

**CONTRIBUTION OF TOURISM TO THE REDUCTION OF YOUTH INCOME
POVERTY: A CASE OF MOSHI DISTRICT, TANZANIA**

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REQUIREMENTS FOR THE DEGREE OF MASTER OF ARTS IN RURAL
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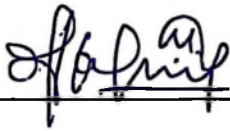
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ABSTRACT

The study aimed at assessing the contribution of the tourism sector in reducing youth income poverty in Moshi District. The study was guided by three research questions focusing on perceptions of youth on being employed in the tourism sector, effectiveness of the tourism sector in reducing youth income poverty and challenges facing youth from accessing tourism income. The study was conducted in Marangu area in Moshi District Kilimanjaro Tanzania. A cross sectional research design was adopted to collect information on how the tourism sector contributes to the reduction of youth income poverty. Data were collected from 120 respondents who were hoteliers, tour guides, tour operators, porters, sculptors and sellers in the tourism sector. The respondents were obtained through purposive and simple randomly sampling techniques. Primary data were collected using a questionnaire, focus group discussions and key informant interviews. Statistical Package for Social Science (SPSS) software was used to analyse the collected data in which descriptive statistics and inferential statistics were computed. Findings from the study show that the tourism sector contributed to poverty alleviation among the youth employed in the sector. Paired-samples t-test analysis revealed a significant ($P < 0.001$) difference average level of 5% between income gained by the youth before and after joining the tourism sector. Although the tourism sector is contributing to youth's income poverty reduction there are still some challenges facing the youth who work in the sector. The study recommends that more efforts should be done for the Ministry of Natural Resources and Tourism to make sure that the sector is contributing more.

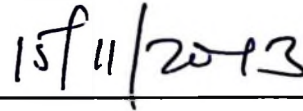
DECLARATION

I, LEONARD KAFUPA, do hereby declare to the Senate of Sokoine University of Agriculture that this dissertation is my own original work done within the period of registration and that it has neither been submitted nor being concurrently submitted for a degree award in any other Institution.



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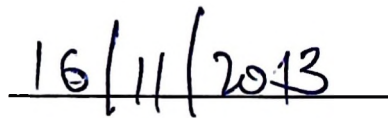
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The above declaration is confirmed by



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DEDICATION

This work is dedicated to my beloved parents January Kafupa and Aplonia Mwananzila, for laying the foundation of my academic life. Moreover, their life style has been an inspirational towards my life achievement. Truly, this work is an outcome of my parents' early efforts.

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LIST OF ABBREVIATIONS

FAO	Food and Agriculture Organization
FGD	Focus Group Discussion
GDP	Gross Domestic Product
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
KINAPA	Kilimanjaro National Park
MDG	Millennium Development Goal
MNRT	Ministry of Natural Resource and Tourism
NBS	National Bureau of Statistic
NSGRP	National Strategies for Growth and Reduction of Poverty
SPSS	Statistical Package for Social Science
TANAPA	Tanzania National Park
TTC	Tanzania Tourist Corporation
UN	United Nations
UNWTO	United National World Tourism Organization
URT	United Republic of Tanzania
USA	United State of America
WDR	World Development Report
WTO	World Tourism Organization
WTTC	World Travel and Tourism Council

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background of the Study

Tourism is defined as a business unit which provides direct services to tourists in a given tourist destination. Such services include hotel accommodation; souvenir shops; tour guide; special transport which includes boat, horse riding, cycling, cable cart, and charter planes (Ajala, 2008). Tourism is one of the fastest growing industries in the world, and in Tanzania in particular. The contribution of tourism in the global economy is remarkable as it is expected to foster economic growth through foreign exchange earnings, an increase in state revenues and improvement in people's well being in the areas of job creation, revenue or income distribution and balanced regional development (Dieke, 2003).

According to the United Nations (UN, 2010), tourism is one of the world's largest and fastest growing industries whose importance for economic development is widely acknowledged. Tourism has also become an important and dynamic sector in the world economy, particularly in the developing countries. It is one of the sectors which have played a key role in poverty alleviation, creating jobs for unskilled or semi-skilled workers in hotels, resorts and at cultural sites, as well as in supplying industries. According to the United National World Tourism Organization (UNWTO, 2009) reports, tourism industry employs about 100 million people around the world and this figure accounts for 8.3% of the world's employment, and which contributes to 10% of the World Gross Domestic Product (GDP).

