

**IMPROVING INCOME OF UMOJA NI NGUVU YOUTH GROUP THROUGH
PRODUCTION OF GYPSUM DECORATIONS AT KIBAMBA WARD,
UBUNGO MUNICIPALITY**

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**A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENT FOR THE DEGREE OF MASTERS IN COMMUNITY
ECONOMIC DEVELOPMENT (MCED), DEPARTMENT OF COMMUNITY
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TANZANIA**

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CERTIFICATION

The undersigned certifies that he has read and here by recommends for acceptance by The Open University of Tanzania, a dissertation titled, **Improving Income of Umoja ni Nguvu Youth Group through Production of Gypsum Decorations at Kibamba Ward, Ubungo Municipality**, in partial fulfillment of the requirements for the award of Degree of Masters in Community Economic Development (MCED).

.....

Prof. Emmanuel Nyankweli

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Date.....

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DECLARATION

I, **Yusta Michael Bongole** declare that, the work presented in this dissertation is original. It has never been presented to any other University or Institution. Where other people's works have been used, references have been provided. It is in this regard that I declare this work as originally mine. It is hereby presented in partial fulfillment of the requirement for the Degree of Masters in Community Economic Development (MCED) of The Open University of Tanzania.

.....

Signature

.....

Date

DEDICATION

I dedicate this work to all lovely family members and friends. Foremost, to my husband Paul Sadida Severe and to my daughters and son. Similarly, to my mother for their continued support, love and care.

ACKNOWLEDGEMENT

I acknowledge the contributions from various groups of individuals and organizations supported this project. Although it is difficult to list them all by names but a few are mentioned to express my gratitude.

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I recognize the inputs from various stakeholders, including Umoja ni Nguvu Youth Group members, Kibamba WEO office staff, and various Officials from Ubungo Municipal Council. I also recognize the support from friends, Severine Bageita and Ndeshimuni Emmanuel Nkya for the considerable time spent to advice and making sure my academic objectives are met.

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ABSTRACT

The general goal of the project was to improve income of Umoja ni Nguvu Youth Group at Kibamba Ward in Ubungo Municipality. The project resulted from Community Needs Assessment (CNA) which was conducted to determine challenges facing the community and available resources to support required interventions. At least 26 youth participated in the CNA exercises. The researcher used four data collection methods, namely: questionnaires, focus group discussions, interviews, and observations. After analysis of data, the findings indicated that, the community members under study were facing the challenge of low income and inadequate source of income which was the major community need. By using FGD, participants proposed to form Umoja ni Nguvu Youth Group through which they suggested economic activity to improve income. Through pairwise ranking techniques, Umoja ni Nguvu Youth Group formulated the project of 'Production of Gypsum Decorations'. The project was implemented in 4 months from July to October 2023. The outcome of the project was to train 10 group members about the production of gypsum decorations. The group was able to produce 120 units of decors per week and secured reliable market to sell all units in local market. At a full scale of operations the group was able to earn a weekly average income of TZS 1800,000. Results from participatory monitoring and evaluation indicated that the project was successful implemented, and Umoja ni Nguvu Youth Group at Kibamba Ward was able to improve their regular income at individual levels and raise standard of living at household levels.

Keywords: Gypsum decorations, Youth, Income, Poverty

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LIST OF ABBREVIATIONS AND ACRONYMS

BDS	Business Development Services
CBO	Community Based Organization
CED	Community Economic Development
CNA	Community Needs Assessment
FGD	Focus Group Discussion
IGAs	Income Generation Activities
LGAs	Local Government Authorities
MCED	Masters in Community Economic Development
NBS	National Bureau of Statistics
NGO	Non-governmental Organization
OUT	Open University of Tanzania
PNA	Participatory Needs Assessment
PwD	People with Disabilities
SPSS	Statistical Package for Social Science
SWOC/T	Strength, Weakness, Opportunity and Challenges/Threats
TZS	Tanzania Shillings
UMC	Ubungo Municipal Council
UN	United Nations
URT	United Republic of Tanzania
WEO	Ward Executive Officer

CHAPTER ONE

PARTICIPATORY NEEDS ASSESSMENT

1.1 Background Information

The study was conducted at Kibamba ward in Ubungo Municipality, Dar es Salaam region. The purpose was to engage local community, especially youth groups to determine community needs, identify available resources and opportunities, and develop viable intervention(s). To align with the purpose, the researcher used Participatory Needs Assessment (PNA) methods to gain dynamic participation of various stakeholders.

Participatory Needs Assessment (PNA) is a research method in which community participants are directly involved in identifying needs or problems and the results obtained from research determine the action to be taken. The importance of this method is to encourage active participation of community members and other stakeholders in the study (Sandru, 2014). To that end, the selected youth groups from Kibamba ward were involved in determining their needs and proposing desired projects which could be implemented to improve their livelihood. Through this process, the researcher helped youth to jointly discuss and analyze problems they face and identify available resources.

The study targeted youth to participate in PNA process due to various challenges they face. Youth are defined globally as individuals aged between 15 to 24 years (UN, 2018), and locally as young men and women aged between 15 to 35 years (NBS, 2014). Youth is a period of age transition from dependent childhood to independent adulthood. This stage comprises varied demographics and education

characteristics that faces different challenges, including isolation, unemployment, indecent jobs, inequality, lack of necessary experiences and skills required for jobs, denied capital and financial supports, addiction to abusive drugs and teenager pregnancies. Nevertheless, various efforts made by individuals and organizations to support youth, still they face infinite marginalization leading to sustained income poverty.

The youth of Kibamba ward in Ubungo municipality faced same challenges identified above, and tailored approach was necessary to take intervention actions. Thus, by using PNA methods, sufficient involvement of Umoja ni Nguvu youth group and other stakeholders was obtained. The participants were asked to identify community needs, determine resources and opportunities, and the researcher guided them to develop suitable intervention(s).

Through this chapter, gradual processes are indicated in various sections to explain the community profile, Community Needs Assessment (CNA), identified community challenges and opportunities, and techniques used to prioritize community needs and selecting desired intervention(s). Through these processes youth groups considered production of gypsum decorations to be feasible means of improving their income in comparison to other economic activities.

1.2 Community Profile

The following subsection provides community general outlook. It describes details of geographical location, demographic sizes, administrative structure, climatic conditions, social services and economic activities of Kibamba ward. These

information are important factors to examine community structure before defining its needs and resources.

1.2.1 Geographical Location

Umoja ni Nguvu Youth Group is located at Kibamba Ward, one of the 14 administrative wards of Ubungo Municipality. The group is hosted at Ward Executive Officer's (WEO) office found at 6°47'0 S; 39°3'0 E geographical coordinates. The area can be reached by tarmac road through public transport from Morogoro road highway to Kibamba center.

1.2.2 Population

According to National Bureau of Statistics (NBS, 2022) census, population of Kibamba Ward stood at 43,191 and distributed as 20,349 males and 22,842 females. The average household size was 3.8 and average annual intercensal population growth was 4.1%.

1.2.3 Administrative Structures

Kibamba ward is one of the 14 wards of Ubungo Municipality. It comprises five sub-wards, namely Kibamba, Hondogo, Gogoni, Kiluvya and Kibwegere. The ward is administered through Ward Development Committee (WDC) chaired by Ward Councilor and coordinated under secretariat of WEO. Main technical staff include Education Officer, Agricultural Officers, Livestock Officer, Community Development Officer, Trade Officer, and Health Officer. Executive Officers in-charge of sub-wards also report to Ward Executive Officer as indicated in Figure 1.1 below.

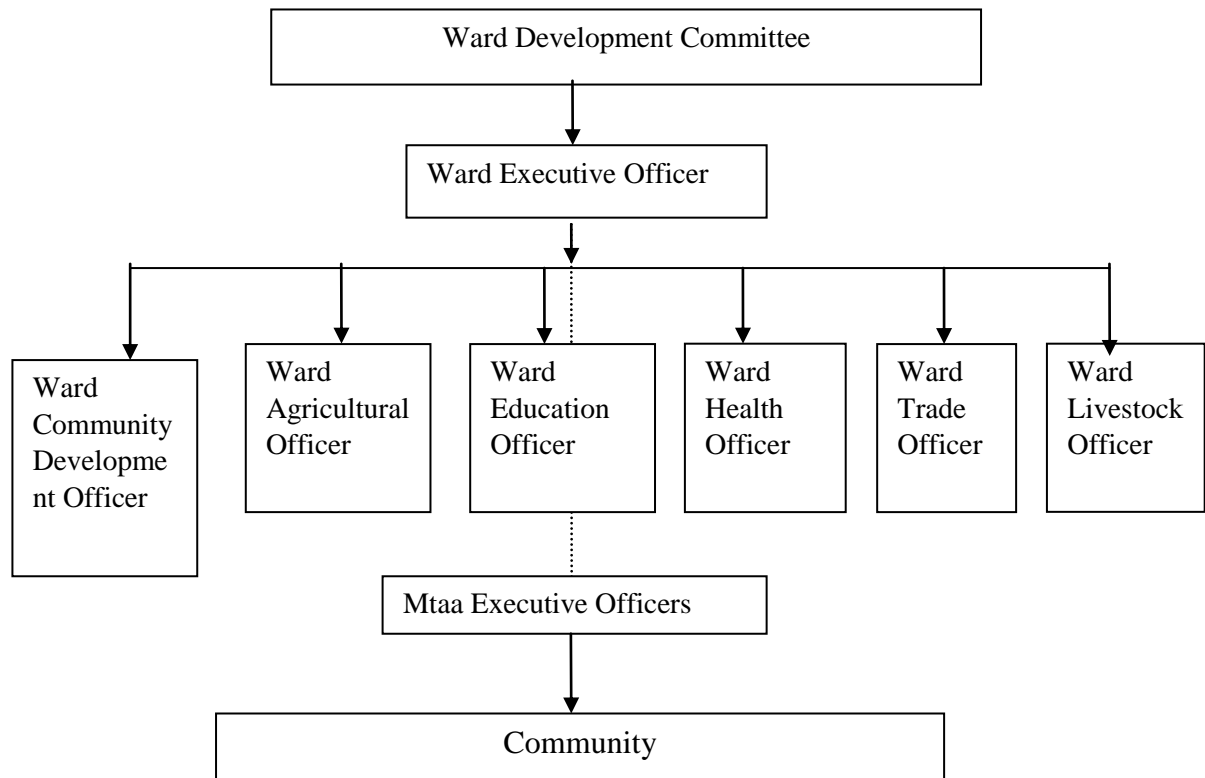


Figure 1.1: Ward Organization Structure

Source: Kibamba Ward Office, 2023

1.2.4 Social Services

The Kibamba community enjoys both public and private providers of various social services. There are public primary and secondary education schools as well as private education services providers. The health services are accessed from publicly owned health facilities, including Kibamba dispensary, and a notable Mloganzila, the branch of Muhimbili National Hospital. Communication is enabled by reliable transport from commuter buses and telecommunication networks. There is also regular supply of clean and safe water in the area.

1.2.5 Economic Information

Kibamba ward hosts wholesale and retail shops, milling machines, restaurants, meat shop, pharmacies, garages, fuel stations, guest houses, liquor stores and bars, and

building materials shops (Hammed, 2017). Other notable economic activities include livestock keeping, crop farms, village community banks, telecom services, agency banking and mobile money operators. As a shifting urban area from semi-rural community, Kibamba has active construction of modern houses which attract ample use of various decorations, including locally produced décor made from gypsum powder. Such change in people lifestyle, income and social structures may cause changes in consumption patterns and utilization of resources; since an increase in wealth and development changes the consumption patterns and increases the usage of technology.

1.2.6 Climatic Condition

Large part of Ubungo Municipality experiences modified type of equatorial climate. It is generally hot and humid throughout the year with an average temperature of 28°C. The hottest season is from October to March and relatively cool between May and August with temperature around 25° C (Williams, 2017). Kibamba ward experiences two sets of rains; short rains from November to December and long rains from March to June. The average annual rainfall is 800mm – 1000mm. Humidity is around 96% in the mornings and falls to 67% in the afternoons. This climate is influenced by the Southwest monsoon winds of April to October and Northeast monsoon winds of November to March (Rahman, 2017).

1.3 Community Needs Assessment

According to Sharma *et al* (2000), a straight forward way of estimating the needs of community is simply to ask residents their opinions about the development of the services within the locality, their satisfaction and what particular services are needed

in compelling needs. This process is used as an accurate appraisal of community's current situation, through which researcher get firsthand information from the relevant audiences in the assessed area (O'Brien, 2011). The CNA enables identification of real needs and developing clear strategies to address identified needs.

