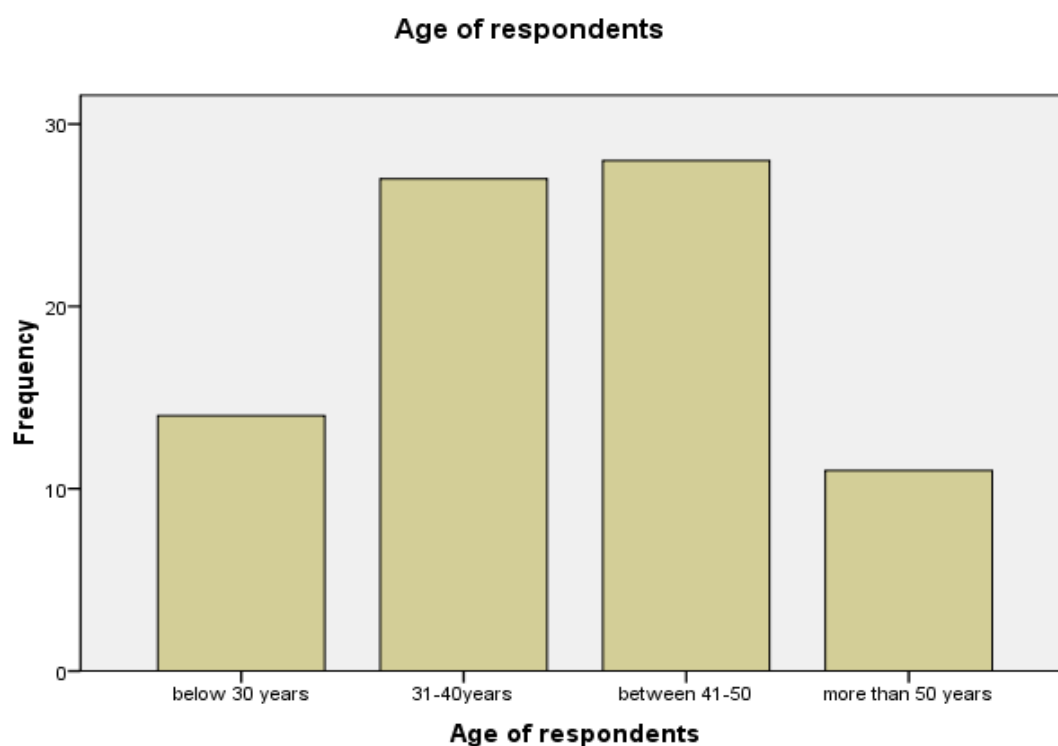
The study considered all people of the different ages below 30 years, 31-40 years, between 41-50 and more than 50 years which means that all types of ages were considered. The results are indicated in Table 4.3 and Figure 4.2.

**Table 4.3: Age of respondents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	below 30 years	14	17.5	17.5	17.5
	31-40years	27	33.8	33.8	51.2
	between 41-50	28	35.0	35.0	86.2
	more than 50 years	11	13.8	13.8	100.0
	Total	80	100.0	100.0	

Source: Field data 2015

The findings show that 17.5% respondents were below 30 years, 33.8% were 31-40 years while 35% were between 41-50 years and 13.8% were more than 50 years. According to this findings effort should be made to peoples who were less than 30 years and more than 50 years in order to improve their participation on the role of NSSF towards socio-economic development in Tanzania. When participation would involve all ages, the roles such as Gross National Product, Gross Domestic Product, Improved standard of living, poverty alleviation, social welfare, income distribution should be attained.



**Figure 4.2: Age of the respondents**

Source: Field data 2015

#### 4.4 Education Level attained

The study considered education level of respondents which are primary education, secondary education, diploma and college education.

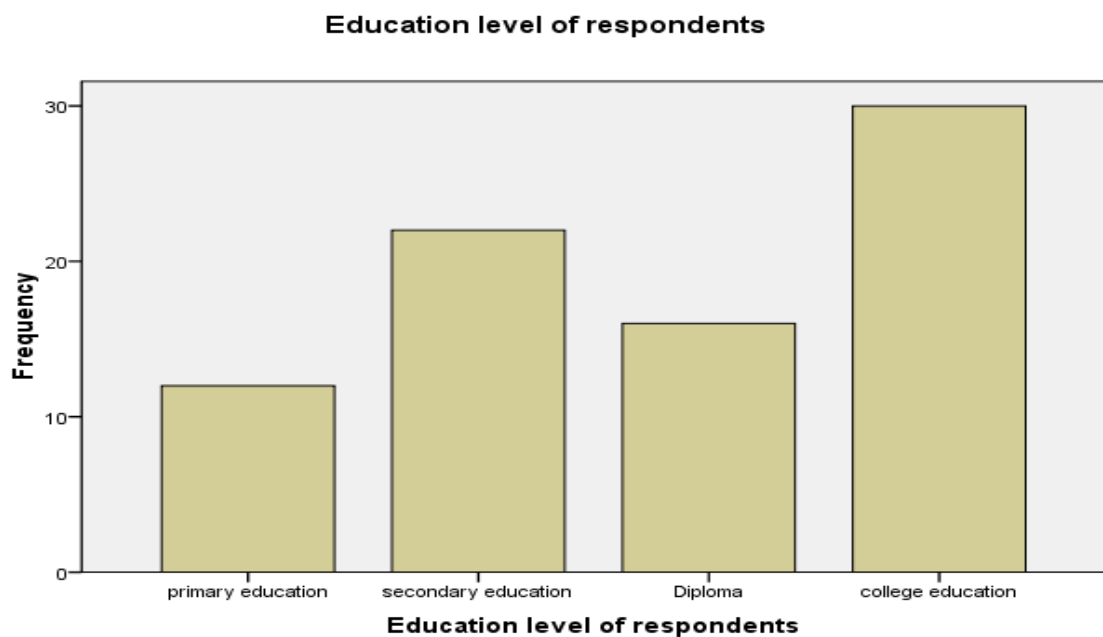
**Table 4.4: Education level of respondents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	primary education	12	15.0	15.0	15.0
	secondary education	22	27.5	27.5	42.5
	Diploma	16	20.0	20.0	62.5
	college education	30	37.5	37.5	100.0
	Total	80	100.0	100.0	

Source: Field data 2015



The findings in Table 4.4 and Figure 4.3 show that 15% of respondent had primary education, 27.5% had secondary education while 20% had diplomas and 37.5% attained college education. The effort should be made in order to encourage people who had primary education and diploma holders to participate fully on the roles of NSSF such as development project, investment project in order to enable both of them to alleviate poverty.



**Figure 4.3: Education level attained**

Source: Field data 2015

The respondents who attained collage education most of them understand that NSSF is the tools of mitigating poverty, employment creation, credit facilitator which results into social economic development in Tanzania.

Those who posses secondary education most of them participated in temporary employment in the areas where the projects were undertaken this group was the group of manual worker and had not any experience so this resulted into high standard of living, social welfare, poverty alleviation, temporary employment which resulted into economic development in Tanzania.

#### **4.5 The roles of National Social Security Fund to socio-economic development in Tanzania**

According to study findings respondents were eighty (80) and all responded to the statements; NSSF contribute to socio-economic growth in Tanzania, NSSF caused social welfare in Tanzania, Planned settlement leads to increase in Government income, NSSF offered credit facilities to the Government and individuals, NSSF leads to international relations among outside countries, NSSF contributes a large percentage on the Government projects such as UDOM and Kigamboni bridge project, the answers were as “strongly agree, agree, disagree, strongly disagree”; the responses were as in Table 4.5.

**Table 4.5 Development project of NSSF has benefit to the public**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	72	90.0	90.0	90.0
agree	8	10.0	10.0	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The findings showed that 90% of respondent strongly agree, 26.2% agree so that it was quite true that NSSF contribute to socio-economic growth in Tanzania and caused social welfare, planned settlement leads to increase in Government income, NSSF offered credit facilities to the Government and individuals, NSSF leads to international relations among outside countries, NSSF contributes a large percentage on the Government projects such as UDOM and Kigamboni bridge project.