According to the World Tourism Organization (WTO, 2006), the tourism industry in Sub-Saharan Africa enjoyed a robust annual market share growth rate of 10 percent in 2006. Therefore, the sector has significant pro-poor benefits as it provides a wide range of income generating opportunities along the value-chain including low/semi-skilled employment for youth and women and facilitates small entrepreneurs to gain access to markets. Tourism Industry directly contributes an estimated 3.3% to the GDP and 2.5% to employment in Africa. When considering both the direct and indirect impacts of the industry, tourism contributes an estimated 8.3% to GDP and 5.9% to employment in Africa, Okech (2010). While there has been a downward spiral in global tourism arrivals since the second half of 2008, UNWTO forecasts that tourism in Africa will remain stable with a growth of between 1% and 5% during the latter part of 2009. Tourism sector is very important to the Tanzanian economy. In 2007, the tourism sector directly and indirectly contributed US\$ 1.6 billion or almost 11% of the entire Tanzanian economy, the target is to attain 25%-30% contribution by the year 2020. The total direct employment was estimated to have risen to 28 000 people in 1999 from 25 700 in 1995 (Jonathan *et al.*, 2009).

Tanzania is among the famous countries with tourist attractions in the world, and the most famous tourist attractions in Tanzania are the Mount Kilimanjaro, national parks such as Serengeti, Ngorongoro, Mikumi, Katavi; the islands of Zanzibar, waterfalls like Kalambo, Marangu, Rusumo; the great lakes such as Victoria, Tanganyika, Nyasa; cultural heritage such as Kilwa, Bagamoyo, Odupai Gorge, Amboni and Kondo. Moshi District is among the famous places for tourism as it is a place where such tourist attractions as Mount Kilimanjaro, Kilimanjaro national park, cultural heritage site such as Chagga house and waterfalls like Marangu, Kinuka Mori, Kilasiya, and Ngoro are located. These are among

the drivers which are used to attract tourists in the area; and many people in the district earn a living through engagement in activities which are directly or indirectly associated with tourism business. Although people are being employed in these tourism related activities, there is no empirical evidence on how such activities contribute to poverty reduction among the youth in the district. Therefore, the current study aims at assessing how tourism contributes to the reduction of poverty among the youth because youth contributes the biggest proportion of the people who are engaged in tourism industry in Moshi District.

1.2 Statement of the Problem

According to the International Labour Organization (ILO, 2011), tourism is one of the fastest-growing economic sectors in many countries around the world. It is very labour-intensive and is a significant source of development and employment, especially among those with limited access to the labour market, such as women, young people, migrant workers and rural populations. Therefore, tourism can significantly contribute to social and economic development and to poverty reduction. The Government of Tanzania has recognised the potential of tourism in contributing to the growth of the economy and reduction of poverty (Jonathan *et al.*, 2009). Despite the importance of tourism to development of Tanzania's economy, the contribution of tourism to the reduction of income poverty among the youth in Moshi District is still not well known. Studies which have been conducted on tourism in Tanzania have not addressed the contribution of tourism in the reduction of income poverty among the youth. Many of these studies (e.g. Kashanga, 2007; Kalemo, 2011; Jonathan *et al.*, 2009; Luvanga and Shitundu, 2003) addressed the role of tourism sector in alleviating poverty in Tanzania. Therefore, lack of

empirical evidence motivated the researcher into conducting this study with the aim of studying how tourism contributes to the reduction of income poverty among the youth.

1.3 Study Justification

According to Luvanga and Shitundu (2003), tourism contributes a lot to the economic growth of even countries with poor economies through foreign exchange earnings, creation of employment opportunities and provision of public revenues. Available data on how tourism contributes to income generation and reduction of poverty among the youth in Moshi District are not known. This study aims at filling this knowledge gap in Moshi District. The proposed study is in line with various development policies such as National Strategies for Growth and Reduction of Poverty II (NSGRP II) cluster 1-Growth for reduction of income poverty goal 2 which emphasis on reducing income poverty through promoting inclusive, sustainable, and employment enhancing growth and development, (the United Republic of Tanzania URT, 2010). The information obtained in this study will be useful to various stakeholders such as development agents, tourism officials, academicians and local communities in the process of policy making and in contributing to reducing income poverty especially among the youth in the Moshi District and in the country at large.