In this project, the Community Needs Assessment involved youth group to determine the current situation of Kibamba ward. It considered the insider's point of view, what activities were done and whether the community was recognizing the available needs as well as if they were reasonable and practical (Quigley, 2000).

1.3.1 Objectives of Community Needs Assessment

1.3.1.1 General Objective

General objective of CNA was to collect relevant information which helped to identify needs, opportunities and assets, and to determine desired intervention(s) to improve income of Umoja ni Nguvu youth group in Kibamba ward.

1.3.1.2 Specific Objectives

- i To describe demographic characteristics of Kibamba Ward,
- ii To determine livelihood situations of youth group in Kibamba Ward,
- iii To identify main community needs for youth in Kibamba Ward,
- iv To identify intervention projects for youth in Kibamba Ward.

1.3.2 Community Needs Assessment Questions

- i. What are demographic characteristics of Kibamba Ward?

- ii. What are main economic activities carried out by youth in Kibamba Ward?
- iii. What are main youth challenges and opportunities found in Kibamba Ward?
- iv. What are the most pressing community needs of youth in Kibamba Ward?
- v. What are possible intervention to improve youth conditions in Kibamba Ward?

1.3.3 Community Needs Assessment Methodology

Research methodology is the way of studying how scientifically research is conducted, in which various steps adopted by researcher to solve a research question is analyzed (Kothari and Garg, 2019). In this study, the researcher undertook several steps to complete CNA process, which covered stages of planning, organizing and implementing different research methods and tools. Suitable approach enabled researcher to locate and meet community members, to choose respondents, and to collect and analyze data.

The following subsections describe research design, sampling techniques, methods and tools of data collection, and data analysis. The aim of deploying various research methodologies to complete CNA was to get means of examining important information found in the community to allow them choose right solutions to solve their challenges.

1.3.3.1 Research Design

Research design is an arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure (Kothari 2009:31). It is the conceptual structure within which the research is conducted, where it constitutes the blue print for collection, measurement and

analysis of data. It is a comprehensive plan for data collection which a researcher uses to answer specific research questions (Bhattacharjee, 2012).

This study used qualitative research methods, in which the cross – sectional research design was deployed. In choosing correct research methods and design, researcher considered a number of factors, including nature of research questions, researcher's ability, and audience under study. The research survey strategy was used to help data collection through reviews, observations, interviews, discussions, and questionnaires. Reliable results were obtained by analyzing information collected from respondents and some documented sources.

1.3.3.2 Sampling Technique

Sampling is the process of choosing fewer items to be used in research from which the results are obtained to represent the whole population under study. Therefore, a sample is a representative as close as possible of the full population in which conclusions about characteristics of the population can be made. In this study researcher used non-probabilistic sampling technique whereby purposive sampling method was used to get required representation. Purposive sampling was a convenient way of using researcher's judgment to subjectively reach a targeted group of research population.

Through such convenient sampling the researcher selected participants to take part in CED project. To gather information about Kibamba community, three categories of respondents were considered as indicated in Table 1.1. The first category comprised of leaders and officials of Local Government Authorities; the second category

comprised of NGO/CBO and business representatives; and the third category comprised of youth group members. The sample of 26 (17.7%) respondents were selected from population.

Table 1.1: List of Respondents

Respondent category	Population	Sample size	Percentage
LGA leaders and Officials	22	7	31.8
NGO/CBO/Business representatives	28	3	10.7
Youth Groups representatives	153	26	17.0
Total	203	36	17.7

Source: Field data, 2023

1.3.3.3 Data Collection

The Community Needs Assessment used different methods to gather data. The data gathered were from both primary and secondary sources. Primary data were collected directly from 26 youth using structured questionnaires which were supplemented with interviews, and observations. Other primary data were gathered from key informants using structured interviews and discussion guides. Secondary data were information already published, and were obtained from documented sources in printed and or stored in electronic materials.

1.3.3.3.1 Survey Questionnaires

A questionnaire is a research instrument consisting of series of questions for the purpose of gathering information from respondents (Saul, 2018). To facilitate collection of primary data for this study, structured questionnaire with close-ended

questions was designed and translated in Kiswahili before was administered to 26 youth for self-filling. Questions were detailed to reveal information on group demography, socio-economic situation, and opportunities to establish new income generating activities (IGAs) at Kibamba ward.

1.3.3.3.2 Observation

Initially the researcher made some visits to the area to observe and gather information from neighbourhood. These information were collected by way of investigator's own direct observation without asking the respondents. By using observation guide, the researcher was able to establish the community profile, determine socioeconomic situation, and study market potentiality for products from the project activities.

1.3.3.3.3 Interview

Dubey and Kothari, (2022) define interview as the method of collecting data involving presentation of verbal stimuli and reply in terms of oral-verbal responses. Data are collected by oral information from participants based on their views (Kothari, 2012). By using interviews, researcher got advantage to probe on some leading issues that emerged and to clarify questions for respondents. Responses were recorded in notebook for further processing. The method was helpful to researcher to establish good relationship and gather information not easy to access by questionnaires.

1.3.3.3.4 Focus Group Discussion

By using Focus Group Discussion (FGD) guide, youth participated in discussion to reveal further information required for the study. A group of 10 youth were involved in a 90 minutes interactive open discussion; where they raised opinions and perceptions. Some areas covered included challenges faced by youth, opportunities to establish IGAs, and possible CED projects to be implemented for improving their income and livelihood.

1.3.3.4 Data Analysis Methods

The purpose of data analysis was to extract useful information that help to take informed decisions. Some statistics were generated to indicate relationships of different variables to be used in result discussions. Before analysis took place, data were organized, coded and entered into Statistical Packages for Social Sciences (SPSS) for analysis. Both quantitative and qualitative data were analyzed. While Quantitative data were analyzed using Excel and SPSS, and presented in descriptive statistics of frequencies, percentages, and cross tabulation to check relationship between variables; the Qualitative data were organized under themes and subthemes on information based on study objectives depending on findings of the analysis.

1.4 Community Needs Assessment Findings

This part presents results from data analysis made to complete CNA exercise. It summarizes information about the demography of community members, their livelihood conditions, challenges and opportunities they face, and identified needs and suggested interventions. Statistical information are tabulated for clear understanding.

1.4.1 Demographic Characteristics of Community

Demographic characteristics of the community were analyzed by gender, age, marital status, and education levels. The information helped the researcher to grasp the social structure and alignment of respondents, and the level of social interactions.

1.4.1.1 Gender Distribution of Respondents

The survey included gender analysis to determine power relations of men and women. The results indicated in Table 1.2 shows that 58% of respondents were men and 42% were women. This result indicated male dominance in groups involved in the survey. However, it was recognized that a large number of men were actively participating in groups dealing with masonry and other economic activities in Kibamba than women.

Table 1.1: Gender Distribution of Respondents

	Gender	Frequency	Percent	Valid percent	Cumulative percent
Valid	Male	15	58	58	58
	Female	11	42	42	100
	Total	26	100	100	

Source: Field data, 2023

1.4.1.2 Age Distribution of Respondents

The results of age assessment of respondents are presented in Table 1.3. The observations indicated that, respondents aged from 21-25 years were 30.8%; respondents aged from 26-30 years were 11.5%; respondents aged from 31-35 years were 15.4%; respondents aged from 36-40 years were 34.6%; and those above 40

years were 7.7%. These results revealed that about 57.7% of all respondents were aged 35 or below years, indicating high composition of youth, and active workforce within members of groups under study.

Table 1.2: Age Distribution of Respondents

	Age (Years)	Frequency	Percent	Valid percent	Cumulative percent
Valid	21 – 25	8	30.8	30.8	30.8
	26 – 30	3	11.5	11.5	42.3
	31 – 35	4	15.4	15.4	57.7
	36 – 40	9	34.6	34.6	92.3
	≥ 41	2	7.7	7.7	100
	Total	26	100	100	

Source: Field data, 2023

1.4.1.3 Marital Status of Respondents

Information about marital status of respondents is presented in Table 1.4 below. The results indicate that 50% of respondents were married and 35% were single, while 8% were either separated or widow/widower. Marital status was analyzed to determine the level of commitment of respondents to take part in group projects when they are initiated.

Table 1.3: Marital Status of Respondents

	Marital status	Frequency	Percent	Valid percent	Cumulative percent
Valid	Single	9	35	35	35
	Married	13	50	50	85
	Separated	2	8	8	92
	Widow	2	8	8	100
	Total	26	100	100	

Source: Field data, 2023

1.4.1.4 Education Level of Respondents

The findings presented in Table 1.5 reveals that out of all respondents, 46% have attained primary school education, 42% reached secondary school level, while 8% possessed a diploma, and only 4% went to university. The majority of respondents possessed either primary or secondary education certificate indicating minimum literacy but important to support them in continuous learning and participation in various economic activities.

Table 1.4: Education Level of Respondents

	Education level	Frequency	Percent	Valid percent	Cumulative percent
Valid	Primary education	11	46	46	46
	Secondary education	12	42	42	88
	Diploma/technical	2	8	8	96
	University &above	1	4	4	100
	Total	26	100	100	

Source: Field data, 2023

1.4.2 Community Livelihood

The analysis on community livelihood helped the researcher to determine respondents' occupation, skills and experience, income and income sources and available opportunities and challenges. These information were important to understand the level of income poverty and available opportunities which can be used to address challenges found.

1.4.2.1 Status of Employment of Respondents

Various information were analyzed to establish general status of employment which occupied respondents. Table 1.6 shows that both 42% of respondents were unemployed or self-employed, and both 8% were salaried or supporting parents in family activities. The results revealed that 50% of all respondents lived without occupation to bring earning of regular income and would need intervention from stakeholders.

Table 1.5: Status of Employment of Respondents

	Employment type	Frequency	Percent	Valid percent	Cumulative percent
Valid	Unemployed	11	42	42	42
	Salaried	2	8	8	50
	Self employed	11	42	42	92
	Support parents	2	8	8	100
	Total	26	100	100	

Source: Field data, 2023

1.4.2.2 Skills and Experience

The skills and experience of respondents were analyzed and presented in Table 1.7 below. Results indicate that, 38.5% were experienced in business, 23.1% had technical skills, while both 11.5% had either farming or professional experience. Results showed that a handful (11.5%) of respondents had academic profession unlike the majority who gained skills from friends or by occasional trainings from skills development agents.

Table 1.6: Skills and Experience of Respondents

	Skills /experience	Frequency	Percent	Valid percent	Cumulative percent
Valid	Business	10	38.5	38.5	38.5
	Technical	6	23.1	23.1	61.5
	Farming	3	11.5	11.5	73.1
	Professional	3	11.5	11.5	84.6
	Others	4	15.4	15.4	100
	Total	26	100	100	

Source: Field data, 2023

1.4.2.3 Income Level of Respondents

Table 1.8 indicates averages of monthly income of respondents. Results show that 61.5% of respondents earned TZS 100,000 or below, and 30.8% earned from TZS 100,000 to TZS 200,000, while only 7.7% earned more than TZS 500,000 per month. These ratios exposed the existence of serious income poverty among respondents.

Table 1.7: Monthly Income Levels of Respondents

	Income (TZS)	Frequency	Percent	Valid percent	Cumulative percent
Valid	≤ 100,000	16	61.5	61.5	61.5
	101,000 – 200,000	8	30.8	30.8	92.3
	201,000 – 300,000	0	0.0	0.0	92.3
	301,000 – 400,000	0	0.0	0.0	92.3
	401,000 – 500,000	0	0.0	0.0	92.3
	≥ 501,000	2	7.7	7.7	100.0
	Total	26	100.0	100.0	

Source: Field data, 2023

1.4.2.4 Source of Income

Income sources of respondents varied as shown in Table 1.9. The results indicated that majority by 57.7% were earning from business as self-employed people, while 26.9% depended on casual labours. Salaried respondents making 7.7% of respondents included those working in formal sector. These ratios helped to know respondents without formal means of making regular income who can also join CED projects to improve livelihood.

Table 1.8: Income Source of Respondents

	Income source	Frequency	Percent	Valid percent	Cumulative percent
Valid	Salary	2	7.7	7.7	7.7
	Business	15	57.7	57.7	65.4
	Casual labor	7	26.9	26.9	92.3
	From parents	2	7.7	7.7	100.0
	Total	26	100.0	100.0	

Source: Field data, 2023

1.4.2.5 Challenges facing youth

Respondents were asked to choose among the list of challenges facing them and results were analyzed and presented in Table 1.10. Observations indicated that, both 35% of respondents mentioned lack of capital and unemployment to be major challenges, while both 15% of respondents mentioned lack of skills and limited markets major challenges. As the project aimed at identifying challenges to be addressed, researcher will deploy other methods, including interviews and group discussions to reveal more challenges which need interventions.