#### **4.6 NSSF contribute to socio-economic growth in Tanzania**

According to this study respondents were eighty (80) and all responded on the question which was asked as the NSSF contribute to socio-economic growth in Tanzania, the

answers were as “strongly agree, agree, disagree, strongly disagree”. The respondent answers were as in Table 4.6.

**Table 4.6: NSSF contribute to socio-economic growth in Tanzania**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	49	61.2	61.2	61.2
agree	21	26.2	26.2	87.5
disagree	5	6.2	6.2	93.8
strongly disagree	5	6.2	6.2	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The findings showed that 61.2% of respondent strongly agreed, 26.2% agreed, 6.2% disagreed and 6.2% strongly disagreed; this implied that NSSF development projects should offer employment opportunities and hence this would lead to high standard of living and social welfare to the residents of the country.

#### 4.7 NSSF enhances social welfare in Tanzania

According to this study respondents were eighty (80) and all responded on the question which was asked NSSF contribute to socio-economic growth in Tanzania, the answer was “strongly agree, agree, disagree, and strongly disagree” ,the result was as in table 4.7.

**Table 4.7 NSSF enhances social welfare in Tanzania**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	44	55.0	55.0	55.0
agree	24	30.0	30.0	85.0
disagree	7	8.8	8.8	93.8
strongly disagree	5	6.2	6.2	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The findings showed that 55% of respondent was strongly agree, 30% agree, 8.8% disagree and 6.2% strongly disagree so that due to the fact that 55% strongly agreed, it is true that NSSF caused social welfare in Tanzania.

#### **4.8 Planned settlement leads to increase in Government income through property tax**

According to this study respondents were eighty (80) and all responded on the question which was asked as the Planned settlement leads to increase in Government

income through property tax, the answer was as “strongly agree, agree, disagree, strongly disagree” the results was as in table 4.8.

**Table 4.8 Planned settlement leads to increase in Government income through property tax**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	46	57.5	57.5	57.5
	agree	31	38.8	38.8	96.2
	disagree	2	2.5	2.5	98.8
	strongly disagree	1	1.2	1.2	100.0
	Total	80	100.0	100.0	

Source: Field data 2015

The findings showed that 57.5% of respondent strongly agreed, 38.8% agreed 2.5% disagreed and 1.2% strongly disagreed, this is due to the fact that planned settlement in different areas were taxed. This implied that planned settlement are completely taxed, this kind of taxes are known as property tax and hence this would lead to the increase in the Government income.

#### 4.9 NSSF offers credit facilities to the Government and individuals

According to this study respondents were eighty (80) and all responded on the question which was asked as the NSSF offers credit facilities to the Government and individuals, the answers were “strongly agree, agree, disagree, strongly disagree”.

**Table 4.9: NSSF offers credit facilities to the Government and individuals**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	9	11.2	11.2	11.2
	agree	48	60.0	60.0	71.2
	disagree	20	25.0	25.0	96.2
	strongly disagree	3	3.8	3.8	100.0
	Total	80	100.0	100.0	

Source: Field data 2015

The findings (table 4.9) show that 11.2% of respondent strongly agree, 60% agree, 25% disagree and 3.8% strongly disagree. This was due to the main function of NSSF of supporting the Government and individuals by offering credit facilities in running of the development projects of the Government hence this led to gross domestic product, economic growth, improved education and infrastructure. According to this study respondents were eighty (80) and all responded to the question which was asked NSSF leads to international relations among outside countries, the answers were “strongly agree, agree, disagree, strongly disagree” the respondent answers was as follows;

#### 4.10 NSSF leads to international relations among outside countries

**Table 4.10: NSSF leads to international relations among outside countries**

		<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
<i>Valid</i>	<i>strongly agree</i>	15	18.8	18.8	18.8
	<i>agree</i>	61	76.2	76.2	95.0
	<i>disagree</i>	2	2.5	2.5	97.5
	<i>strongly disagree</i>	2	2.5	2.5	100.0
	<i>Total</i>	80	100.0	100.0	

Source: Field data 2015

The result was showed that 18.8% of the respondents strongly agreed, 76.2% agreed, 2.5% disagreed and 2.5% strongly disagreed; NSSF in Tanzania performs its projects outside the country, in this case it created the mutual understanding between Tanzania and other countries such as Kenya and Uganda.

#### 4.11 NSSF contributes a large percentage to the Government projects such as UDOM and Kigamboni bridge project

According to this study respondents were eighty (80) and all responded on the question which was asked NSSF contributes a large percentage on the Government projects such as UDOM and Kigamboni bridge project, the answers was “strongly agreed, agreed, disagreed, strongly disagreed”.

**Table 4.11: NSSF contributes a large percentage on the Government projects such as UDOM and Kigamboni bridge project**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	agree	54	67.5	67.5	67.5
	disagree	8	10.0	10.0	77.5
	strongly disagree	18	22.5	22.5	100.0
	Total	80	100.0	100.0	

Source: Field data 2015

The result indicated that 67.5% of the respondents agreed, 10% disagreed and 22.5% strongly disagreed; NSSF contributes a large percentage on the Government projects such as UDOM and Kigamboni bridge project according to the result showed above the Government got a financial support from NSSF in order to run some of the development projects such as UDOM and Kigamboni bridge, Real Madrid /NSSF football ground project, this would lead to economic development in Tanzania, gross domestic product, improved education level and improved infrastructure.

#### **4.12 NSSF members benefit more than non-members**

According to this study respondents was eighty (80) and all responded on the question which was asked; do NSSF members benefit more than non-members? the answers were as “strongly agree, agree, disagree, strongly disagree” the responses were as in table 4.12.

**Table 4.12: NSSF members benefit more than non-members**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	12	15.0	15.0	15.0
agree	61	76.2	76.2	91.2
disagree	5	6.2	6.2	97.5
strongly disagree	2	2.5	2.5	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The result on the on the question which asked that, is National Social Security Fund members benefits more than non-members were that 15% of respondent strongly agreed, 76.2% agreed, 6.2% disagreed and 2.5% strongly disagreed. This reveals that members get all benefits which were offered by NSSF simply because the intention was to benefit their members according to their contribution on their common pool.

#### **4.13 Benefit to members and non-members are such as infrastructure, plots, settlement, employment, soccer academy**

According to this study respondents were eighty (80) and all responded on the question which was asked the benefit to members and non-members are such as infrastructure, surveyed plots, planned settlement, TPB/NSSF to offer loans to students/youths, employment opportunities, the answers were as strongly agreed, agreed, disagreed and strongly disagreed.



**Table 4.13 Benefit to members and non-members are such as infrastructure, plots, settlement, employment, soccer academy**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	14	17.5	17.5	17.5
agree	61	76.2	76.2	93.8
disagree	4	5.0	5.0	98.8
strongly disagree	1	1.2	1.2	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The result on the question which asked that is benefit to members and non-members are such as infrastructure, plots, settlement, employment and NSSF/Real Madrid soccer academy. The findings showed that 17.5% of respondent strongly agreed, 76.2% agreed, 5% disagree and 1.2% strongly disagreed. This reveals that benefits to both members and non-members was the public benefits such as infrastructure such as Kigamboni bridge, surveyed plots such as Kiluvya “A” Madukani, planned settlements, employment opportunities and NSSF/Madrid Soccer academy.

#### **4.14 Benefit to members is old age, invalidity, survivors, funeral, maternity, injury, TDB, PDB and health.**

According to this study respondents were eighty (80) and all responded on the question which was asked the Benefit to members are old age , invalidity , survivors, funeral, maternity, injury, TDB, PDB and health, the answers were strongly agreed, agreed, disagreed and strongly disagreed.