1.4 Objectives of the Study

1.4.1 General objective

The General objective of this study was to assess the contribution of tourism to the reduction of income poverty among the youth in Moshi District.

1.4.2 Specific objectives

Specifically the study:

- i. assessed youth perception towards tourism sector in terms of employment;
- ii. assessed the effectiveness of tourism in reducing youth income poverty; and
- iii. determined challenges facing youth in accessing tourism related job opportunities for income generation in Moshi District.

1.5 Research Questions

The study was guided by the following research questions:

- i. What are the perceptions among the youth towards the tourism sector in terms of employment?
- ii. What is the effectiveness of tourism in reducing youth income poverty?
- iii. What are the challenges facing youth from accessing jobs in the tourism sector in Moshi District?

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Conceptualization of the Key Terms

2.1.1 Tourism

Tourism is referred to as activities of persons travelling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes not related to the exercise of any activity which is remunerated from within the place visited (WTO, 2002). In addition, Kotler *et al.* (2010) define Tourism as a stay of one or more nights away from home for holidays, visits to friends or relatives, business conferences, or any other purposes, except such things as boarding, education or semi-permanent employment. The term is usually intended to exclude trips within the area of usual residence, frequent and regular trips between the domicile and the workplace, and other community trips of a routine character. The most common tourism industry variables include types and attraction, infrastructure, itinerary planning, tourism product, tourism marketing, customer services and skills as well as attraction planning.

There are several types of tourism practiced worldwide. These have different motives and dimensions. MNRT (2002b) describes five types of tourism, which related to marketing and socio-environmental aspects. These include ethical, cultural, historical environmental and recreational tourism. The philosophy of sustainable tourism and eco-tourism was developed in 1980 and accelerated by global paradigm shift in advocating tourism that support natural and cultural resource management, while ensuring that economic, socio and aesthetic needs are met. According to Killic and Cave (2009), in recent years, additional categories such as nature based tourism, responsible tourism, green-tourism; cultural tourism and beach tourism have emerged. These categories notwithstanding, eco-

tourism is more focused at enhancing the maintenance of natural ecosystem. These categories of tourism however, may be influenced by environmental, social-economic and human resource factors. For example, in the long term, tourism depends on the quality of the environment. Indeed, the quality of an environment, or some particular features of it are frequently the primary attraction for tourists.

2.1.2 Youth

The term youth can be defined in different ways. The African Youth Charter defines youth as people between 15 and 35 years (Hallin, 2009). Schoof (2006) defines youth as a particular age group, that is, the period during which people graduate from school to work, from child to parent, from dependant to head of household; and in terms of attitude the youth can be hopeful and apprehensive, tentative and reckless, irreverent and idealistic. The United Nations defines the youth as young men and women between the ages of 15 and 24 (Seiders, 1996; Diouf, 1999). Therefore, the current study adopts the definition by the African Youth Charter.

2.1.3 Poverty

Poverty is described as the situation that emanates from lack of necessary capabilities and entitlements to satisfy human basic needs (Chambers, 1983). This situation limits a person from acquiring security and assets, or from having power for decision-making (Chambers, 1983). Poverty can always exist in a society where some or all of its members fail to attain a certain level of well-being considered by that society as a reasonable minimum standard of living (Bagachwa, 1983).

Poverty is not only a state of existence but also a process with many dimensions and complexities (Lipton and Ravallion, 1995). In order to understand poverty, it is essential to examine the economic and social context, including institutions of the state, markets, communities, and households (Sen, 1999).

Poverty differences cut across gender, ethnicity, age, residence (rural versus urban) and income sources (Sen, 1999). In households, children and women often suffer more than men while in the community; the rural people suffer more than the urban (Sen, 1999). The United Republic of Tanzania defines poverty by using income and non-income human development attributes. Non-income poverty includes low level of education, survival rate, nutrition status, access to clean and safe drinking water, social well-being and high vulnerability (URT, 1999). This study adopts the definition of URT in examining the contribution of tourism to poverty eradication.

2.2 Historical Account of Tourism

Tourism is a core industry which generates employment and it is increasingly becoming one of the most critical forces shaping the world's economy. According to Weinz and Servos (2011), in 2010, the sector's global economy accounted for more than 235 million jobs, which is equivalent to about 8% of the overall number of available jobs (direct and indirect). In the same year, travel and tourism were estimated to have generated about 9.3% of the global GDP. Tourism investment was estimated at 9.2% of the total global economy and this has stimulated more employment.