Table 1. 9: Challenges Facing Respondents

	Challenges	Frequency	Percent	Valid percent	Cumulative percent
Valid	Lack of capital	9	35	35	35
	Unemployment	9	35	35	70
	Lack of skills	4	15	15	85
	Limited markets	4	15	15	100
	Total	26	100	100	

Source: Field data, 2023

1.4.2.6 Opportunities available in Community

In assessing economic opportunities obviously available to respondents, different opinion were revealed as presented in Table 1.11 below. It was observed that 27% mentioned availability of cultivable land, 23% mentioned access to employment, and 19% said access to loans, while 15% were in opinion of availability of markets to sell goods and services. These information were important to understand how community

member were seeing opportunities and how can use them when provided with skills capacity and capital inputs.

Table 1.10: Opportunities Available in Community

	Opportunities	Frequency	Percent	Valid percent	Cumulative percent
Valid	Access to employment	6	23	23	23
	Cultivable land	7	27	27	50
	Access to market	4	15	15	65
	Access to raw materials	2	8	8	73
	Loan to entrepreneurs	5	19	19	92
	Institution supporting youth	2	8	8	100
	Total	26	100	100	

Source: Field data, 2023

1.5 Community Needs Prioritization

Through FGD participants were able to identify and list most pressing need(s). The role of the researcher was to guide the process and ensure proper needs prioritization was achieved. At first, five (5) needs were listed and participants went through a pairwise ranking exercise to select one (1) most pressing need as indicated in Table 1.12; from which low income was ranked high and decided to develop intervention activities.

Table 1.11: Prioritization of Needs

Needs	Inadequate Capital	Unemployment	Low income	Inadequate skills	Market limitation	Score	rank
Inadequate capital		Unemployment	Low income	Inadequate skills	Inadequate capital	1	4
Unemployment	unemployment		Unemployment	Inadequate skills	Market limitation	2	3
Low income	Low income	Unemployment		Low income	Low income	3	1
Inadequate Skills	Inadequate skills	Inadequate skills	Low income		Inadequate skills	3	1
Market limitation	Inadequate capital	Market limitation	Low income	Inadequate skills		1	4

Source: Field data, 2023

1.6 Community Needs Interventions

By using FGD the participants listed a number of income generation activities which can be implemented to redress the needs identified in 1.5 above. Through pairwise ranking techniques, all activities were analyzed as indicated in table 1.13 below. For each activity the participants provided scores basing on their skills, access to resources and markets. From the ranking process, the production of locally made Gypsum Decorations was selected a viable economic activity to improve income of Umoja ni Nguvu youth group.

Table 1. 12: Selection of Needs Intervention Activity

Activity	Growing vegetable	Selling shoes	Gypsum decoration	Bakery	Fish shop	Score	rank
Growing vegetable		Growing vegetable	Gypsum decoration	bakery	Growing vegetable	2	2
Selling shoes	Growing vegetable		Gypsum decoration	Selling shoes	Fish shop	1	5
Gypsum decoration	Gypsum decoration	Gypsum decoration		Gypsum decoration	Fish shop	3	1
Bakery	Bakery	Selling shoes	Gypsum decoration		Bakery	2	2
Fish shop	Growing vegetable	Fish shop	Fish shop	Bakery		2	2

Source: Field data, 2023

1.7 Chapter Conclusion

The chapter on Participatory Needs Assessment concludes the situation of livelihood of selected community. It was revealed that participants have low income due to limitations they face. By using CNA methods, Umoja ni Nguvu youth group and other stakeholders were encouraged to actively participate in needs assessment. The analysis showed that, youth were constrained with limited access to resources, skills, capital and markets to start and maintain stable economic activities. However, it was found that youth are potentially keen to take part and develop viable economic activities if better conditions are provided. Through various options, Umoja ni Nguvu youth group was able to determine their needs and decide on economic activity to improve their income, whereby production of Gypsum Decorations was decided a viable CED project.

CHAPTER TWO

PROBLEM IDENTIFICATION

2.1 Background to Research Problem

Through participatory methods, the CNA was conducted by involving youth at Kibamba ward in Ubungo Municipality to identify needs and develop intervention(s). The CNA resulted in creating supportive materials for participants to design suitable economic project for effective outcomes. This chapter details specific areas targeted to effect changes in livelihood of participants. It generally provides how the needs can be redressed through suggested project. It specifically elaborates the community involvement in project design, describing problem statement, target community, stakeholders analysis, project goals and objectives, and details of host organization.

The CNA established that youth faced challenges of inadequate capital, unemployment, low income, inadequate skills, and market limitations. Nevertheless, the challenge of low income was the main community problem linking other challenges. Households and communities trapped in prolonged low income situations are grouped as income poor. There have been several strategies developed to reduce poverty. In year 2000 nations adopted Millennium Development Goals (MDGs) to reduce populations living in extreme poverty by year 2015, and most of them met this goal. However, the goal was extended to ensure ending extreme poverty in all forms by 2030 through Sustainable Development Goals (SDGs) (UNDP, 2018). Generally, poverty affects more youth and women than adult and men due to factors limiting their economic opportunities to increase income.

The population of global youth is projected at 1.3 billion by year 2030; yet this group faces unemployment, school dropout, teenager pregnancies and other social concerns. These hostile factors contribute to lack of employable skills, leading to self-employment, low income, and increase in income poverty (UNDP, 2018). The government focus to reduce poverty among youth by encouraging participation of private sector in employment creation and self-employment of individuals to generate income (URT, 2013). Therefore, creating correct intervention strategy to the main need intends to have composite solutions which address other linked challenges.

2.2 Problem Statement

The analysis conducted through CNA concluded that, youth in Kibamba ward were facing various challenges, including inadequate capital, unemployment, low income, inadequate skills, and market limitations. The challenges centered at low income exacerbated income poverty within youth. The study by Banks (2016) concluded that, unemployment is the most visible outward “youth crisis” in urban areas which forms underlying roots of income poverty to youth. Added that, the difficulties in securing livelihoods are compounded by several other factors like social exclusion from negative stereotypes of youth. The understanding of youth experiences in income poverty from a narrow focus on individual outcomes to a broader environmental influences on vulnerabilities and opportunities can drive solutions to develop assets and competencies needed to transition them to adulthood.

The Ubungu Municipal Council implements various programs required to empower youth and other groups to improve economically. Such programs include Tanzania

Social Action Fund (TASAF), Women and Youth development fund, District economic empowerment, Youth Forums, and others. For example, through Vijana Jiandalie Ajira program, 50 youth were facilitated to start their own businesses like small scale industries (UMC, 2017).

Government policies focus to improve youth economic situation. The Local Government Finance Act, 2019 requires LGAs to set aside 10% of own source revenue to fund economic activities of women, youth and people with disabilities, of which 40% is for youth (URT, 2019). To implement the Act, UMC developed five years strategy to create enablement of establishing youth economic activities. But, due to needed formalizations and inadequate funding sources, few youth are reached. For example, in financial year 2020/21 only TZS 420,161,000 were disbursed to 38 youth groups; but the amount was only 43% of disbursements in 2018/19 (UMC, 2022). Thus, there still limiting factors in securing municipal funding to improve youth economic activities.

This study intends to engage youth in Kibamba ward to appreciate available opportunities in their area and mitigate identified limiting factors. Therefore, the current project aims at improving income of targeted Umoja ni Nguvu youth group through production of gypsum decorations at Kibamba ward in Ubungo Municipality.

2.3 Project Description

This subsection details the project idea and contexts; describing the involved community and stakeholders, project goals and objectives, involved people and

organizations, and relevant information required to start the project. Primarily, selected youth at Kibamba ward in Ubungo Municipality were engaged through participatory methods to identify appropriate economic project which could address their major needs. Through pairwise ranking technique they identified Production of Gypsum Decorations to improve their income. Before starting the project, researcher identified primary beneficiaries, whereby 10 youth formed Umoja ni Nguvu Youth Group. The project is located at Kibamba ward office, which also serves as host organization. The host organization facilitates project and researcher provides technical support to both project team and host organization.

2.3.1 Target Community

The target community to implement the project is Umoja ni Nguvu Youth Group located at Kibamba Ward, Ubungo Municipality. The group is primary beneficiary and Kibamba residents are secondary beneficiaries. Primary beneficiary actively contributes in project by providing resources from initial planning, implementation, monitoring and evaluation. In turn the primary beneficiary benefits from capacity building, execution of project plan, and gaining from ultimate outcome of income improvement.

2.3.2 Stakeholder Analysis

Stakeholders are individuals, groups, and institutions interested in decisions, activities or outcomes of the project (Johnston, 2018). They can be externally or internally influenced from both demand and supply sides. They include suppliers, project members, sponsors, customers, regulators, and communities. Stakeholders are analyzed to determine their inputs which directly impact the outcome of the project

(Horst, 2019). The stakeholders' analysis for this project is summarized in Table 2.1 below.

Table 2. 1: Stakeholders Analysis

Stakeholders	Stakeholders' role	Expectations	Assumption / Risks
Umoja ni Nguvu youth group	Primary beneficiaries, initiate, manage, and own the project.	Identify and implement project, ensure sustainability, and improve income	Group to remain cohesive beyond 1 year, group members to transfer skills to other youth in the area
Kibamba Ward Office	Host organization, to facilitate group registration process,	Mobilize groups, provide facilities, monitors and ensures project sustainability	No political interference to group members and group activities
CED student	Provide technical support to project team and host organization	Ensure training and activities are implemented to meet project objectives	Not stopping active role before $\geq 85\%$ of project activities are implemented
Customers, (contractors)	Potential buyers of products produced by youth groups	Purchase gypsum decorations from youth group	To be satisfied with regular supply, quantity and quality of products
Ubungo Municipal Council	Register the group, provide financial supports, perform regular checks to group activities	Timely verifications of applicants for registration and loan disbursements	To have enough resources of budget and personnel to fund groups and monitor their activities

Source: Researcher analysis, 2023

2.3.3 Project Goals in CED terms

Implementing the project of Production of Gypsum Decorations aims to meet some goals in CED terms. Project participants receive trainings to acquire skills in production of gypsum decorations, managing group activities, record keeping, and financial literacy. These trainings build their capacity with possible transfer of skills to other youth in the community. The production of gypsum decorations embrace local technology because of partakers using gypsum powder to make decorations from their own innovative designs. The successful implementation of project creates employment to youth with multiplied effect of improving income for long term outcome of poverty reduction. Generally, the youth working in formalized groups are empowered to participate in collective decision making, gain economic democracy, and engage in other socioeconomic activities.

2.3.4 Project Objectives

2.3.4.1 Project General Objectives

The general objective of the project is to improve income of Umoja ni Nguvu youth group through production of Gypsum Decorations at Kibamba ward by October 2023.

2.3.4.2 Project Specific Objectives

- i. To build capacity/train 10 youth on production of gypsum decorations by July 2023
- ii. To mobilize materials and equipment for gypsum decorations by August 2023
- iii. To utilize 160kg of gypsum powder per week in gypsum decorations by Sept 2023

- iv. To sell TZS 1800,000 from 120 units of gypsum decorations per week by Oct. 2023

2.4 Host Organization Profile

The project is hosted by Kibamba ward office, a local governmental authority mandated to implement municipal and central government policies. The ward is composed of five subwards of Kibamba, Hondogo, Gogoni, Kiluvya and Kibwegere. It is governed through Ward Development Committee (WDC) chaired by Councilor under coordinating secretary of Ward Executive Officer (WEO). The choice of ward office to host the project was due to proximity and roles of mobilizing youth for economic empowerment programs. The detailed profile is described in the following subsections.

2.4.1 Physical Location of Host Organization

Kibamba ward office is located off Morogoro Road to Kibamba center, Ubungo District, in Dar es Salam region. Its operations are directed by Executive Director of Ubungo Municipal Council. The Contact person is Ms Eva Makundi, Tel +255 713 407 033

2.4.2 Vision and Mission of Host Organization

Kibamba ward implements the general municipal vision and mission statements. It aims at building the society with sustainable social and economic development. In order to meet this goal, the ward is committed to providing quality social and economic services to people through better use of resources for sustainable development of citizens. To achieve these goals, the ward ensures community is

mobilized to participate in development activities, and always maintain peace and security for all citizens.

2.4.3 Activities of Host Organization

The office of Ward Executive Officer (WEO) supervises the implementations of various government strategies and policies. It oversees the provision of primary and secondary school education, the performance of agriculture and livestock sectors, and the quality of community development plans, primary health services, trade, environment and natural resources. It also discharges activities of sub-wards in its administrative area.