**Table 4.14: Benefit to members is old age, invalidity, survivors, funeral, maternity, injury, TDB, PDB and health.**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	8	10.0	10.0	10.0
agree	59	73.8	73.8	83.8
disagree	9	11.2	11.2	95.0
strongly disagree	4	5.0	5.0	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The result on the question which asked that is benefit to members are old age , invalidity, survivors, funeral, maternity, injury, TDB, PDB and health. The findings showed that 10% of respondent strongly agreed, 73.8% agreed, 11.2% disagreed and 5% strongly disagreed. this revealed that benefits to members were all kinds of benefits which are offered by NSSF such as old age, invalidity, survivors, funeral grant, maternity benefit, employment injury, temporary disablement benefit (TDB), permanent disablement benefit (PDB), death benefit, social health insurance benefit, infrastructure, surveyed plots, planned settlement, TPB/NSSF loan to students and youths, employment opportunities and Real Madrid soccer academy and many others.

#### **4.15 NSSF helps people who affected by calamities such as floods and uninsurable risks**

According to this study respondents were eighty (80) and all responded on the question which was asked as; NSSF helps people who affected by calamities such as floods and uninsurable risks, the answers were strongly agree, agree, disagree and strongly disagree.

**Table 4.15: NSSF helps people who affected by calamities such as floods and uninsurable risks**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	5	6.2	6.2	6.2
agree	66	82.5	82.5	88.8
disagree	6	7.5	7.5	96.2
strongly disagree	3	3.8	3.8	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The findings show that 6.2% of respondent strongly agreed, 82.5% agreed, 7.5% disagreed and 3.8% strongly disagreed. This is proved by 2011 and 2015 floods which occurred in Dar-Es- Salaam, NSSF helped people affected by this calamities, also the people who affected by the storm rain at Kahama district in Shinyanga Municipality.

#### **4.16 Development project of NSSF has benefit to the public**

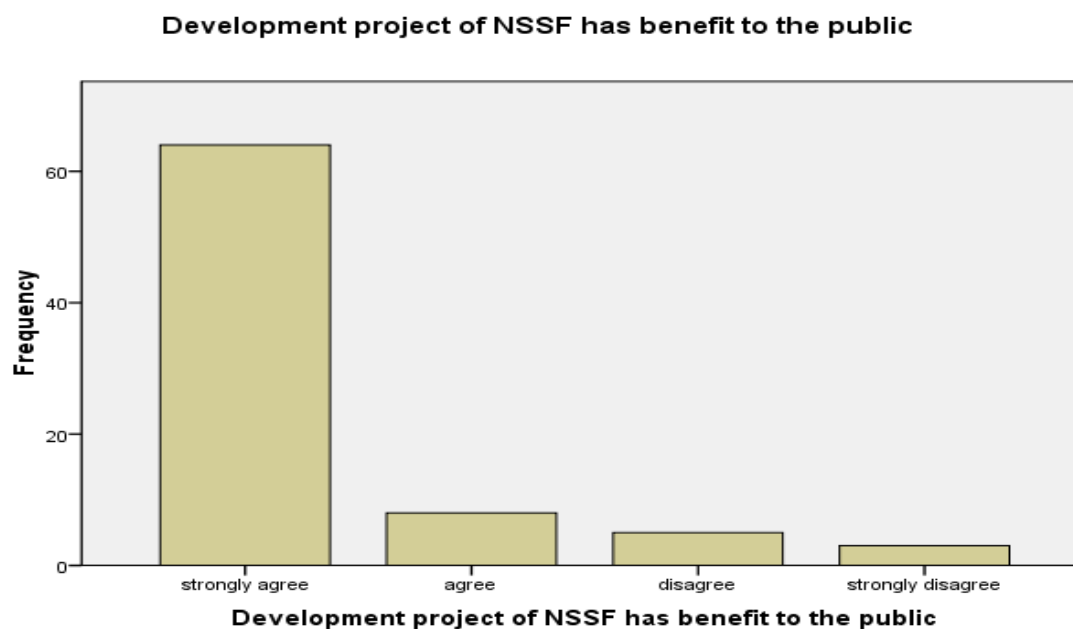
This study showed that development project benefits the society through houses which were sold at a reasonable price, surveyed plots were also sold at a reasonable prices also employment opportunities to peoples who live near to the areas where the project were undertaken. During calamities such as flood and all the like NSSF participated in providing services to the public, to enable the society to improve their standard of living, to alleviate poverty, improve education level, employment opportunities and hence socio-economic development in Tanzania.

**Table 4.16: Development project of NSSF has benefit to the public**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly agree	64	80.0	80.0	80.0
agree	8	10.0	10.0	90.0
disagree	5	6.2	6.2	96.2
strongly disagree	3	3.8	3.8	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The findings show that 80% of respondent strongly agreed, 10% agreed, 6.2% disagreed and 3.8% strongly disagreed. The findings showed that development project benefited the public through employment opportunities offered by NSSF, credit facilities offered and hence this would lead into high standard of living, poverty alleviation, education, social welfare and hence economic development of the country.



**Figure 4:4: Development project of NSSF has benefit to the public Education level attained**

Source: Field data 2015

#### **4.17 Planning made by NSSF supporting the country economically, socially and politically**

The strategies made by NSSF of planning on how project could be operated, in which place to be situated, which type of the project and at what time, enabled to succeed in project undertaking. This enabled the Government and the society to benefit from NSSF economically, socially and politically.

**Table 4.17: Planning made by NSSF supporting the country economically, socially and politically**

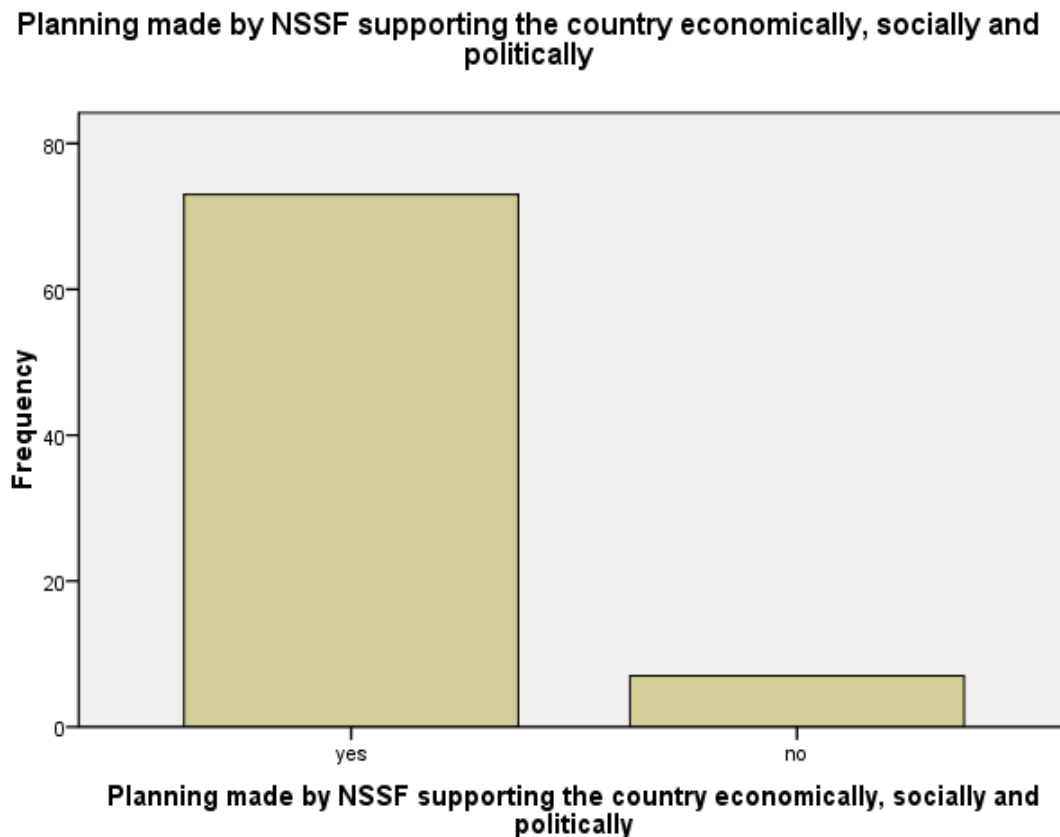
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	73	91.2	91.2	91.2
no	7	8.8	8.8	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The findings on the study; planning made by NSSF supported the country economically, socially and politically showed that 91.2% of respondents said yes and 8.8% respondents said no. This indicates that when NSSF supports economically it means temporary employment offered, planned settlement which enables the country to collect property tax, the society to live in a settlement which has all facilities such as schools, hospitals, roads, water, electricity, playing grounds and many others.