Tourism has been identified as a key strategy that can lead to economic growth and reduction of poverty among many African people. Scholars eg. Benavides, 2001; Sinclair, 1998 and Dieke, 2003 observe that tourism has become an important and an integral part

of economic growth and development strategies of a developing country as it serves as a source of scarce financial resources, job creation, and foreign exchange earnings. In 2005, the tourism sector accounted for 3% to 10% of the GDP of developing countries (UNWTO, 2009).

According to Weinz and Servos (2011), in 1998-2008 tourists' arrivals in less developed countries tripled, with an average growth rate of 13%, and with tourism revenue increasing from 1 to 5.3 billion USD. This trend made 30 out of 49 less developed countries select tourism as an important sector for growth and development; and International tourism is among the top three foreign exchange earners.

Tourism in Tanzania passed through various stages. During the first decade of independence, tourism was not viewed as a priority sector for development. The focus of the government was only on wildlife conservation, with little emphasis on actual utilization and promotion of wildlife. In 1971, the Tanzania Tourist Corporation (TTC) was established to promote and market tourism within and outside the country (Luvanga and Shitundu, 2003), and as a result the industry performed well where by 199 200 tourists arrived in Tanzania in 1972 compared to 68 400 tourists in 1971. However, in 1974 to 1980s tourism industry performance declined due to drought, War against Idd Amin in Uganda and economic crisis, which ensued during that period. As Luvanga and Shitundu (2003) observe, tourism policy of 1991, which was revised in 1999, emphasis on the promotion of private sector investment, environmental conservation and consumer protection and the main objectives of the sector is to maximize tourism's contribution to the country's development through increased foreign exchange earnings, employment creation, human resource development and rural development; and to ensure that the

tourism attractions are conserved, the environment is conserved that the development of the tourism industry is sustainable.

In Tanzania, official data indicate that there were around 157 000 people who were working in the sector in 2001 compared to 96 000 in 1995 (URT, 2003). This may still be an under estimation, since indirect employment is not taken into account. Wallevik and Jiddawi (1999) report that in 1999 Zanzibar tourism employed an estimated 4 000 people directly and 21 000 people indirectly. In Kenya tourism is estimated to create about 180 000 formal jobs and 380 000 informal ones, a number that could be doubled in Tanzania if tourism was to be managed and planned more properly, with less crime and political violence interfering with the industries success.

Tourism has become a highly suitable strategy for economic growth and job creation in Tanzania. As Lyimo (2009) reveals, in the year 2004 tourism contributed 16% to the GDP, and this increased by 17% from 2005 to 2007. The target is to attain a contribution of 25% to 30% of the sector to the GDP by the year 2020. In other cases, Employment in the tourism sector has grown rapidly in Tanzania; more jobs have been generated indirectly through multiplier effect in the sector. In 2003, it was estimated that the youth employment rate in Tanzania stood at 12.9% with almost 50% of the unemployed living in the rural areas (Kessy *et al.*, 2008). Direct employment supported by tourism sector has increased from 110 000 jobs in 1997 to 400 000 in 2008 where majority of the workers are less than 25 years.

2.3 The Causes and Manifestations of Poverty

To use tourism as an effective tool for poverty reduction, it is important to understand the root causes of poverty and determine the appropriate point of intervention in the vicious circle of poverty. The World Development Report 2000/2001 (2001) identifies three primary causes of poverty as follows:

- 1. Lack of income and assets to attain basic necessities – food, shelter, clothing and acceptable levels of health and education. Lack of assets is described as lack of good health, skills necessary for employment, land/housing, basic infrastructure, savings or access to credit, social assets such as network of contacts and reciprocal obligations, which can be used in the time of need.**
- 2. A sense of being powerless and unheard in the various social institutions. These include unfair sociological conditions where the poor are faced with inhuman treatment, lack of protection against violence, intimidation and lack of civility and predictability in their interactions with public officials.**
- 3. Vulnerability to adverse shocks, and which are linked to an inability to cope with them. The poor are susceptible to various health risks, natural or human made hazards and are incapable of recovering quickly from these shocks economically, socially, physically, and emotionally.**

While these are the immediate causes of poverty, there are more global causes of poverty as well, which encompass issues such as national and regional economic growth, inequality of income distribution and instability in governance. The common understanding is that with overall economic growth, incomes increase and poverty is reduced. However, conclusions should not be made to extrapolate that the economic impacts accruing to the larger society make their way to the poor.