2.4.4 Host Organizational Structure

The ward is administered under vertical organization structure, where main organ is the Ward Development Committee (WDC) chaired by the Councilor. The Ward Executive Officer is the secretary to the committee. All technical personnel have direct reporting lines to WEO; they include Education Officer, Agricultural Officers, Livestock Officer, Community Development Officer, Trade Officer, and Health Officer. Also subward Executive Officers report functionary to Ward Executive Officer.

2.5 SWOC/T Analysis of the Project

SWOC/T analysis is a technique of analyzing Strengths, Weaknesses, Opportunities and Challenges/Threats of a decision, problem or place. In community development and urban planning, SWOC/T is often used at community meetings to structure conversations about quality of life in a neighborhood or a controversial project

(FAO, 2018). The SWOC/T analysis is comprised four components (Table 2.2), namely Strength and Weakness identifying internal variables of the project; and the Opportunities and Challenges /Threats identifying external variables of the project.

Table 2.2: SWOC/T Analysis of the project

Strength	Weakness
Coordination from host organization	Lack of reliable funding sources
Skilled /trainable youth in project	Lack of space for project activities
The use of local technology	Low production capacity
Having strong group cohesion	Lack of financial literacy to members
Opportunities	Challenges /Threats
Technical advice of CED student	Competition from industrial products
Easy access to raw materials	Political interference to youth group
Access to markets of products	Cost inflation on raw materials
Available training from experts	Legal /licensing requirements
Support from host organization	Change in customer taste /technology

Source: Researcher own analysis, 2023

2.6 Roles of CED Student in the Project

The role of CED student was to coordinate execution of project activities by providing technical support to project participants and host organization, including:-

- i. To identify the host organization,
- ii. To guide community to assess needs and select intervention activities,
- iii. To ensure active participation of beneficiaries and other stakeholders,
- iv. To build capacities of beneficiaries and host organization teams,

- v. To ensure the project monitoring and evaluation, and sustainability.

2.7 Role of Host Organization

The role of host organization was to support the implementation of the project and to ensure its continuity and sustainability, including:-

- i. To mobilize youth to participate in projects,
- ii. To support registrations of groups formed for projects,
- iii. To recommend the project group for municipal funding,
- iv. To provide facilities for project take-up process,
- v. To monitor success implementation of project activities.

CHAPTER THREE

LITERATURE REVIEW

3.1 Introduction

The chapter on literature review presents the work documented by other researchers discussing the subject under study. This part details theoretical and empirical literatures, and some policies and strategies concerning youth income and production of gypsum decorations. It provides definitions and descriptions of core concepts used in this report. The source documents referred include textbooks, journals, and published reports.

3.2 Theoretical Literature

The subsection on theoretical literature explains concepts and theories relating to the subject matter. It describes relationships of study variables of income, youth, community, and youth activities; by referring to source documents of textbooks, journals and reports.

3.2.1 Definition of Key Concepts

3.2.1.1 Income

The difficulties of getting a single definition of income comes from different purposes for which is defined. Governments and scholars define income to set basis for assigning either tax burdens, distributing transfers, or for broader normative issues of inequality and justice (Brooks, 2018). At individual and household levels, income is both regular and irregular gains in cash and noncash form received in a certain period for immediate consumption or saving for future needs (Smeeding &

Weinberg, 2001). Income comes from job salary, business profits, farm outputs, asset returns, social transfers, and or family supports.

3.2.1.2 Youth

In Tanzania context youth are grouped as young men and women aged between 15 to 35 years old. It is a transition age group from childhood to adulthood consisting 34.5% of country's total populations. About 18.1% are female youth and 16.5% are male youth (NBS, 2022). Youth are characterized by being large in number, energetic, innovative, and positive risk takers (USAID, 2020), making important group of workforce.

3.2.1.3 Community

The definition offered by Cobigo *et al* (2016) explains a community as a group of people that interacts and supports each other, bounded by shared characteristics, sense of belonging, and physical proximity. Shaligram (2021) emphasizes that is small social unity of any size sharing common values and beliefs, or a network of persons connected by relative durable social relations extending beyond immediate genealogical ties. Gallardo (2015) added that community may not belong to a physical geographically defined place to interact, but to that space which provides important activities and functions to serve its residents. The community functions serve for economic progress, socialization and social control, participation, and mutual support. The CED community is where people mobilize and build assets to improve quality of life in a sustainable way.

3.2.1.4 Micro and Small Scale Industries

Micro and Small Scale Industries (MSSI) refers to creation of products and services at low scale home-based factories. The products and services are often unique and distinctive and not massively produced. Producers compete with quality products from larger scale company based factories (Coolrahul, 2011; cited in Yondani, 2014). MSSI invest small capital and deploy few workers, where owners are managers (URT 2003). They include handcrafts, artisans, tailoring, carpentry, and others.

3.2.2 Features and Sources of Household Income

Household income is conveniently defined in conventional terms, as annual cash and near-cash money received by household or members of household from employment, self-employment, capital returns, and transfers (Nolan, et al., 2016). Income is classified from its sources as: i) income from paid-employment; ii) income from self-employment; iii) income from property (assets); iv) income from production of services for own use; v) current transfers received; and vi) social transfers in kind (OECD, 2013). Household income is usually measured in monetary values; and includes salary and wages, profit on business, received rent, interests, and dividends, alimony, pension, and inputted savings.

The prevalent challenge is uneven distribution of income across households, regions and societies. The inequality is caused by among other things, economic growth which widens the gap between rich and poor, skill-biased, technological change, locations, and social groupings (Beker, 2020). Income inequality also increases by age, gender, education and social background (Alichi, et al., 2016).

It is widely accepted that different patterns of economic growth has effect on income inequality due to changes in employment and wages. This results in income poverty at individual and household levels (Bhorat, et al., 2017). In most cases, economic growth comes from sectors of capital intensive and less from labour intensive (Mgalomba, 2013). To reduce effects of income inequality and the raising income poverty, the strategies of pro-poor policies and redistribution of income is suggested (Beker, 2020).

3.2.3 Youth Opportunities and Challenges

The National Youth Development Policy (2007) defines youth as young men and women aged from 15 to 35 years. The upper age limit is extended by 11 years above the definition of United Nations, which is 15 to 24 years. Youth makes 34.5% of the population (NBS, 2022), a large proportion exposed to several opportunities and infinite challenges. They are generally perceived negatively as immature, unsettled, inexperienced, unreliable and irresponsible; but also perceived positively as knowledgeable, trainable, energetic and active people (Swai, 2015). There are evident factors limiting youth opportunities, such as gender biasness, locations, lack of educational skills, and marital status (Msigwa and Kipesha, 2013). Other factors include unemployment, poverty, violence, HIV/AIDS, and disempowerment (USAID, 2020).

Youth work in different economic activities. Some practice subsistence agriculture, others work in fisheries, majority engage in petty trading, casual labour, and motorcycling (Mgaya *et al.*, 2015). Other activities include mining, tourism, vending service, and formal employment. However, some constraints limit youth

opportunities, like lack of skills and capital, and little know-how (Awinia, 2014); also lack of information, involving in crimes and drug abuse, and social media peer pressure (Ochieng, 2020).

There are however, no single strategy in place to address youth challenges or support their development; rather are sectorial scattered. For example, FSDT (2021) has financial inclusion strategy to foster youth access to financial services. The Ministry of Agriculture, Livestock and Fisheries (URT, 2016) implements five years strategy for youth involved in agriculture (NSYIA 2016-2021). The national youth employment action plan (NYEAP 2007) has duty to structure employment and fast-track challenges of unemployment.

3.2.4 Economic Role of Micro and Small Scale Industries

The classification of micro and small scale industries are determined by size, capital, structure, and performance. In Tanzania, the MSSIs are defined by criteria of employment size and capital invested in machinery. The micro-enterprise ranges from 1- 4 employees with minimum capital investment below 5 million shillings; and small scale enterprise comprises from 5 – 49 employees with minimum capital investment ranging from 5 - 200 million shillings (Nkwabi & Mboya, 2019; Mwombeki, 2023).

Tanzania estimates over 3 million SMEs, majority in informal sector employing over 5 million people. The sector makes over 95% of businesses generating up to 40% of total employment and contributing to 35% of the country's GDP (ESRF, 2016). The MSSIs development carries economic importance in poverty reduction, employment

creation, and improvement in standard of living (Adepoju and Opafunso, 2014). Studies establish that MSSIs are significant sources of regular income for poor households and balance money flow within the community (URT, 2012); it is a key support of innovations to develop and improve local technologies.

Despite the apparent contribution of MSSIs in economy, the subsector faces challenges. Nkwabi & Mboya (2019) evaluated the constraints affecting growth of SMEs in Tanzania and concluded that financial constraints, capital constraints, poor technology, and tight regulations were the most significant impediments to SME growth in the country. Other constraints were concluded by Mashenene & Rumanyika (2014) to include inadequate business training, insufficient capital, competition, lack of entrepreneurial culture, high taxes, and lack of trust, theft /cheating, and corruption.

3.3 Empirical Literature

Empirical literature presents previous related researches from other authors regarding the subject. They include researches done in the community and outside the community.

3.3.1 Current Trends in Youth Income

The report by Global Employment Trends for Youth (ILO, 2022) estimated global youth unemployment rate to stand at 15.6% in 2021; this was over three folds than the adult rate. From challenges of unemployment and lack opportunities for income sources, youth were twice likely to live in extreme income poverty of less than US\$1.90 per day compared to adult people. As such, at least 12% of youth lived in

households with income of less than US\$1.90 per day compared to 6% of adults. The employment composition effect increases the gap of income between youth and adult. However, the past two decades have recorded 15% decrease in gap of employment income between young people and adults.

Profitable earnings are incentives to invest in MSMEs; however, larger proportion of enterprises owned by youth are informal compared to those owned by aged people. This has negative effect on youth incomes (Aikaeli, 20221). The ILFS 2020/21 indicated that majority of youth in Tanzania by 62.4% earn income from agriculture, forestry and fishing industry; followed by wholesale and retail trade by 12.6%; and manufacturing by 5.1% (NBS, 2022).

3.3.2 Strategies to Improve Youth Income

Various strategies are developed to improve income for youth at different levels. Some national strategies have been in place, for example, the Youth Development Fund (YDF) aims at developing youth enterprises through financial instrument support. The study by Regina, *et al* (2020) in Morogoro and Mvomero districts established that the YDF contributed significantly to improve youth livelihood through increase in income, savings, food access, health services, and asset ownership.

Notable initiatives to empower youth is that of National Economic Empowerment Council (NEEC); a government body (www.uwezes haji.go.tz) running entrepreneurship clinics for young graduates through 8 weeks orientations. Another program is Kijana Jiajiri and its extension, Jiandalie Ajira which provide youth with

6 weeks trainings on business skills and formal linkage to financial institutions for capital access.

Adequate efforts are made to develop youth at LGAs levels. Ubungu Municipal Council (UMC, 2017) has dedicated department for youth matters. The department supports youth to formulate, plan, implement and monitor own economic development activities in a sustainable way. It also registers social and economic groups and works with private sectors to improve youth livelihood through Women and Youth Development fund. In a financial year 2016/17 the municipal disbursed TZS 961 million to women, youth and PwD, where 40% was directed to youth economic groups. Municipal continues to perform regular monitoring and trainings to youth groups on financial literacy and business operations.

Some specific programs were deployed to support youth improve livelihood in Kibamba and its surrounding areas. Efforts made by individuals, LGA, NGOs, and other institutions have registered successful outputs. For example, Mboya (2013) facilitated entrepreneurial trainings to 150 residents of Kiluvya village in Kibamba ward; whereby participants gained business skills and financial knowledge to improve income. Another community project by Ndugumchana (2021) enabled to establish VICOBA needed to improve income of 25 motorcyclists in Kwembe ward, Ubungu municipality.

3.3.3 Developments in Production of Gypsum Decorations

Developments in construction industry enabled the use of different construction materials to decorate floors, walls and ceilings. Different types and sizes of

construction accessories are made from gypsum powder. The Wall and Ceiling Conference (WCC, 2015) has documented the design, production, and use of construction accessories made by gypsum. They come in wide range of shapes and sizes for a variety of uses, including termination, decorations, corner reinforcement, material transition, coves and others. The gypsum powder can be molded to produce fittings for corners and angles, to fill joints, to decorate walls and ceilings, and to fit décor lights. The gypsum are applied at finishing stages of houses to achieve smoothness, good appearance, and look and feel of surfaces.