Socially implies public services offered to counter floods and other calamities and politically means the mutual understanding between two or more countries for example NSSF undertakes house project in Kenya and Uganda and this leads to a good relationship between Tanzania and to those countries.

Figure 4.5: Planning made by NSSF supporting the country economically, socially and politically



Source: Field data 2015

This was supported by frequency which shows that 73 of respondents said yes and 7 respondents said no. This indicates that National Social Security Fund when supporting economically it means temporally employment offered, house for a reasonable price, planned settlement which enables the country to collect property tax, the society to live in a settlement which have all facilities such as school, hospitals, roads, water, electricity, grounds and many others. Here socially mean public services offered to counter floods and other calamities and politically implied mutual understanding between two or more counties for example National Social Security Fund undertake house project in Kenya and Uganda, this leads to a good relationship between Tanzania and those countries.

#### 4.18 Investment made by NSSF is beneficial to the government

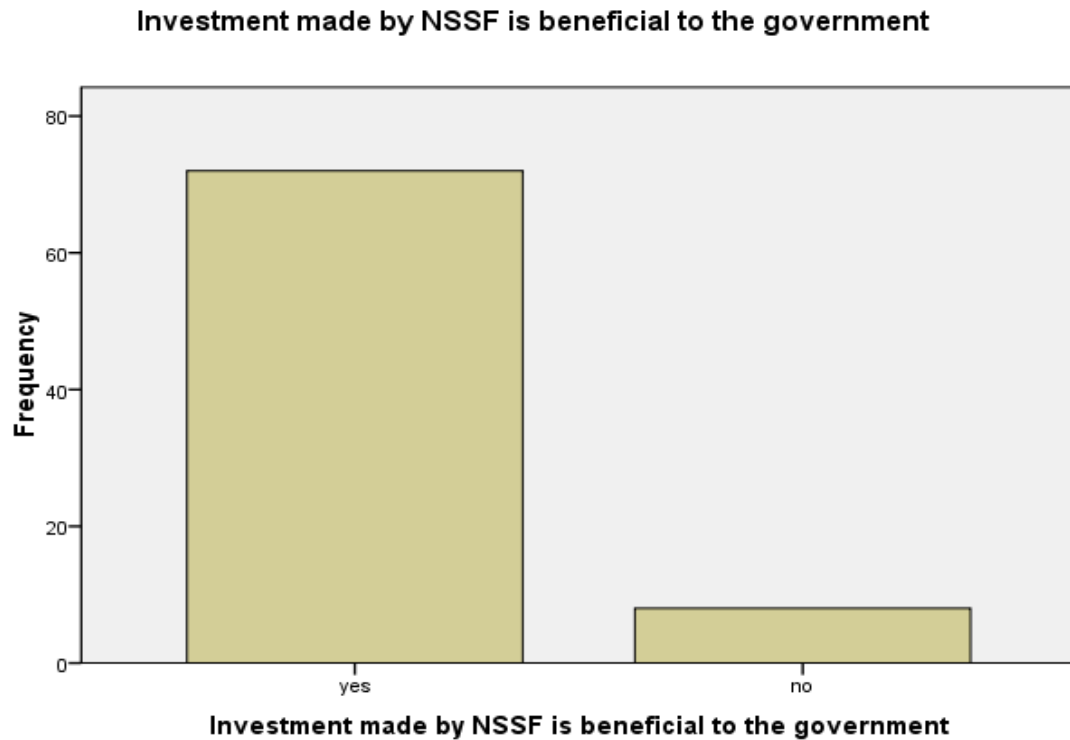
The investment made by NSSF was beneficial to the welfare of the Government this was answered by the respondents as it is indicated in table 4.18 figure 4.6.

**Table 4.18: Investment made by NSSF is beneficial to the government**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	72	90.0	90.0	90.0
no	8	10.0	10.0	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The results showed that 90% of respondents said that Investment made by NSSF was beneficial to the government and 10% of respondents said no. Development project, investment projects and public services offered by NSSF leads employment opportunities, wealth creation, national budget, which leads into gross domestic products, gross national products, improved standard of living and cause socio-economic development in Tanzania.



**Figure 4.6 Investment made by NSSF is beneficial to the government**

Source: Field data 2015

The results showed that 72 of respondents said that Investment made by NSSF was beneficial to the government and 8 of respondents said no. Development project, investment projects and public services offered by NSSF leads employment opportunities, wealth creation, national budget, which leads into gross domestic products, gross national products, improved standard of living and cause socio-economic development in Tanzania.

#### **4.19 Contribution made by members helps them to benefit more than non-members**

The Contribution made by members helps them to benefit more than non-members answered by the respondents indicated on the presented Table 4.19 and figure 4.7.



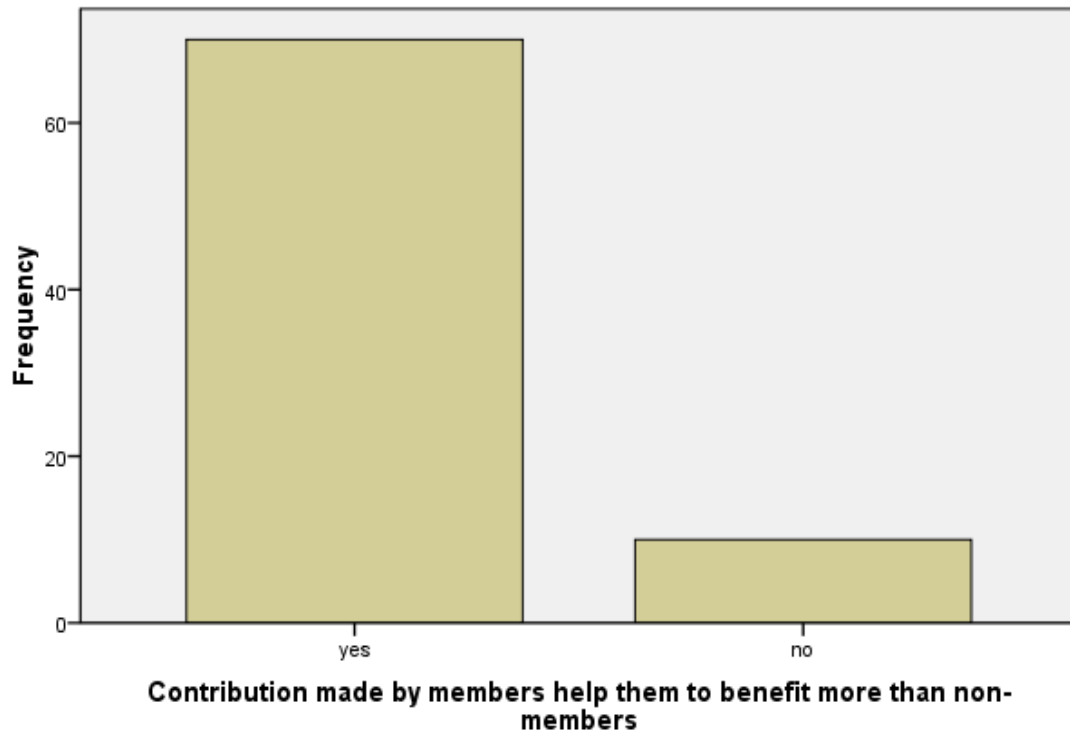
**Table 4.19 Contribution made by members help them to benefit more than non-members**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	70	87.5	87.5	87.5
no	10	12.5	12.5	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The results showed that 87.5% of respondents, agreed that contribution made by members help them to benefit more than non-members while 12.5 of the respondents said no. The findings showed that members benefits as follows; old age pension, invalidity pension, survivor's pension, funeral grant, maternity benefits, employment, injury benefits, disabled benefit, death benefit, infrastructure, surveyed plots, planned settlements, loans to students an Madrid soccer academy, so that among of this benefits non-members befits are infrastructure, surveyed plots, planned settlements, loans to students and Madrid soccer academy only.