To bring about a change in the conditions of poverty, it is essential to attack poverty at local, national, and global levels. At the local level, poverty manifests itself in the form of ill health and poor access to good medical facilities, illiteracy, irregular income, informal employment, lack of freedom to choose a desired quality of life, lack of land tenure for housing, lack of basic infrastructure, and the like; while at the national level it can be measured in terms of GDP (WDR, 2001). The framework for poverty reduction put forward by the World Bank in the World Development Report 2000/2001 (2001) emphasizes economic development along with promoting opportunities, facilitating empowerment and enhancing security. As a tool for poverty reduction the challenge that remains is to see how and where tourism can intervene in providing better opportunities, empowerment and security to the poor at the local level and boost economic growth at the national and regional levels.

2.4 How to Address Poverty through Tourism

WTO (2004) identifies various strategies or ways of addressing poverty through tourism and these can be applied in almost every country. Among others, tourism can address poverty through the employment of the poor in tourism enterprises; the supply of goods and services to tourism enterprises by the poor; the direct sale of goods and services to visitors by the poor; and supporting the establishment of tourism enterprises by the poor. Although the focus is usually on economic benefits, there can also be social, environmental, and cultural benefits. Poverty can be reduced when tourism provides employment and diversified livelihood opportunities, which provides additional income. This can contribute to reducing the vulnerability by increasing the range of economic opportunities available to individuals and households living in conditions of poverty. Tourism can also contribute through direct taxation and by generating taxable economic

growth since taxes can then be used to alleviate poverty through education, health and infrastructure development.

These points refer to the general contribution of tourism at the macro level. When considering targeted interventions aimed at achieving specific Millennium Development Goals (MDGs), then measures to make tourism contribute to poverty alleviation at local and community levels especially among the youth need to be considered. At the same time, however, it is equally important to consider how such targeted interventions can be replicated in other communities or scaled up to have a wider impact.

Targeted interventions to address the issues raised in the Millennium Development Goals require that the linkages between tourism and poverty be identified. Fig. 1 illustrates many of these linkages.