The study by Auma (2019) on the role of small scale industries, using a case of Mwenge handcraft cluster established that, such a business is important in creating employment, increasing income, accumulating assets, and improving standard of living. However, the evidence from the study concluded on challenges facing the sector to include, lack of training, lack of capital and funding from financial institutions, lack of friendly policies and regulations, lack of working premises and marketing strategies. The study called for improvement on access to credit and friendly policies to promote small scale industries.

3.4 Policy Reviews

This section discusses various policies and strategies taken by the government, agencies and departments, and regional and global institutions to support youth to improve their economic wellbeing. Although there are many policies related to the subject, but a few have been considered to explain key variables of the study.

3.4.1 Tanzania Local Policies and Strategies

Tanzania Development Vision (TDV) 2025 envision the country to reach high quality livelihood, maintaining peace, stability and unity, cherish for good governance, strive for well-educated and learned population, and strong and competitive economy (URT, 1999). The government develops policies and strategies to align the vision. In this section, some policies are reviewed to explain directives related to project; including National Youth Development Policy 2007; National Employment Policy, 2008; and SMEs Policy 2003.

3.4.1.1 National Youth Development Policy, 2007

The National Youth Development Policy (2007) puts a vision to have empowered, well-motivated and responsible youth capable to participate in social, political and economic developments. The mission is to create enabling environment for youth empowerment and enhancement of employment opportunities. The stated vision and mission is achieved through general objective of empowered and facilitated youth and other stakeholders to implement youth development issues. The policy advocates the need to facilitate youth acquire skills and competence for employment and sustainable income.

The policy statements emphasizes the mechanism to provide guidelines for proper youth upbringing and talent developments. The policy insists to promote equitable access to land and other resources to stimulate SMEs. The government is tasked to provide enabling environment for employment creation and sustainable income. It insists stakeholders to promote entrepreneurial culture for youth to develop economic activities. The business laws and regulations should be friendly to cultivate

efficiency in operations. The policy directs training institutions to include entrepreneurship, technical and business skills. The government should also facilitate the establishment of operative National Youth Council.

3.4.1.2 National Employment policy, 2008

The National Employment Policy, 2008 has goals based on the National Development Vision 2025 to achieve full and productive employment for all Tanzanians. It aims at stimulating adequate economic growth to reduce unemployment and underemployment rates to eventually attain full productivity. The policy vision is to have society engaged in decent gainful employment capable of generating adequate income to sustain and reduce poverty as envisage by TDV 2025 and NSGRPs.

The specific objectives of the policy are: (1) to enhance skills and competences for those in formal and informal sectors; (2) to promote decent and productive employment as a national priority to ensure productive are full employed; (3) to promote equal access to employment opportunities and resources endowments for marginalized and vulnerable groups of women, youth and PWDs; (4) to have conducive and enabling environment of promoting growth of private sector and transformation of informal sectors into formal; (5) to ensure income security and social inclusion; (6) to safeguard the basic rights and interests of workers in accordance with international labour standards; and (7) to foster economic growth and adequate allocation of resources to employment potential sectors.

3.4.1.3 Small and Medium Enterprises Policy, 2003

The Small and Medium Enterprises Policy (SMEs, 2003) focus to nurturing the creation of employment and improved income through SMEs, and ensure they contribute to national economy. The policy requires stakeholders to support SMEs to realize its potential. The policy was formulated from consolidation of other policy objectives, including SIDP (1996 - 2020) that emphasizes the promotion and growth of enterprises for sustainable development of industries.

Among other things, the SME policy statements focus to address challenges facing the sector. It states the sector is constrained with heavy costs of compliance, lack of working premises, lack of access to financial services, and underdeveloped Business Development Services. Others challenges are lack of skills and information, and absence of umbrella association to support SMEs. The policy directs for friendly regulatory framework, improved infrastructure, business training, market information, and financial services.

To achieve policy objectives, key stakeholders are assigned with roles to develop SMEs sector. For example, the government should provide proper supervision to produce high quality goods for domestic and external markets consumption. The private sector should support to mobilize resources, implement projects, and manage SMEs operations. The NGOs should focus to build capacity and support provision of financial services for capital creation. Other stakeholders are requested to design and provide adequate solutions for financial services, non-financial resources, and physical infrastructure.

3.4.2 Regional and Global Policies and Protocols

Various strategies are made by regional and global bodies to direct tools and resources required to develop humankind, especially youth. Various efforts are made to align objectives of Millennium Development Goals (MDGs) 2000 – 2015, and its successor, the Sustainable Development Goals (SDGs) 2015 – 2030.

Specifically, the United Nations Youth Strategy (UN, 2018) aims to facilitate increased impact and expanded global, regional and country-level action to address the needs, build the agency and advance the rights of youth in their diversity around the world, and to ensure their engagement and participation in implementation, review and follow-up of the 2030 Agenda for Sustainable Development, as well as other relevant global agenda and frameworks. Through the strategy UN seeks to become example leader, knowledge and innovation pioneer, an investment and solution capitalist, and accountable leader by converging toward commitments and carefully selected actions giving life to strategies.

3.4.3 General Implication of Tanzania Policies

The policy review established that key government polices focus on improving standard of living through providing social services, economic growth, empowered people, reduced poverty, and dealing crosscutting issues. Policies provide for institutions to direct enough resources to improve socio-economic welfares. Players are urged to support and provide tools that increase productivity for sustainable economic growth and reliable income. Individuals and institutions should be empowered to mobilize resources required to address development challenges. They should continue to fight poverty through skilled human capital, use of technology,

rise productivity, combatted HIV/AIDS, improved gender participation, good governance, human rights, and environment protection.

3.5 Literature Review Summary

The literature review made a general survey of what is already documented by researchers about the topic, especially the research variables. The section highlighted the conceptual meaning used in the study. From both theoretical and empirical literatures, the researcher understood the existing knowledge and trends regarding improvement of youth income through economic activities. This knowledge was useful to help suitable establishment of Umoja ni Nguvu Youth group and its successful implementation of projects.

The literature established that youth have opportunities and once supported can potentially improve livelihood. At some point youth are exposed to socioeconomic constraints which need interventions. The review also established that, despite the effort made to support youth to improve income through viable economic activities, the problem is not eliminated completely. It is found that poverty is viewed in multidimensional way, thus approach to eradicate it should not be singled in one direction. Therefore, further studies are required to develop multifaceted socioeconomic tools to improve people livelihood.

CHAPTER FOUR

PROJECT IMPLEMENTATION

4.1 Overview

The project implementation is the stage where resources are identified, mobilized, and organized to produce required outputs. All resources are directed to meet each project objective; in which, project outputs are indicative deliverables reached through implementing some activities. The implementation phase completes intervention(s) identified during the CNA process to meet project objectives introduced in chapter two.

This chapter explains the schedule of activities and allocation of resources. Every project objective has project outputs, activities, responsible persons, resources needed, and timelines. This implementation started by building capacity of primary beneficiaries in July 2023; followed by resources mobilization in August 2023; the production of gypsum decorations took place in September 2023; and marketing and sales of products was in October 2023. The project monitoring was ongoing process, and project evaluation was completed in October through November 2023. When all activities are implemented, project products will be improved income of youth for better livelihood.

4.2 Project Products and Outputs

The project products and outputs are shown in Table 4.1 below. All project objectives have list of outputs and related activities to be implemented. The project will achieve its goals when activities are timely attended and outputs are correctly measured.

Table 4.1: Project Outputs and Activities (Activity Plan)

Project Objectives	Project Outputs	Project Activities
1. To build capacity by training 10 youth on production of gypsum decorations by July 2023	1.1. At least 10 youth acquired skills of producing gypsum decorations	1.1.1. Engage training expert(s)
		1.1.2. Develop training materials
		1.1.3. Conduct training to youth
	1.2. At least 1 group of youth is formed and registered	1.2.1. Create group constitution
		1.2.2. Register group with authorities
	2. To mobilize materials and equipment for production of gypsum decorations by August 2023	2.1. Enough raw materials and tools are purchased
2.1.2. Purchase mixers and moulds		
2.2. At least 1 production facility is constructed		2.2.1. Purchase construction material
		2.2.2. Construct working shed(s)
		2.2.3. Install work stations
3. To utilize 160kg of gypsum powder per week in production of gypsum decorations by Sept 2023		3.1. At least 30 units of decors are made per 40kg of powder
	3.1.2. Produce and control products	
	3.2. The complete products are ready for market use	3.2.1. Cool drying of products
		3.2.2. Pack and store products
4. To sell 120 units of gypsum decorations every week by October 2023	4.1. Market is secured to sell 120 units of decors per week	4.1.1. Train youth on sales technique
		4.1.2. Conduct sales activities/advert
	4.2. TZS 1800,000 is obtained from weekly sales	4.2.1. Record sales regularly
		4.2.2. Open bank account
		4.2.3. Audit income regularly

Source: Field data, 2023

4.3 Project Planning

The process of project planning involves identification of all activities and all required resources. This process comprises the activity of setting project implementation timelines, organizing and mobilizing all required resources, and assigning responsible personnel.

4.3.1 Project Implementation Plan

The implementation of this project lasted for four (4) months. After group members formerly identified the project, the implementation started immediately in July 2023 through October 2023; and evaluation was completed in November 2023. Table 4.2 indicates project implementation schedules, resources inputs, and responsible persons.

Table 4.2: Project Implementation Plan

Project Objectives	Project Outputs	Project Activities	Implementation (months)					Resources/inputs	Responsible person
			J	A	S	O	N		
1. To build capacity by training 10 youth on production of gypsum decorations by July 2023	1.1. At least 10 youth acquired skills of producing gypsum decorations	1.1.1. Engage training expert(s)						Personnel, funds	CED student
		1.1.2. Develop training materials						Personnel, stationery	Trainer, CED student
		1.1.3. Conduct training sessions to youth						Personnel, stationery, venue, refreshment	CED students
	1.2. At least 1 group of youth is formed and registered	1.2.1. Create group constitution						Personnel, stationery	Group members, CED student
		1.2.2. Register group with authorities						Stationery, personnel, funds	Group leaders, LGA leaders, CED student
2. To mobilize materials and	2.1. Enough raw materials and tools	2.1.1. Purchase gypsum powder and fibers					Personnel, funds	Group leaders, CED student	

Project Objectives	Project Outputs	Project Activities	Implementation (months)					Resources/inputs	Responsible person
			J	A	S	O	N		
equipment for production of gypsum decorations by August 2023	are purchased	2.1.2. Purchase mixers and moulds						Personnel, funds	Group leaders, CED student
	2.2. At least 1 production facility is constructed	2.2.1. Purchase construction material						Personnel, funds	Group leaders, CED student
		2.2.2. Construct working shed(s)						Personnel, funds	Group members
		2.2.3. Install work stations						Personnel, funds	Group members & leaders
	3. To utilize 160kg of gypsum powder per week in production of gypsum decorations by Sept 2023	3.1. At least 30 units of decors are made per 40kg of powder	3.1.1. Prepare gypsum plaster(s)						Personnel, containers
3.1.2. Produce and control products								Personnel, moulding templates	Group members
3.2. The complete products are ready		3.2.1. Cool drying of products						Personnel, display place	Group members

Project Objectives	Project Outputs	Project Activities	Implementation (months)					Resources/inputs	Responsible person
			J	A	S	O	N		
	for market use	3.2.2. Pack and store products						Personnel, polythene paper rolls	Group members
4. To sell 120 units of gypsum decorations every week by October 2023	4.1. Market is secured to sell 120 units of decors per week	4.1.1. Train youth on sales technique						Personnel, stationery, venue, refreshment	CED student
		4.1.2. Conduct sales activities/advert						Personnel, funds	CED student, group members
	4.2. TZS 1800,000 is obtained from weekly sales	4.2.1. Record sales regularly						Stationery, personnel	Group leaders
		4.2.2. Open bank account						Stationery, personnel	Group leaders
		4.2.3. Audit income regularly						Personnel, stationery	Group leaders, external evaluators

4.3.2 Logical Framework

The systematic structure of relationship of main elements in this project is summarized in Logical Framework indicated in Table 4.3 below. The log-frame links the project main goals, project objectives, project outputs, activities, and expected results. It is important for project planning, monitoring, and evaluation, in which all project inputs and outputs are connected.