### Contribution made by members help them to benefit more than non-members



**Figure 4.7 Contribution made by members help them to benefit more than non-members**

Source: Field data 2015

This was supported by the frequency of 70 of respondents said yes, while 10 of the respondents said no, this findings shows that members benefits as follows; old age pension, invalidity pension, survivor's pension, funeral grant, maternity benefits, employment, injury benefits, disabled benefit, death benefit, infrastructure, surveyed plots, planned settlements, loans to students an Madrid soccer academy, so that among of this benefits non-members befits are infrastructure, surveyed plots, planned settlements, loan to students and Madrid soccer academy only.

#### 4.20 GDP is caused by NSSF various activities undertaken in a country

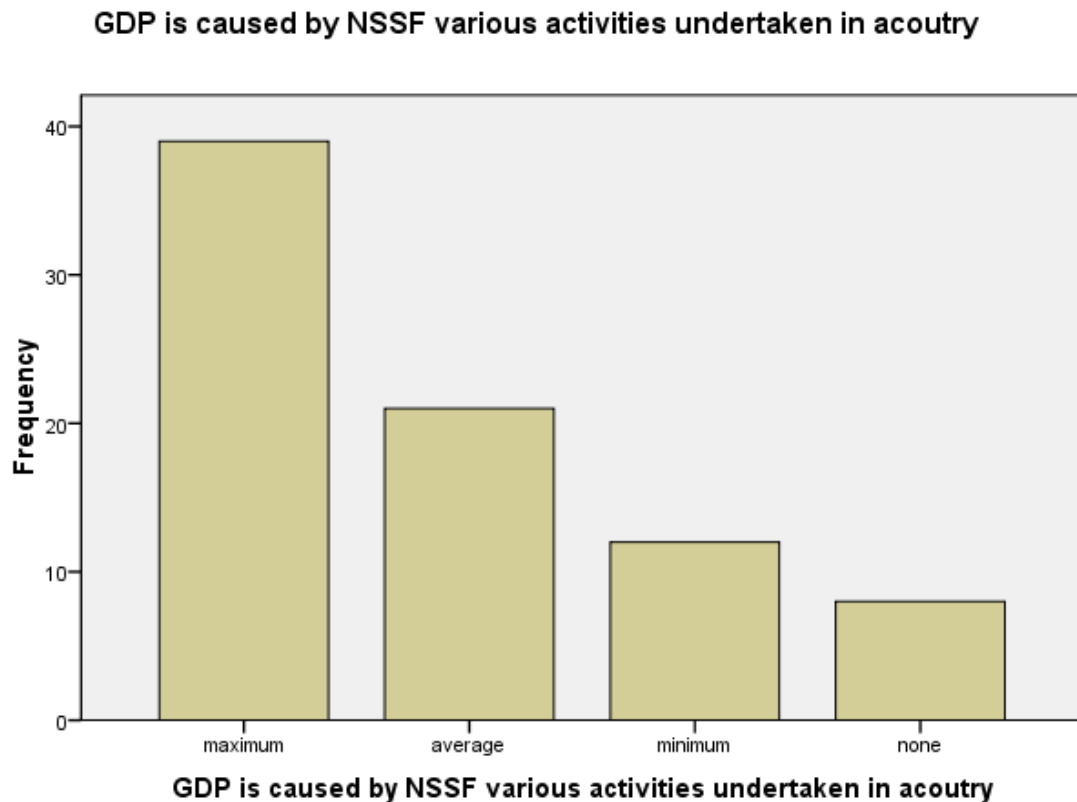
The data was gathered in order to analyse the gross domestic caused by National Social Security Fund activities are as underlined in table 4.20 and figure 4.8.

**Table 4.20: GDP is caused by NSSF various activities undertaken in a country**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	maximum	39	48.8	48.8	48.8
	average	21	26.2	26.2	75.0
	minimum	12	15.0	15.0	90.0
	none	8	10.0	10.0	100.0
	Total	80	100.0	100.0	

Source: Field data 2015

The results showed that 48.8% of the respondent said GDP is caused by NSSF various activities undertaken in a country was maximum, 26.2% said average, 15% said minimum and 10% of respondents said none. This indicates that activities undertaken such development project, public services, strategic planning, contribution and many others leads to gross domestic product, simply because maximum of the respondents appreciates. In addition to that effort should be made by NSSF to encourage the society to appreciate the activities undertaken and their roles towards to socio-economic development in Tanzania.



**Figure 4.8: GDP is caused by NSSF various activities undertaken in a country**

Source: Field data 2015

This study was supported by the frequency of 39 of the respondent who said GDP is caused by NSSF various activities undertaken in a country, 21 said average, 12 said minimum and 8 of respondents said none. This indicates that activities undertaken such as investment project, development project, public services, strategic planning, contribution and many others leads to gross domestic product is true simply because maximum of the respondents appreciated. In addition to that effort should be made by NSSF to encourage the society to appreciate the activities undertaken and their roles towards to socio-economic development in Tanzania.

#### 4.21 Poverty alleviation is the one of NSSF strategy

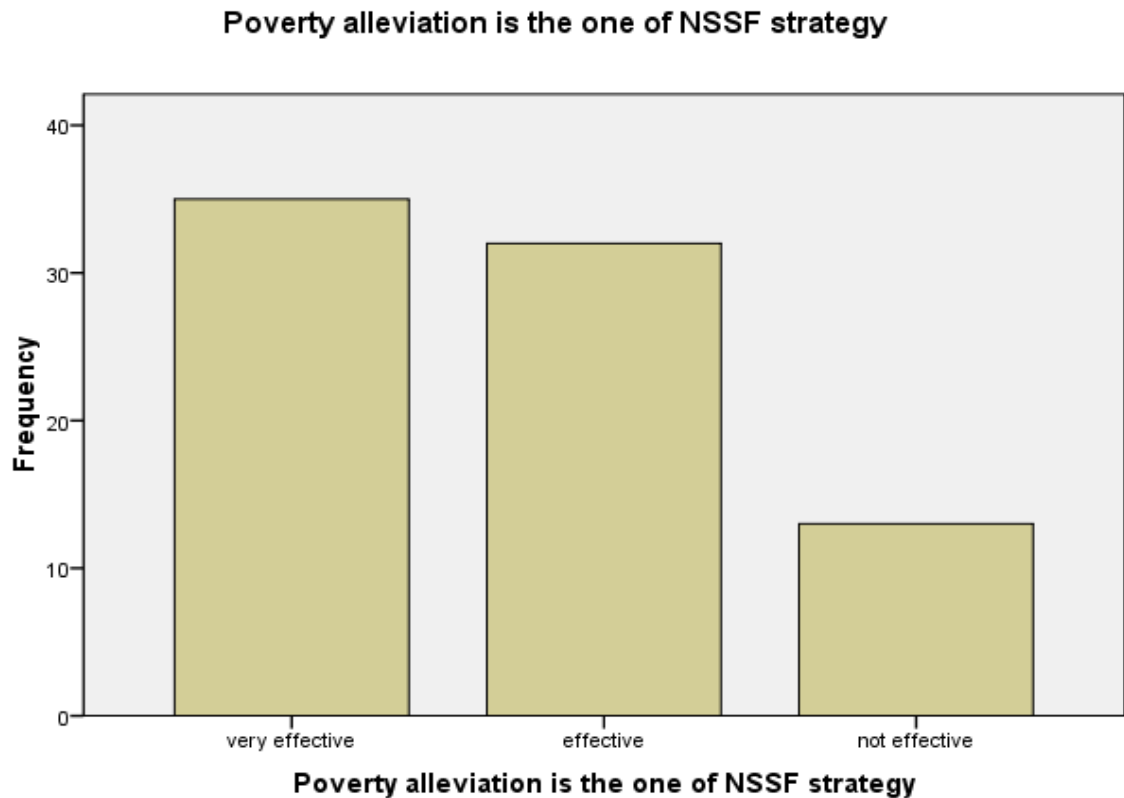
The data was gathered in order to analyse the poverty alleviation is the one of the National Social Security Fund strategy, the respondents said “Very effective, effective and not effective, so the results are presented in the chart and bar chart below:

**Table 4.21: Poverty alleviation is the one of NSSF strategy**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid very effective	35	43.8	43.8	43.8
effective	32	40.0	40.0	83.8
not effective	13	16.2	16.2	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The results showed that 43.8% of the respondent said the effectiveness of National Social Security Fund in poverty eradication in Tanzania is very effective, 40% said effective, 16.2% said not effective. The activities such as investment, public services, planning and development projects such as houses at a fair price, surveyed plots and leasing houses and others help the society in time when is needed. So due to the fact that the percentage which is said very effective and effective is less than 50% there is a need for National Social Security Fund to increase effectiveness in offering services to the members and non-members in Tanzania. In this case the efforts should be made in order to educate the society to know the effectiveness of NSSF. This should be taken into consideration of countering calamities such as floods and others.



**Figure 4.9: Poverty alleviation is the one of NSSF strategy**

Source: Field data 2015

This is supported by the frequency distribution which indicates that 35 of the respondent said the effectiveness of NSSF in poverty eradication in Tanzania very effective, 32 said effective, 13 said not effective. The activities such as investment, public services, planning and development projects such as houses at a fair price, surveyed plots and leasing houses and others help the society in time when is needed. So this is due to the fact that the frequency which is said very effective and effective is less than 50 respondents, so that there is a need of NSSF to increase effectiveness in offering services to the members and non-members in Tanzania. In this case the efforts should be made in order to educate the society to know the effectiveness of National Social Security Fund.

#### 4.22 High standard of living of a society is the one of the indicators of development

The data was gathered in order to analyse the high standard of living of a society is the one of the indicators of development” Please circle what you think is the most correct answer from the statement “strongly agree, agree, disagree, strongly disagree” so the results are presented in the chart and bar chart below:

**Table 4.22: High standard of living of a society is the one of the indicators of development**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid I strongly agree	24	30.0	30.0	30.0
I agree	46	57.5	57.5	87.5
I disagree	7	8.8	8.8	96.2
I strongly disagree	3	3.8	3.8	100.0
Total	80	100.0	100.0	

Source: Field data 2015

The results showed that 30% of the respondent said the high standard of living of a society was the one of the indicators of development they strongly agreed, 57% agreed, 8.8% disagree and 3.8% strongly disagree. When we talk about high standard of living we mean social welfare, high income, improved education, and improved public services such as hospitals, water, electricity, roads and others which is enabled the society to have better life for all. Due to the fact that a large number of percent strongly agreed and agree it is true that high standard of living of a society was the one of the indicators of development.



**Figure 4.10: High standard of living of a society is the one of the indicators of development**

Source: Field data 2015

The results showed that 24 of the respondent said the high standard of living of a society is the one of the indicators of development they strongly agree, 46 agrees, 7 disagreed and 3 strongly disagreed. When we talked about high standard of living we implied social welfare, high income, improved education, and improved public services such as hospitals, water, electricity, roads and others which enable the society to have better life for all. Due to the fact that a large percent strongly agree and agreed, it is true that high standard of living of a society is the one of the indicators of development.



### 4.3 Testing hypothesis

The study has tested multinomial logistic regression model by using SPSS software and the variables used were socio-economic development, investment, poverty alleviation, planning, services and society. Furthermore, the study determined relationship between the most significantly related variables of socio-economic development and investment against other variables.

#### 4.3.1 Regression analysis for the hypothesized variables

The focus in this part of the regression analysis was to establish relationship between predictor variables such as planned settlement and surveyed plots has a positive influence on gross domestic product, standard of living and gross domestic product are positively related, increase in investment has a significant positive influence on gross domestic product and contribution made by members has a positive relationship with gross domestic product in which the variables have insignificance levels of 0.336, 0.825, 1, and 0.302 at 5 % significance level.

**Table 4.23: Likelihood Ratio Tests**

Effect	Model Fitting Criteria	Likelihood Ratio Tests		
	-2 Log Likelihood of Reduced Model	Chi-Square	df	Sig.
Intercept	64.603 <sup>a</sup>	.000	0	.
GENDER	65.852 <sup>b</sup>	1.248	3	.741
AGE	70.382 <sup>b</sup>	5.778	9	.762
EDUCATION	74.865 <sup>b</sup>	10.261	9	.330
DEVELOPMENT	67.988 <sup>b</sup>	3.384	3	.336
PLANNING	64.601 <sup>b</sup>	.	3	.
INVESTMENT	64.603 <sup>b</sup>	.000	3	1.000
CONTRIBUTION	68.250 <sup>b</sup>	3.647	3	.302
POVERTY	89.230 <sup>b</sup>	24.627	6	.000
STANDARD	69.709 <sup>b</sup>	5.106	9	.825

Source: Field data 2015

The research resulted in the regression coefficients (Table 4.23) for the four hypotheses, hypothesis H1 to H4 were as follows;

**Hypothesis 1:** that there is a statistically no significant at 5% significance level for  $0.336 > 0.05$  and positively relationship between development project and standard of living which are supported by a beta coefficient of 67.988 (Table 4.23). The results supported the hypothesis was constructed said that; the increase in development project such as planned settlement, surveyed plots had a positive influence on gross domestic product ( $\uparrow DP \rightarrow \uparrow GDP$ )\

**Hypothesis 2:** that there was a statistically no significant at 5% significance level for  $0.825 > 0.05$  and positive relationship between standard of living and gross domestic product which were supported by a beta coefficient of 69.7090 (Table 4.23). The results supported the hypothesis constructed said that; the improved standard of living and gross domestic product is positively related ( $\uparrow SL \rightarrow \uparrow GDP$ ) .

**Hypothesis 3:** that there was a statistically no significant at 5% significance level for  $1 > 0.05$  and positive relationship between increased in investment and gross domestic product which are supported by a beta coefficient of 64.603 (Table 4.23). The results supported the hypothesis constructed said that increase in investment had a significant positive influenced gross domestic product in Tanzania development ( $\uparrow I \rightarrow \uparrow GDP$ ).

**Hypothesis 4:** that there was no significance at 5% significance level for  $0.302 > 0.05$  a positive relationship between contribution made by members and gross domestic product, the result was supported by a beta coefficient of 68.250 (Table 4.23). The results supported the hypothesis constructed said that Contribution made by members has a positive relationship with gross domestic product ( $\uparrow C \rightarrow \uparrow GDP$ ).

## CHAPTER FIVE

### 5.0 DISCUSSION OF FINDINGS/RESULTS

#### 5.1 Introduction

Descriptive statistics was used to analyze data whereby tables and charts were used to present solution to extend that National Social Security Fund have role towards socio-economic development in Tanzania. Moreover, multinomial logistic regression was done to test the relationship between gross domestic product and investment project made by National Social Security Fund, this section presents the discussion based on findings as well as what other scholars have said in literature review. Discussion of the findings was done based on specific objectives.