Table 4.3: Logical Framework (Log-frame matrix)

Hierarch of Objectives	Objectively Verifiable Indicators (OVI)	Means of Verification (MOV)	Assumption
Goal: To improve income of Umoja ni Nguvu youth group through production of gypsum decorations at Kibamba ward, Ubungo Municipality.	Improved income status of project beneficiaries	Income and expenditure report of beneficiaries	Beneficiaries to share income-expenditure status
Objective 1: To build capacity by training 10 youth on production of gypsum decorations by July 2023			
Output 1.1: At least 10 youth acquired skills of producing gypsum decorations	Knowledge gained by participants	Training report, Attendance register	All participants to sign attendance register
Output 1.2: At least 1 group of youth is formed and registered	Working group is enlisted in registrar database	Registration certificate	Access to certificate and registration database
Activities			
1.1.1. Engage training expert(s)	External expert engaged	Invitation letter	Copy of letter accessed
1.1.2. Develop training materials	Quality training materials supplied	Printed manual	Copy of manual accessed
1.1.3. Conduct training to youth	Training sessions conducted	Training reports	All topics were covered

Hierarch of Objectives	Objectively Verifiable Indicators (OVI)	Means of Verification (MOV)	Assumption
1.2.1. Create group constitution	Written group constitution	Printed document	Document accessed
1.2.2. Register group with authorities	Group enlisted in registrar office	Registration certificate	Document accessed
Objective 2: To mobilize materials and equipment for production of gypsum decorations by August 2023			
Output 2.1: Enough raw materials and tools are purchased	Amount of materials purchased	Review Inventories of materials	Free access to inventory list
Output 2.2: At least 1 production facility is constructed	The completeness of facility	Physical verification	Construction of facility is completed
Activities			
2.1.1. Purchase powder and fibers	Amount (kg) of items purchased	Report of inventory purchased	Purchase reports are kept
2.1.2. Purchase mixers and moulds	Number of items purchased	Report of inventory purchased	Purchase reports are kept
2.2.1. Purchase construction materials	Number of materials purchased	Report of inventory purchased	Purchase reports are kept

Hierarch of Objectives	Objectively Verifiable Indicators (OVI)	Means of Verification (MOV)	Assumption
2.2.2. Construct working shed(s)	Working shed is constructed	Physical verification	Visiting construction site
2.2.3. Install work stations	Work stations are installed	Physical verification	Visiting production site
Objective 3: To utilize 160kg of gypsum powder per week in production of gypsum decorations by September 2023			
Output 3.1: At least 30 units of decors are made per 40kg of gypsum powder	Number of unit output produced per one unit of inputs	Work in progress (WIP) report	Records of WIP are kept
Output 3.2: The complete products are ready for market	Completeness of products	Inventory of finished goods	Records of goods kept
Activities			
3.1.1. Prepare gypsum plaster materials	Availability of mixing containers	Physical verification	To conduct site visit
3.1.2. Produce and control products	Amount & quality of unit produced	Physical verification	To conduct site visit
3.2.1. Cool drying of products	Availability of drying spaces	Physical verification	To conduct site visit
3.2.2. Pack and store products	Availability of storage rooms	Inventory of finished goods	Inventory record is kept

Hierarch of Objectives	Objectively Verifiable Indicators (OVI)	Means of Verification (MOV)	Assumption
Objective 4: To sell 120 units of gypsum decorations every week by October 2023			
Output 4.1: Market is secured to sell 120 units of gypsum decorations per week	Increase amount of goods sold	Sales records	Active sales book is kept
Output 4.2: TZS 1800,000 is obtained from weekly sales	Amount of cash obtained per week	Review Bank Statement	Access to bank statement
Activities			
4.1.1. Train youth on sales technique	Knowledge gained from training	Training report	Access to report
4.1.2. Conduct sales activities/advertise to public	Increase in sales of goods	Recorded sales trends report	All sales are recorded
4.2.1. Record sales regularly	Sales book is regularly kept	Sales report /Cash report	All sales are recorded
4.2.2. Open bank account	Identified bank signatories	Number of Bank Account	All monies are banked
4.2.3. Audit income regularly	Schedule of income audit	Cash audit report	Access to cash records

Source: Field data, 2023

4.3.3 Project Inputs

The project inputs refers to resources used to implement the project. The key resources were categorized into, human capital required to participate in training and undertaking project activities; and financial resources required to purchase equipment and tools, and facilitation services. Key resources were supplied by host organization, beneficiaries, credit facility from municipal, and CED student.

4.3.3.1 Staffing Patterns

Umoja ni Nguvu youth group had designated leadership with assigned roles to ensure project objectives were achieved. Each personnel's roles were as indicated in Table 4.4.

Table 4.4: Project human capital roles and responsibilities

Personnel role	Personnel responsibilities
Chairperson	Has role to provide general leadership to the group, by ensuring group bylaws are followed, meetings are conducted and group is represented
Secretary	Coordinates all group activities, takes meeting minutes, keeps records and monitors activities to ensure project objectives are achieved
Treasury	Records and keeps financial and nonfinancial records, ensure budget is controlled, and distribute group funds to members
Group members	Participate to implement project activities as assigned by leaders, and ensure to follow group bylaws as required by group constitution
CED student	Provide technical support to ensure smooth implementation of project

Source: Researcher analysis, 2023

4.3.3.2 Project Budget

The project budget in Table 4.5 indicates necessary funding required to achieve project goals. The total budget amount of TZS 9,455,000 was required to purchase project inputs, and cover labour and incidentals during project implementation process.

Table 4.5: Project Budget

Project Objectives	Project Outputs	Project Activities	Resources/inputs	Quantity	Unit cost (TZS)	Total (TZS)
1. To build capacity by training 10 youth on production of gypsum decorations by July 2023	1.1. At least 10 youth acquired skills of producing gypsum decorations	1.1.1. Engage training expert(s)	Transport, allowance	2	100,000	200,000
		1.1.2. Develop training materials	Stationery, printing	1	20,000	20,000
		1.1.3. Conduct training sessions to youth	Venue, stationery,	2	50,000	100,000
	Refreshment		12	5000	60,000	
	1.2. At least 1 group of youth is formed and registered	1.2.1. Create group constitution	Stationery (printing)	10	2000	20,000
		1.2.2. Register group with authorities	Stationeries	1	10,000	10,000
			Transport, fees	1	50,000	50,000
2. To mobilize materials and equipment for production of gypsum decorations by August 2023	2.1. Enough raw materials and tools are purchased	2.1.1. Purchase gypsum powder and fibers	Gypsum powder	10	23,000	230,000
			Fibers	2	145,000	290,000
		2.1.2. Purchase mixers and moulds	Gypsum moulds	20	270,000	5,400,000
			Mixers (containers)	5	40,000	200,000
	2.2. At least 1 production facility is constructed	2.2.1. Purchase construction material	Blocks, cement	1	1000,000	1000,000
			Timber, iron sheet	1	600,000	600,000
		2.2.2. Construct working shed(s)	Construction work	1	500,000	500,000

Project Objectives	Project Outputs	Project Activities	Resources/inputs	Quantity	Unit cost (TZS)	Total (TZS)
		2.2.3. Install work stations	Concrete Tables, etc	2	100,000	200,000
3. To utilize 160kg of gypsum powder per week in production of gypsum decorations by Sept 2023	3.1. At least 30 units of decors are made per 40kg of powder	3.1.1. Prepare gypsum plaster(s)	Personnel, water	0	0	0
		3.1.2. Produce and control products	Personnel, moulding templates	0	0	0
	3.2. The complete products are ready for market use	3.2.1. Cool drying of products	Manila rope display	1	100,000	100,000
		3.2.2. Pack and store products	Polythene paper rolls	1	300,000	300,000
4. To sell 120 units of gypsum decorations every week by October 2023	4.1. Market is secured to sell 120 units of decors per week	4.1.1. Train youth on sales technique	Stationery, venue,	1	50,000	50,000
			Refreshment	10	5000	50,000
		4.1.2. Conduct sales activities/advertisement	Bus fare, sample accessories	10	5000	50,000
	4.2. TZS 1800,000 is obtained from weekly sales	4.2.1. Record sales regularly	Stationery (sale book	1	5000	5000
		4.2.2. Open bank account	Transport	3	5000	15,000
		4.2.3. Audit income regularly	Stationery	1	5000	5000
TOTAL						9,455,000

4.4 Actual Project Implementation

This sub-section discusses the actual implementation of main project activities. It is divided into two parts. The first part covers explanations of implementation process of activities; and the second part is presented in Table 4.6, using Gantt Chart template.

4.4.1 Project Implementation Report

This part reports various activities performed to meet project objectives. Each objective had specific activities assigned as per project planning table. The implementation is reported through five (5) main areas; where each area represents main activity within that objective. Those areas include: 1) participation of project beneficiaries in project planning; 2) building capacity of project beneficiaries; 3) mobilization of project inputs; 4) actual undertaking of project activities; and 5) marketing and sales of products produced. All report areas are supported with photos taken onsite in the field.

4.4.1.1 Beneficiaries Participate in Project Planning

The outcome of CNA was to identify suitable project that addressed community needs. By using Focus Group Discussion (FGD), respondents itemized number of economic activities, and ranked them using pairwise ranking techniques, before were prioritized to form project. Some 10 youth formed Umoja ni Nguvu group, who were key participant in project planning phase. The researcher used same FGD method to engage project beneficiaries in various steps of identifying project objectives and related project activities to be undertaken. It was important to achieve full participation of project beneficiaries to ensure successful project implementation.

4.4.1.2 Building Capacity of Project Beneficiaries

The external training personnel was engaged to train project beneficiaries in skills of making gypsum decorations. Two training sessions were organized, whereby each session lasted for three to four hours. The training covered classroom discussion, visual presentation, and practices. The trainer had enough practical experience in preparing gypsum plasters, designing various accessories through moulding templates, and following proper finishing procedures.

On another part, the CED student covered trainings related to entrepreneurial skills, record keeping, and financial management. Project beneficiaries were encouraged to appreciate the importance of scaling up project to other youth in community. In all training sessions, the full attendance of participants was recorded.



Figure 4.1: Some project beneficiaries attending training sessions

Source: Filed data, 2023

4.4.1.3 Mobilization of Project Inputs

Important project inputs were mobilized to meet the prior identified list of resources /inputs indicated in project implementation plan. There were three types of inputs, namely; financial resources inputs obtained from members' contributions and credit facility from municipal youth funding; equipment and tools inputs collected from local sources or provided by supporters of project; and labour inputs provided by project beneficiaries to reduce project cost. Other inputs were obtain free of charge from CED student who provided technical support, and the host organization supporting youth to improve their livelihood.



Figure 4.2: Gypsum Raw materials used in production of gypsum decorations

Source: Field data, 2023

4.4.1.4 Completing Production Process

Process of making gypsum decoration were divided among two subgroups of participants. Each subgroup had 5 people who completed 3 main processes, namely;

mixing gypsum powder with water to form gypsum plaster; producing required decorative accessories using specific template of moulds; and cool drying gypsum accessories as per required standards. Wherever additional labour was required, the group leaders decided to hire casual labours to meet work demand. For each production batch, the group secretary recorded number of units produced, amount of work in progress, and number of finished products and products in stock. All produced accessories were wrapped in polythene papers to keep them clean and free from moisture.



Figure 4.3: Project Beneficiaries Producing Gypsum Decorations

Sources: Field data, 2023

4.4.1.5 Marketing and Sales of Products

The marketing and sales process was achieved through three steps. Started by training project beneficiaries in sales techniques, then identifying potential markets, and later displayed products to buyers. Main buyers were from Kibamba and nearby



Figure 4.4: Finished Gypsum Decorations Ready for Sale

Sources: Field data, 2023

4.4.2 Project Time Management Plan (Gantt Chart)

The project Gantt chart specifies project time management plan. It indicates the calendar of implementing all planned activities to provide outputs and achieve objectives. Table 4.6 below shows project implementation schedule on weekly basis.

gypsum decors by August 2023		2.2.2. Construct working shed(s)																		
		2.2.3. Install work stations																		
3. To utilize 160kg of gypsum powder per week in production of gypsum decorations by Sept 2023	3.1. At least 30 units of decors are made per 40kg of gypsum powder	3.1.1. Prepare gypsum plaster(s)																		
		3.1.2. Produce and control products																		
	3.2. The complete products are ready for market use	3.2.1. Cool drying of products																		
		3.2.2. Pack and store products																		
4. To sell 120 units of gypsum decorations every week by October 2023	4.1. Market is secured to sell 120 units of decors per week	4.1.1. Train youth on sales technique																		
		4.1.2. Conduct sales activities/advert																		
	4.2. TZS 1800,000 is obtained from weekly sales	4.2.1. Record sales regularly																		
		4.2.2. Open bank account																		
		4.2.3. Audit income regularly																		

Source: Field data, 2023

CHAPTER FIVE

PARTICIPATORY MONITORING, EVALUATION AND SUSTAINABILITY

5.1 Overview

This chapter covers three parts. The Project Monitoring, Project Evaluation, and Project Sustainability. All are completed through participatory methods. The Participatory Project Monitoring measures the progress of implementing project activities and utilization of resources. Participatory Project Evaluation assesses the level of achieving specific project objectives. Participatory Project Sustainability explains the continuity of project even after termination external supply of resources.