#### 5.2 The roles of National Social Security Fund to socio-economic development in Tanzania

The findings show that 61.2% of respondent strongly agreed, 26.2% agree, 6.2% disagreed and 6.2% strongly agreed, this implied that NSSF development projects should offer employment opportunities and hence this would lead to high standard of living and social welfare to the residents of the country. The study was related to Zheng (2009) who studied on the Social Security and Minority Economic Development and he surveyed different area in China, he concluded that Social security has played a positive role in promoting the economic development and a great significance for the economic reform and development in the western minority areas. Therefore, to make the socialist market economic system run and develop well, it becomes necessary to establish and improve the corresponding social security system, to redistribute social wealth through government and public organizations. With the development of the market economy in

the western region and the increasing advanced social productive forces, social security objects should be expanded from urban workers to rural residents as well as all members of society in this case it will lead to employment, poverty reduction, high standard of living, health and education facilities.

### **5.3 The benefits of National Social Security Funds to contributing and non-contributing.**

The result Table 4.11 on the question which asked that is benefit to members and non-members are such as infrastructure, plots, settlement, employment and NSSF/Real Madrid soccer academy. The findings showed that 17.5% of respondent strongly agreed, 76.2% agreed, 5% disagree and 1.2% strongly disagreed. This reveals that benefits to both members and non-members was the public benefits such as infrastructure such as Kigamboni bridge, surveyed plots such as Kiluvya "A" Madukani, planned settlements, employment opportunities and NSSF/Madrid Soccer academy. The study was similar to Kifayat *et al.* (2015) on the understanding the role of conservation in sustainable development in Pakistan and since the study was descriptive in nature, therefore in order to answer the research questions; the study employed descriptive statistical tools. The findings showed that since its inception, Ghulkin Educational Social Welfare Conservation Organization (GESWCO) has put together its effort for better utilization of the available natural resources for the betterment of the community such high standard of living, GDP, employment and poverty alleviation.

#### **5.4 The activities performed by National Social Security Fund towards poverty alleviation**

The results supported by Table 4.19 show that 43.8% of the respondent said the effectiveness of National Social Security Fund in poverty eradication in Tanzania is very effective, 40% said effective, 16.2% said not effective. The activities such as investment, public services, planning and development projects such as houses at a fair price, surveyed plots and leasing houses and others help the society in time when is needed. So due to the fact that the percentage which is said very effective and effective is less than 50% so that there is a need of National Social Security Fund to increase effectiveness in offering services to the members and non-members in Tanzania. In this case the efforts should be made in order to educate the society to know the effectiveness of NSSF. This should take into consideration of countering calamities such as floods and others. The result was similar to Patrick and Katera (2005) Social Protection: Assuring a Minimum Income for the Poorest in Tanzania, the study employed descriptive statistical tools and the findings show that this section has tentatively examined some options for social protection mechanisms to reduce income poverty and hence it can only be considered illustrative, as a comprehensive comparison of the various options is beyond the scope of the study. Comparisons were also constrained by the limited availability of information. It is intended to stimulate debate and encourage a more detailed analysis. It has shown that the level of resources allocated to social protection at present is insufficient to have much impact on income poverty in the population as a whole. At these levels, there is a good case for a highly targeted, coherent and efficient programme to maximize the resources that reach the poorest and most disadvantaged.

### **5.5 The relationship between gross domestic product (GDP) and investment project**

The research resulted in the regression coefficients (Table 4.21) for the four hypotheses, hypothesis H1 to H4.

Hypothesis 1: that there is a statistically no significant at 5% significance level for  $0.336 > 0.05$  and positive relationship between development project and standard of living which are supported by a beta coefficient of 67.988 (Table 4.23). The results supported the hypothesis constructed said that; the increased in development project such as planned settlement, surveyed plots had a positively influence on gross domestic product ( $\uparrow DP \rightarrow \uparrow GDP$ ). Hypothesis 2: that there was a statistically no significance at 5% significance level for  $0.825 > 0.05$  and positive relationship between standard of living and gross domestic product which were supported by a beta coefficient of 69.7090 (Table 4.23). The results supported the hypothesis constructed said that; the improved standard of living and gross domestic product is positively related ( $\uparrow SL \rightarrow \uparrow GDP$ ).

Hypothesis 3: that there was statistically no significant at 5% significance level for  $1 > 0.05$  and positive relationship between increased in investment and gross domestic product which are supported by a beta coefficient of 64.603 (Table 4.23). The results supported the hypothesis constructed said that increased in investment had a significant positive influence on gross domestic product in Tanzania development ( $\uparrow I \rightarrow \uparrow GDP$ ).

Hypothesis 4: that there was no significance at 5% significance level for  $0.302 > 0.05$  a positive relationship between contribution made by members and gross domestic product, the result was supported by a beta coefficient of 68.250 (Table 4.11). The results supported the hypothesis was constructed said that Contribution made by members has a positive relationship with gross domestic product. ( $\uparrow C \rightarrow \uparrow GDP$ ). The result is supported

by Niza *et al.* (2014) examined the efficiency of the social protection policies to reduce poverty in the European Union which lead to the impact of European Structural Funds, on their paper they applied Stochastic Frontier Analysis (SFA) to examine poverty gains in European Union using data from Euro stat and the World Justice Project in this case their results indicated that more than a lack of resources, the main problem was the inefficiency of social protection expenditure to contribute and once the expenditure on social protection did it will lead to poverty reduction so this would causes the standard of living to be high and automatically social welfare promotion, increase efficiency more widespread adoption of means-tested in allocation of benefits.

## CHAPTER SIX

### 6.0 SUMMARY, CONCLUSION AND RECOMMENDATIONS

#### 6.1 Introduction

This chapter aimed at concluding the whole work undertaken in this study, chapter one defined the problem of the study while the second chapter reviewed the literature relevant to the problem of the study, chapter three highlighted on the research methodology whereas chapter four discussed data analysis and results for the study, therefore the chapter five aimed to discuss the conclusions, recommendations and suggested areas for further study.

#### 6.2 Summary of findings

The results showed that 61.2% of respondents strongly agreed on the question asked that NSSF contribute to socio-economic development in Tanzania, 55% strongly agreed on the question; NSSF causes social welfare in Tanzania; 57.5% strongly agreed on the question; planned settlement leads to increase in Government income through property tax; 60% agreed on the question asked that NSSF offers credit facilities to the Government and individuals; 76.2% agreed on the NSSF leads to International relations among outside Counties such as Kenya and Uganda.

While 67.5% agreed that NSSF contribute a large percentage on the Government projects such as UDOM and Kigamboni project; 76.2% agreed that NSSF benefited members more than non-members; 76.2% agreed that benefit to members and non-members are such as infrastructure, plots, settlement, employment, soccer academy; 73.8% agreed that benefit to members in old age, invalidity, survivors, funeral, maternity, injury, TDB, PDB and health; 82.5% agreed that NSSF helps people who



affected by calamities such as floods and uninsurable risks; 80% strongly agreed on the development project of NSSF has benefit to the public.

More than ninety percent (91.2%) of the respondents said yes on the question that said planning made by NSSF support the country economically, socially and politically; 90% of the respondents said yes on the question said that is investment made by NSSF is beneficial to the government; 87.5% said yes on the contribution made by members helps them to benefit more than non-members; 48.8% said maximum on the question GDP is caused by NSSF various activities undertaken in a country; 43.8% said very effective on Poverty alleviation is the one of NSSF strategy; 57.5% agreed on high standard of living of a society is the one of the indicators. The over low result was 969.7% average.

The hypothesis 1, 2, 3 and 4 are supported by  $0.336 > 0.05$  at a beta coefficient of 67.988,  $0.825 > 0.05$  at a beta coefficient of 69.7090,  $1 > 0.05$  at a beta coefficient of 64.603 and  $0.302 > 0.05$  a beta coefficient of 68.250 respectively. This implied that NSSF had roles towards socio-economic development in Tanzania through its investment, development projects, services offered to the public, social responsibility, employment creation and strategic planning which would result into gross domestic product, employment opportunities, standard of living, poverty alleviation, credit facilities, education, social welfare; the combination of these variables will lead into socio-economic development of Tanzania.

### **6.3 Conclusions**

From findings of the study, it can be said that NSSF have roles to socio-economic development in Tanzania, this is due to the fact that average of the result shows that 69.7% of all the respondents agreed that NSSF have role to socio-economic development

in Tanzania. The hypothesis 1, 2, 3 and 4 are supported by  $0.336 > 0.05$  at a beta coefficient of 67.988,  $0.825 > 0.05$  at a beta coefficient of 69.7090,  $1 > 0.05$  at a beta coefficient of 64.603 and  $0.302 > 0.05$  a beta coefficient of 68.250 respectively. This is indicated by the high standard of living, economic welfare, employment opportunities, improved education, gross domestic product, poverty alleviation, credit facilities and social welfare. The combination of these are caused by investment project, development project, Public services, strategic planning, contribution, social responsibility and employment creation.

The benefits of NSSF to contributing and non-contributing members in Tanzania are economically, socially and politically, so that when we say economically we talk about the income earned through social security operations such as employment opportunities offered and other economic activities, socially we mean the nature of the social security fund offering services to the society and when we talk about politically we mean the governing of the country.

Investment such as housing, surveyed plots, leasing houses in different area of the country which are sold and leased for an affordable prices this would lead to socio-economic development, according to this connection, investment have a relationship with socio-economic development. When the society benefits through temporary employment, reasonable price for houses and surveyed plots, services offered by social security fund in this case through this some of benefits highlighted would lead to socio-economic development and hence the standard of living would be improved.

## **6.4 Recommendations**

### **To the Government**

Government should repay loans owed by NSSF on time and should implement rules and regulations which suitable to social security operations.

### **To National Social Security Fund (NSSF)**

NSSF should implement schemes to rural areas in Tanzania by initiating development projects such as cheaper houses, surveyed plots for sale to the society, to develop infrastructures on the place of the scarcity, to improve the standard Government schools in rural and other public services such as safe and clean water, electricity and roads in order to make communication from one place to another to be easy.

### **To the public**

It is recommended to the public to stop the habit of prohibiting NSSF by either suing to the court by the intention of avoiding the use of their piece of land in development project; this implies that residents who are the owner of the land at the place where the project is undertaken should be fare to leave their areas where NSSF plans to develop the areas by building schools, hospitals, football ground and other project which are beneficial to the whole of the society

### **To academicians**

The recommendation to academicians is that, another study on the same area should be conducted using primary data in order to study the role of NSSF to socio-economic development in Tanzania, this is because the effort should be made starting by the professionals on investing in doing research; this would lead our Country to leave where we are to one step forward, this is so because NSSF is the one of the source of development through investment, development project, social responsibility and hence socio-economic development in Tanzania caused by the standard of living, employment

opportunities, improved education level, social welfare, economic welfare and gross domestic product.

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## APPENDICES

## I. Work plan/ schedule of activities

Research name: The role of social security Fund to socio-economic development in Tanzania									
Research Lead:			Ntungi J. Kalugulwa						
Tasks	Start	End	Feb - Apr 15	Apr 15	May 15	Jun 15	Jul 15	Aug 15	Sep1 5
Proposal/prep/Sub	2/2/15	3/4/15							
Data Collection	1/5/15	31/5/15							
Data/Process/Analyse	1/6/15	30/6/15							
Report writing	1/7/15	31/7/15							
Report/setup/review	1/8/15	31/8/15							
Print/submission	1/9/15	30/9/15							
Research Methodology and ( Dissertation)									



## 2. Appendix II Financial provisions (research budget)

Budget items and estimated costs:		
Budget items		Estimated costs
1. Travel	Travel to/ from a bus terminal	100,000
	Internal travel ( bus, car )	400,000
	Local transport (specify as appropriate cost per month	80,000
	<b>Sub total</b>	<b>580,000</b>
Living costs	Accommodation	300,000
	<b>Sub total</b>	<b>300,000</b>
4. Research costs	Communications email access,	150,000
	Books,	500,000
	Photocopying	50,000
	<b>Sub total</b>	<b>700,000</b>
5. Equipment	Laptop	650,000
	<b>Sub total</b>	<b>650,000</b>
6. Other costs		50,000
	<b>Sub total</b>	<b>50,000</b>

## 3. Expected time of commencing the Study is 02 Feb 2015

4. Expected time of completing the Study is seven months

Signatures:

Student..... Date.....

5. Comments of the supervisor

.....  
.....  
.....  
.....

Supervisor.....Date.....

6. Appendix III: Questionnaire

Respondent's name.....

Dear respondent,

My name is Juvenalis Kalugulwa Ntungi, I am conducting a research in assessment on the role of social Security Fund to socio-economic development in Tanzania, and the research is for partial fulfilment for awards of Masters of Business Administration in Finance (MBA-Finance) from the Open University of Tanzania. The questionnaire takes less than 7 minutes to answer, kindly respond to the following questions to the best of your knowledge. If you have any questions concerning this research, do not hesitate to call the researcher at 0752547963 or write me an email at: *kalugulwa@yahoo.com*

*Please tick in appropriate the box provided*

1. Gender of respondents

Male

Female

2. Age of respondents

Below 30 years

Between 31-40 years

Between 41-50 years

More than 50 years

3. Education level of respondents

Primary Education

Secondary Education

Diploma

College Education

4. Each of the following statement about the roles of NSSF to the Government, please indicate (by ticking) the extent to which you agree them, using the following scale: (strongly Agree, Agree, Disagree and strongly disagree).

	Strongly agree	Agree	Disagree	Strongly disagree
1.NSSF contribute to economic growth in Tanzania				
2.NSSF cause social welfare in Tanzania				
3.Planned settlement leads to increase Government income through property tax				
4. NSSF offers credit facilities to Government and individuals				
5.NSSF leads to international relations among the countries				
6.NSSF contributes a large percentage to the Government projects example UDOM, Kigamboni bridge projects and others				

5. For each of the following statement about the benefit of NSS to members and non-members and non-members, please indicate (by ticking) the extent to which you agree them, using the following scale: (strongly Agree, Agree, Disagree and strongly disagree)

	Strongly agree	Agree	Disagree	Strongly disagree
1.NSSF members benefits more than non-members				
2.Benefits of NSSF to both members and non-members are such as infrastructure, plots, settlements, loan to students and youth, employment, NSSF/Madrid soccer academy				
3.members benefits are such as old age, invalidity, survivors, funeral, maternity, employment, employment, TDB, PDB, death, social health insurance benefit				
4.NSSF helps peoples who affected by calamities such as floods and uninsurable risks				

6. Is the investment of NSSF has benefit such as planned settlement and surveyed plots?

Yes  No

7. Planning made by NSSF supporting the country to be in a good position economically, socially and politically?

Yes  No

8. Investment made by NSSF is beneficial to the welfare of the Government?

Yes  No

9. Contribution made by members help them to benefit more rather than non-members?

Yes

No

10. GDP is caused by the total value of goods and services produced by a country in a year including NSSF activities?

Maximum

Average

Minimum

None

11. Poverty alleviation is the strategy of NSSF, is this statement indicating effectiveness?

Very effective

Effective

Not effective

12. Good standard of living of the society is the indicators of development? Please circle what you think is the most correct answer from this statement. "Effective Succession

a) I Strongly agree

b) I agree

c) I disagree

d) I strongly disagree

13. What is the relationship between gross domestic product (GDP) and investment?

*Thanks for your time and co-operation*