5.2 Participatory Project Monitoring

The participatory project monitoring involved project stakeholders. The main parties were leaders of Umoja ni Nguvu Youth Group and CED student. The process was achieved through routine collection of information; whereby regular observations were done on various project implementation stages. The responsible parties were able to identify challenges, determine trends and patterns, ensure work remains on schedule, measure, and review activities to achieve goals. Every observations were noted and reported to project implementation team for necessary decisions. To achieve effective monitoring process, the following tools were deployed: Monitoring Information Systems (MIS); Participatory Monitoring Methods; and Participatory Monitoring Plan.

5.2.1 Monitoring Information System (MIS)

In order to gather complete, timely, and accurate information for project monitoring, the monitoring information system (MIS) table was developed as indicated in Table 5.1. The MIS table has categories of information. Rows contain elements to monitor which were generated from project activities. Columns contain indicators to monitor.

Table 5.1: Project Monitoring Information System

Categories of Information	What to monitor	What records to keep	Who collects data	Who uses data	How to use information	What decision can be made
Workplan Activities	Resources (funds) supplied Personnel supplied Timing of activities	Cash book records Activity registers Work schedules	CED student Group leaders	Group leaders CED student Host Organ.	Ensure supply of funds and people for project	Timely allocation of resources to implement project
Cost and Expenditure	Purchase of materials Payment of labour	Purchase receipts, Inventory books	CED student Group leaders	CED student Group member	Monitor project budget trends	Revise budget and expenditure trend
Personnel and Supervision	Attendance of members Performance of members	Attendance register Performance record	CED student Host Organ.	CED student Host Organ.	Performance Management	Deals with under performance
Tools and Materials	Supply of tools& materials Quality of tools &materials	Inventory cards Quality assessment	CED student Group leaders	Group member CED student	Ensure quality tools and material	Timely reordering tools as needed
Results Obtained	Skills gained by members Income improved	Training reports Sales reports	CED student	Group member Student, H/O	Determine areas for improvement	Reassess project objectives
Project Sustainability	Project scale up Project continuity Transfer of skills	Assessment report M&EL report Skills assessment	CED student Group leaders Host Organ.	Host Organ. Group leaders CED student	Assess achieving of CED goals to the community	Increase project time and/ develop second project

Source: Researcher's own Analysis, 2023

5.2.2 Participatory Monitoring Methods

The Beneficiary Assessment (BA) method was used to complete participatory monitoring of the project. To achieve this method, project members were asked their view on stages of implementing project activities. To ensure active participation of project members, researcher used various techniques to collect and analyses information, including interviews, discussions, and observations.

Regular interviews were conducted to individual members and discussions were carried in group meetings. The process aimed to establish understanding details of activity plan and identifying areas for improvement. The observation was done by CED student through regular visits to project sites. The process was used to assess the progress of implementing project activities, supply of resources, performance management of project members, and achieving project objectives. Observed results were recorded and discussed with project members for decisions. The overall result was to make changes on project plan in order to accommodate unforeseen outcome.

5.2.3 Participatory Monitoring Plan

Participatory monitoring plan was a tool used to track and monitor various indictors against implemented project activities to attain objectives. The participatory monitoring plan indicated in Table 5.2, shows indicators for each activity, source of data, tools used to monitor, responsible persons, and timeframe. The participatory monitoring plan is used to provide data for decision making or to improve the implementation schedule.

Table 5.2: Participatory Monitoring Plan

Project Objectives	Project Outputs	Project Activities	Indicator	Data source	Methods /tools	Responsible person	Timeframe
1. To build capacity by training 10 youth on production of gypsum decorations by July 2023	1.1. At least 10 youth acquired skills of producing gypsum decorations	1.1.1. Engage training expert(s)	Invitation letter	Group file	Review group file	CED student	July 2023
		1.1.2. Develop training materials	Content of materials	Group file	Review materials	CED student	July 2023
		1.1.3. Conduct training to youth	# of people trained	Group file	Review training report	CED student	July 2023
	1.2. At least 1 group of youth is formed and registered	1.2.1. Create group constitution	Written rules	Group file	Review group file	CED student	July 2023
		1.2.2. Register group with authorities	Registration certificate	Group file	Review group file	CED student	July 2023
	2. To mobilize materials and equipment for production of	2.1. Enough raw materials and tools are purchased	2.1.1. Purchase powder and fibers	Amount of materials	Storage facility	Compare Inventory card	Group leader
2.1.2. Purchase mixers and moulds			Number of items	Storage facility	Compare Inventory card	Group leader	Aug, 2023

Project Objectives	Project Outputs	Project Activities	Indicator	Data source	Methods /tools	Responsible person	Timeframe
gypsum decorations by August 2023	2.2. At least 1 production facility is constructed	2.2.1. Purchase construction material	Number of materials	Group file	Inventory checks	Group leader	Aug, 2023
		2.2.2. Construct working shed(s)	Shed completion	Physical verification	Site visits	Group leader	Aug, 2023
		2.2.3. Install work stations	# of work stations	Physical verification	Site visits	Group leader	Aug, 2023
3. To utilize 160kg of gypsum powder per week in production of gypsum decor by Sept 2023	3.1. At least 30 units of decors are made per 40kg of powder	3.1.1. Prepare gypsum plaster(s)	Amount processed	WIP materials	Site visits	Group leader	Sept 2023
		3.1.2. Produce and control products	# of product processed	WIP products	Site visits	Group leader	Sept 2023
	3.2. The complete products are ready for market use	3.2.1. Cool drying of products	Finished goods	Storage facility	Compare stock register	Group leader Host Org.	Sept 2023
		3.2.2. Pack and store products	Finished goods	Storage facility	Compare stock register	Group leader Host Org.	Sept 2023
4. To sell 120	4.1. Market is	4.1.1. Train youth on	# of people	Group file	Review training	CED student	Oct 2023

Project Objectives	Project Outputs	Project Activities	Indicator	Data source	Methods /tools	Responsible person	Timeframe	
units of gypsum decorations every week by October 2023	secured to sell 120 units of decors per week	sales technique	trained		reports			
		4.1.2. Conduct sales activities/advert	Improved sales	Group file	Sales reports	CED student	Oct 2023	
	4.2. TZS 1800,000 is obtained from weekly sales	4.2.1. Record sales regularly	Sales reports		Group file	Review sales reports	CED student	Oct 2023
		4.2.2. Open bank account	Operational bank A/C		Group file	Group financial reports	Group leaders	Oct 2023
		4.2.3. Audit income regularly	Integrity of information		Group file	Review of project reports	CED student Stakeholders	Oct 2023

Source: Research analysis, 2023

5.3 Participatory Evaluation

Researcher used participatory evaluation methods to establish whether the project was implemented alongside its planned activities. Also helped to establish the level of how those activities could achieve project objectives. The project team and other stakeholders were engaged to determine the effectiveness of various techniques used to implement project, the level of achieving objectives, and areas needing future improvement. This specific project we used two sets of project evaluation. The min evaluation was taken in between project cycles, and the final evaluation was taken at project end period. Below are subsections which describe project performance indicators, methods used to undertake project evaluations, and project evaluation summary.

5.3.1 Project Performance Indicators

Project performance indicators were successful criteria used to assess the level of achieving project objectives. They were identified as either quantitative or qualitative in nature as explained in terms of input indicators; output indicators; or impact indicators. Project performance indicators are shown in Table 5.3 below, which also explains indicator types. Indicators show how project activities were measured against corresponding project objectives during project evaluation period.

Table 5.3: Project Performance Indicators

Project Objectives	Project Outputs	Project Activities	Performance Indicators	Indicator type
1. To build capacity by training 10 youth on production of gypsum decorations by July 2023	1.1. At least 10 youth acquired skills of producing gypsum decorations	1.1.1. Engage training expert(s)	Quality of training	Output indicator
		1.1.2. Develop training materials	Content of materials	Input indicator
		1.1.3. Conduct training to youth	Number of people trained	Impact indicator
	1.2. At least 1 group of youth is formed and registered	1.2.1. Create group constitution	Documented rules	Output indicator
		1.2.2. Register group with authorities	Issued certificates	Output indicator
2. To mobilize materials and equipment for production of gypsum decorations by August 2023	2.1. Enough raw materials and tools are purchased	2.1.1. Purchase powder and fibers	Amount purchased	Input indicator
		2.1.2. Purchase mixers and moulds	# of items purchased	Input indicator
	2.2. At least 1 production facility is constructed	2.2.1. Purchase construction material	Amount purchased	Input indicator
		2.2.2. Construct working shed(s)	Completion of sheds	Output indicator
		2.2.3. Install work stations	Number of work stations	Output indicator
	3. To utilize 160kg of	3.1. At least 30 units of	3.1.1. Prepare gypsum plaster(s)	Amount material

gypsum powder per week in production of gypsum decorations by Sept 2023	decors are made per 40kg of powder		prepared	
		3.1.2. Produce and control products	# of WIP items	Output indicator
	3.2. The complete products are ready for market use	3.2.1. Cool drying of products	# of finished products	Output indicator
		3.2.2. Pack and store products	# of products in stock	Output indicator
4. To sell 120 units of gypsum decorations every week by October 2023	4.1. Market is secured to sell 120 units of decors per week	4.1.1. Train youth on sales technique	Number of people trained	Impact indicator
		4.1.2. Conduct sales activities/advert	Improved sales	Impact indicator
	4.2. TZS 1800,000 is obtained from weekly sales	4.2.1. Record sales regularly	Records kept	Output indicator
		4.2.2. Open bank account	Amount in bank account	Impact indicator
		4.2.3. Audit income regularly	# errors detected	Output indicator

Source: Field data, 2023

5.3.2 Participatory Evaluation Methods

Project beneficiaries were directly involved to complete participatory evaluation process. The process intended to build capacity of project members in order to impart skills of analyzing project after the researcher leaves. To achieve this process, the group leaders were trained to understand various assessment methods. The researcher was able to observe the trend and patterns of changes in implementing project activities, discussing with project beneficiaries and conducting various interviews with project team members and other project stakeholders. In most of the processes, researcher was able to take photos, draw maps and recorded key important information for further analysis.

5.3.3 Project Evaluation Summary

The project evaluation summary is presented in Table 5.4 showing the outcome of various criteria indicators in implementing project activities. The completed project evaluation table indicates project objectives, project outputs, planned activities, performance indicators, and expected and actual outcomes. For this specific project, evaluation was completed October 2023. At least 95% of all planned activities were implemented at the point of evaluation period. The evaluation report showed positive trend in achieving the implementation of activities which were scheduled in the project activity plan.

Table 5.4: Project Evaluation Summary

Project Objectives	Project Outputs	Project Activities	Performance Indicators	Expected Outcome	Actual Outcome
1. To build capacity by training 10 youth on production of gypsum decorations by July 2023	1.1. At least 10 youth acquired skills of producing gypsum decorations	1.1.1. Engage training expert(s)	Quality of training	1 trainer engaged	Was done
		1.1.2. Develop training materials	Content of materials	3 rd part review	Was done
		1.1.3. Conduct training to youth	# of people trained	Train 10 people	10 were trained
	1.2. At least 1 group of youth is formed and registered	1.2.1. Create group constitution	Documented rules	Constitution	Was written
		1.2.2. Register group with authorities	Issued certificates	Group registration	Was done
	2. To mobilize materials and equipment for production of gypsum decorations by August 2023	2.1. Enough raw materials and tools are purchased	2.1.1. Purchase powder and fibers	Amount purchased	Timely purchase
2.1.2. Purchase mixers and moulds			# of items purchased	Timely purchase	Was done
2.2. At least 1 production facility is constructed		2.2.1. Purchase construction material	Amount purchased	Buy all materials	90% bought
		2.2.2. Construct working shed(s)	Completion of sheds	Work completion	90% done

		2.2.3. Install work stations	# of work stations	3 work stations	2 were done
3. To utilize 160kg of gypsum powder per week in production of gypsum decorations by Sept 2023	3.1. At least 30 units of decors are made per 40kg of powder	3.1.1. Prepare gypsum plaster(s)	Materials prepared	Assess quality	Done regular
		3.1.2. Produce and control products	# of WIP items	Quality of work	Checked
	3.2. The complete products are ready for market use	3.2.1. Cool drying of products	# of finished products	Quality of work	Checked
		3.2.2. Pack and store products	# of products in stock	Stock control	Controlled
4. To sell 120 units of gypsum decorations every week by October 2023	4.1. Market is secured to sell 120 units of decors per week	4.1.1. Train youth on sales technique	Number of people trained	Train 10 youth	5 trained
		4.1.2. Conduct sales activities/adver	Improved sales	Achieve 95% sales	80% was achieved
	4.2. TZS 1800,000 is obtained from weekly sales	4.2.1. Record sales regularly	Records kept	Record all sales	Done
		4.2.2. Open bank account	Amount in bank A/C	Bank all cash	Done
		4.2.3. Audit income regularly	# errors detected	Audit monthly	Not done

Source: Field data, 2023

5.4 Project Sustainability

The project sustainability refers to its capability to run beyond the constant supply of external resources. The implementation period of this project was planned to range between four to six months. It started in July 2023 and expected to end in October 2023. To ensure project sustainability, the project teams and CED student worked together to develop strategies which will support project to continue after termination of external resources. The following subsections describe parameters of project sustainability in terms of institutional, economic, and technological environments.

5.4.1 Institutional Sustainability

To ensure institutional sustainability of the project, various aspects were considered. The project was implemented by group formed under principles of participatory. Group members were selected using CED group methodologies. Group leaders were democratically elected. The group is governed by bylaws documented in group constitution. The group was registered as community based group dealing with economic activities. The host organization through Ward Community Development Officer perform constant monitoring to ensure group implement activities for which was registered.

5.4.2 Economic Sustainability

For the project to attain economic sustainability, participants identified various ways to ensure long term flow of regular income. The project group had acquired loan facility from municipal youth funding scheme. The loan built enough capital to purchase goods and pay for services supply. Although much income would be used for loan repayments, but adequate amount was kept in capital reserves. This will

support financing project after loan ends. Additionally, potential markets to sell gypsum decorations were identified. Project members who also are technicians continue to establish contacts with recurrent buyers to ensure continued market of products. Moreover, the project is located in Kibamba where there is growing urbanization with high construction of houses.

5.4.3 Technological Sustainability

The Project participants were kin to consider potential change in technology. Initially, members were trained in design and execution of various processes in production of gypsum decorations. Since participants have gained adequate skills, they can also transfer them to other youth intending to undertake similar work. Through various training sessions, it was emphasized to project members that, they should have skills of other artisanal economic activities, including farming and trading to supplement their current skills. Therefore, proper linkage of production of gypsum decorations project with other economic activities are emphasized to ensure alternative activities in case of changes in technology which can have long term impact.

CHAPTER SIX

CONCLUSION AND RECOMMENDATION

6.1 Overview

This chapter provides conclusion and recommendations drawn by the researcher as a result of the idea development of the project, planning, initiation, implementation to the end. It gives a summary of all project phases. Participatory Performed activities under participatory monitoring and evaluation eventually lead to predetermined outcomes as per planed objectives and goal. Recommendations from the researcher will be a good starting point to other researchers and any other stakeholder interested with youth income improvement. Likewise, to the owners, it is an eye opener for participatory supervision of projects.

6.2 Conclusion

Generally, youth in the community of Tanzania is fast growing in terms of technology and other development areas; the rate of migration from rural to urban areas has increased the need for the sustainable income generating activities to raise the income of household in the community. For the need of economic development, the community need places to save their money for the investment purposes. From the participatory point of view the community and the organization participated from the project implementation to the project evaluation and more than 60% of the expected number of people to be trained to peruse the project.

As the main need of the community were to receive training on the resource mobilization, motivation and the establishment of the group that would be the center for youth who are dealing with production of gypsum decorations.

From the literature review point of view, it gave the researcher the ability to impart knowledge to the community members and the organization members. But it was not easy to get the empirical literature review through the explanation found do satisfies to be an example to the livelihood keeping in the community.

The project implementation was very hard due to that it involved a number of external people and skills to attend and facilitate the project implementations; however, the researcher was geared to conduct research to Kibamba ward due to the following reasons. The researcher saw the real need after the community needs assessment of which 100% of the respondent would like to have reliable source of income through sustainable Income Generating Activity.

Second, most of the people in Kibamba ward have built modern houses with decorative materials, thus creating markets for youth dealing with gypsum decorations. In general, the project will be sustainable for the people have the spirit of doing the work and they most income generating activity in Kibamba including construction business.

Not only that but also the lack of knowledge, low cooperation, lack of fund, poor economic growth and massive unemployment were the main factors that if they would be improved, they would help the researcher to do the implementation very clearly.

6.3 Recommendation

Based on the findings the researcher recommends the following.

Since the income generating activities is the key factor to raise household income and reduce household poverty there should be local level strategies to ensure each community has the income generating activity according to the resource available at that particular locality.

The community should be ready and eager to change for the community development purposes. Policies at local level that are related to the community development should be amended and become flexible for the easy attainment and generated into profitable and workable development strategies.

There must be a continuous policy reform by the ministry responsible with community development to ensure trade flexibility in local communities. Policy should be designed in a way that development should follow people and not people to follow development.

There must be combined efforts between local community and the development partners to ensure the poverty reduction strategies between the community and the organization is well implemented.

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APPENDICES

Appendix 1: Community Needs Assessment Questionnaire

1

DODOSO LA KUTATHMINI MAHITAJI YA JAMII

Naitwa Yusta Bongole kutoka Chuo Kikuu Huria cha Tanzania. Nakuomba ujaze dodoso hili la maswali 12 yenye majibu ya kuchagua. Tafadhali zingatia kuwa taarifa hizi ni kwa ajili ya utafiti, zitahifadhiwa kwa siri, na kutumika kwa kazi za kitaaluma tu. Ushiriki wako ni muhimu; hata hivyo, kama kuna swali ambalo huwezi kujibu, unaweza kuwa huru kuliacha wazi. Asante.

(Tafadhali chagua jibu moja tu linalofaa kwa kuweka alama ya ✓)

A: TAARIFA ZA JUMLA

1. Je, jinsia yako ni ipi?

- (a) Mwanaume (b) Mwanamke

2. Je, una umri gani?

- (a) Miaka 20 au pungufu (d) Miaka 31 mpaka 35
(b) Miaka 21 mpaka 25 (e) Miaka 36 mpaka 40
(c) Miaka 26 mpaka 30 (f) Miaka 41 au zaidi

3. Je, hali yako ya ndoa ikoje?

- (a) Sijao/sijaolewa (d) Tumetengana
(b) Nimeoa/nimeolewa (e) Ni Mjane/Mgane
(c) Nimetalikwa

4. Je, kiwango chako cha elimu ni kipi?

- (a) Elimu ya Msingi
(b) Elimu ya Sekondari
(c) Diploma au Elimu ya Ufundi
(d) Shahada ya Chuo Kikuu au zaidi
(e) Sikwenda Shule yoyote

B: KUHUSU HALI YA MAISHA

5. Je, kazi yako ya msingi ni ipi?

- (a) Sina kazi/ajira maalum (d) Nafanya biashara ndogo-ndogo
(b) Nimeajiriwa (e) Nasaidia wazazi/kazi za familia
(c) Nimejijiri (f) Ni mwanafunzi wa shule au chuo

6. Je, unao ujuzi au uzoefu gani?

- (a) Biashara (d) Taaluma rasmi (mwalimu, nesi, nk)
(b) Ufundi (e) Sanaa/usanii,
(c) Kilimo/ufugaji (f) Nyinginezo

7. Je, wastani wa kipato chako kwa mwezi ni kiasi cha Shilingi ngapi?

- (a) 00 – 100,000 (d) 301,000 – 400,000
(b) 101,000 – 200,000 (e) 401,000 – 500,000
(c) 201,000 – 300,000 (f) 501,000 na zaidi

8. Je, chanzo cha mapato yako ni kipi?

- (a) Mshahara (d) Kutoka kwa wazazi/walezi
(b) Biashara /kilimo/ufugaji (e) Misaada/pensheni,
(c) Kazi za kutwa/kibarua (f) Nyingine (fafanua)

9. Je, ni changamoto gani unakabiliana nayo zaidi katika eneo lako?

- (a) Ukosefu wa mitaji ya biashara (d) Ukosefu wa masoko ya uhakika,
(b) Ukosefu wa kazi za uhakika, (e) Ukosefu wa huduma za biashara,
(c) Ukosefu wa ujuzi wa kuajiriwa,

10. Je, ni fursa gani za kiuchumi zilizopo katika eneo lako?

- (a) Upatikanaji wa ajira, (d) Upatikanaji wa mali ghafi,
(b) Uwepo wa ardhi ya kilimo, (e) Mikopo kwa wajasiriamali,
(c) Upatikanaji wa masoko, (f) Mashirika ya kuhudumia vijana.

C: TATHMINI YA MAHITAJI YA VIJANA

11. Je, mahitaji ya vijana katika jamii yako ni yapi?

- (a) Kuinua hali ya kipato chao, (d) Kuboresha masoko ya bidhaa zao,
(b) Kuwajengea uwezo/ujuzi wa ajira, (e) Kuwapatia huduma za biashara,
(c) Kuwawezesha kupata mitaji, (f) Kujenga uwezo wa uzalishaji wao.

12. Je, ni kitu gani kinaweza kuboresha mahitaji ya vijana katika jamii yako?

- (a) Kuanzisha mradi wa kiuchumi ili kuinua hali ya kipato chao,
(b) Kuwapatia mafunzo ili kuwajengea uwezo,
(c) Kuwapatia mikopo ili kukuza mitaji ya biashara zao,
(d) Kuwapa mikakati ya kuuza bidhaa na huduma wanazozalisha,
(e) Kuanzisha programu za utoaji wa huduma za biashara,
(f) Kukuza uwezo wa uzalishaji katika shughuli za sasa,

Asante

Appendix 2: Research Clearance Letter



Ref. No OUT/PG202100425

30th August, 2023

Municipal Director,
Ubungo Municipal Council,
P.O.Box 55068,
DAR ES SALAAM.

Dear Municipal Director,

RE: RESEARCH CLEARANCE FOR MS. YUSTA MICHAEL BONGOLE, REG NO: PG202100425

2. The Open University of Tanzania was established by an Act of Parliament No. 17 of 1992, which became operational on the 1st March 1993 by public notice No.55 in the official Gazette. The Act was however replaced by the Open University of Tanzania Charter of 2005, which became operational on 1st January 2007. In line with the Charter, the Open University of Tanzania mission is to generate and apply knowledge through research.

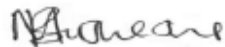
3. To facilitate and to simplify research process therefore, the act empowers the Vice Chancellor of the Open University of Tanzania to issue research clearance, on behalf of the Government of Tanzania and Tanzania Commission for Science and Technology, to both its staff and students who are doing research in Tanzania. With this brief background, the purpose of this letter is to introduce to you **Ms. Yusta Michael Bongole,**

Reg. No: PG202100425), pursuing Masters in Community Economic Development (MCED). We here by grant this clearance to conduct a research titled “Improving Income of Umoja ni Nguvu Youth Group through Production of Gypsum Decorations at Kibamba Ward, Ubungo Municipality”. She will collect her data at your area from 31 August to 31st September 2023.

4. In case you need any further information, kindly do not hesitate to contact the Deputy Vice Chancellor (Academic) of the Open University of Tanzania, P.O.Box 23409, Dar es Salaam. Tel: 022-2-2668820. We lastly thank you in advance for your assumed cooperation and facilitation of this research academic activity.

Yours sincerely,

THE OPEN UNIVERSITY OF TANZANIA



Prof. Magreth S. Bushesha

For: VICE CHANCELLOR

HALMASHAURI YA MANISPAA YA UBUNGO

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KUMB:NA.AB.27/300/
 Afisa Mtendaji Kata
 Kata ya KIBAMBA

TAREHE 11/09/2023**HALMASHAURI YA MANISPAA YA UBUNGO**YAH: MAFUNZO KWA VITENDO KWA MWANAFUNZI Yusta M. Bongole

Husika na kichwa cha habari hapo juu.

Mtajwa hapo juu ni mwanafunzi wa chuo cha. Kikuu hunaAmekuja kwa ajili ya mafunzo kwa vitendo kuanzia tarehe 4/9/2023 hadi 29/9/2023

Naomba apewe ushirikiano ili aweze kukamilisha mafunzo yake.

Rose A. Mpelete

MKUU WA IDARA YA M/JAMII

HALMASHAURI YA MANISPAA YA UBUNGO

Nakala:-Mkurugenzi wa Manispaa- Afone kwenye Jadala

- Mh Diwani wa kata- Kwa taarifa

-Afisa Maendeleo ya Jamii wa Kata- Shiriklana naye kumwelekeza kazi