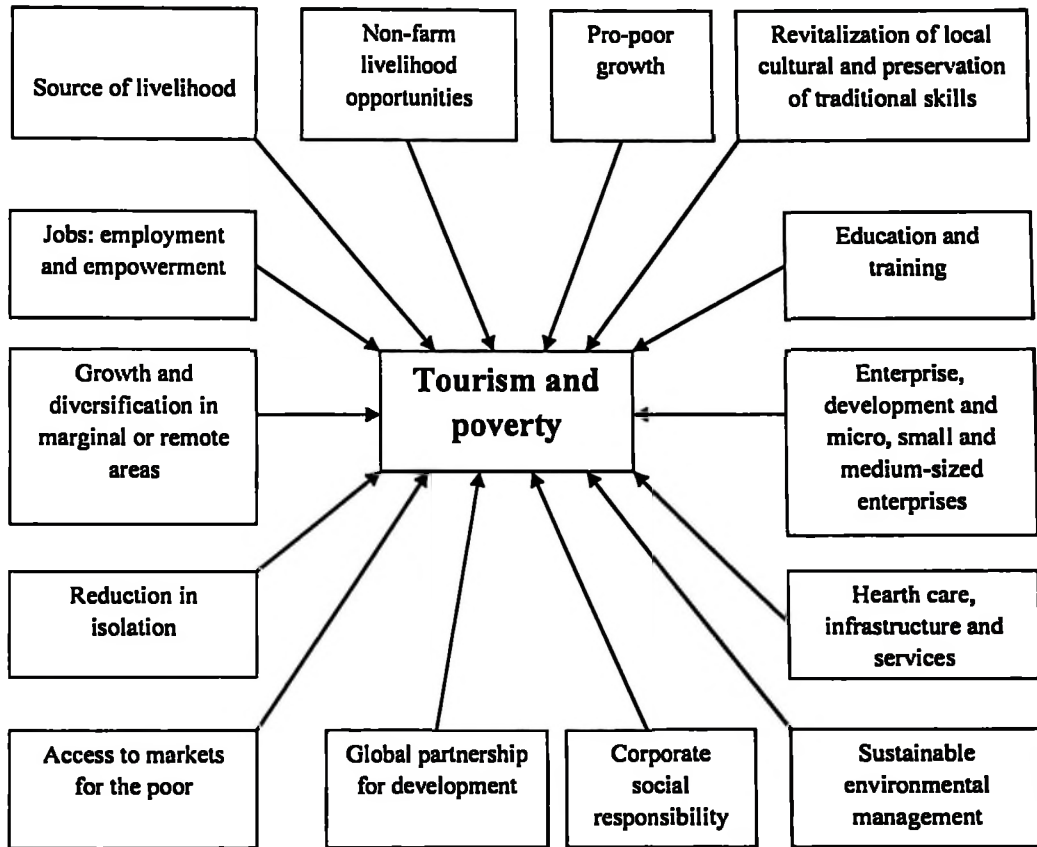


Figure 1: Linkages between tourism and poverty reduction Source: UNWTO, 2009.

Fig. 1 shows a linkage between tourism and poverty, this means that with such a linkage, poverty among the people living around tourist attraction areas especial the youth can be reduced to a great extent.

2.5 The Involvement of Youth in Tourism Activities

Tourism has become a potential sector in creating employment and reducing poverty especially among the youth. Youth are engaged in different tourism activities such as tour guide services, tour operators, in hotels/lodges services as attendants or managers/manageress, catering services, tented camping services, car hire service companies, and

others. Furthermore, Jonathan *et al.* (2009) in their study on activities with which the youth are engaged in tourism sector in the area around Mount Kilimanjaro observe that climbing Mount Kilimanjaro is extremely labour intensive, a typical group of ten climbers needs two guides, forty porters and two cooks. It is estimated that 35 000 tourists with each spending a week on the mountain generate, albeit irregular and highly seasonal, jobs for about 400 guides, 10 000 porters and 500 cooks (Jonathan *et al.*, 2009). All these activities which are performed by youth in Kilimanjaro Mountain help them to increase income and reduce poverty.

2.6 Challenges of Tourism Sector in Reducing Poverty

While sustainable tourism is often proposed as a solution to poverty alleviation, the efficiency of such a solution is not without challenges when it comes to its implementation. As it is argued by Jamieson *et al.*, 2004, Lansing and De Vries 2007, Mshenga and Owour., 2009, the barriers to effectively using sustainable tourism development as a tool for poverty reduction include lack of government programs for the informal part of the tourism sector. The informal part of the sector plays an essential role in providing essential services for the formal part of the tourism sector: such services can potentially help to reduce poverty. In addition, very often the poor have limited access to tourism infrastructure and assets and in some regions and communities the poor lack essential market knowledge to allow them develop pro tourism strategies and products based on sound market information. Moreover, the poor lack access to credit which is essential in helping them to participate in the tourism economy and more often the areas with the highest levels of poverty lack the necessary transportation and communications infrastructure which is essential in meeting the needs of the tourism industry. As suggested by Jamieson *et al.* (2004), it is clear that for tourism to become an effective poverty tool there needs to be a paradigm shift in the way we think about tourism and the

policies, plans and practices that are used in order to ensure that the poor profit from tourism development process. In addition, an important consideration in sustainable initiatives is the involvement of the local residents, guaranteeing that the benefits are shared on a community-wide basis (Lansing and De Vries, 2007).

2.7 Theoretical Framework for the Study

In the context of modernization theory by Khairil (2009), tourism has been advocated as a development strategy in order to generate foreign exchange, increase the balance of payment, increase GDP, attract development capital, increase the transfer of technology and promote modern western values of life. The adoption of this theory by this study is important because it can provide answers to reducing income poverty among the youth; this is in spite of the fact that not all elements can be adapted by youth to reduce income poverty. The adoption of elements like modern western values of life is not good among youth as it can lead to destruction of some African traditions which are very important. Such elements like the way of dressing, dancing and other behavioural patterns may not necessarily encourage development but rather spread western values of life which may be damaging to social fabric and national cohesion.

2.8 Conceptual Framework

The conceptual framework in Fig. 2 shows the relationship between various variables. In this conceptual framework, independent variables include tourism activities and intermediate factors. Tourism activities include hotel management, professional cookery, front desk duties, tourist guide services, porters activities, sculpturing, curio and memorabilia business, tour operator services. Intermediate factors include training, experience, and empowerment. Independent variables have direct influence on the

dependent variables which include an increase in income and reduction of youth poverty. Other variables in this conceptual framework are termed as background variables; namely Age, Sex, Education, Family size, and Marital status; these sometimes influence the independent variables positively or negatively.

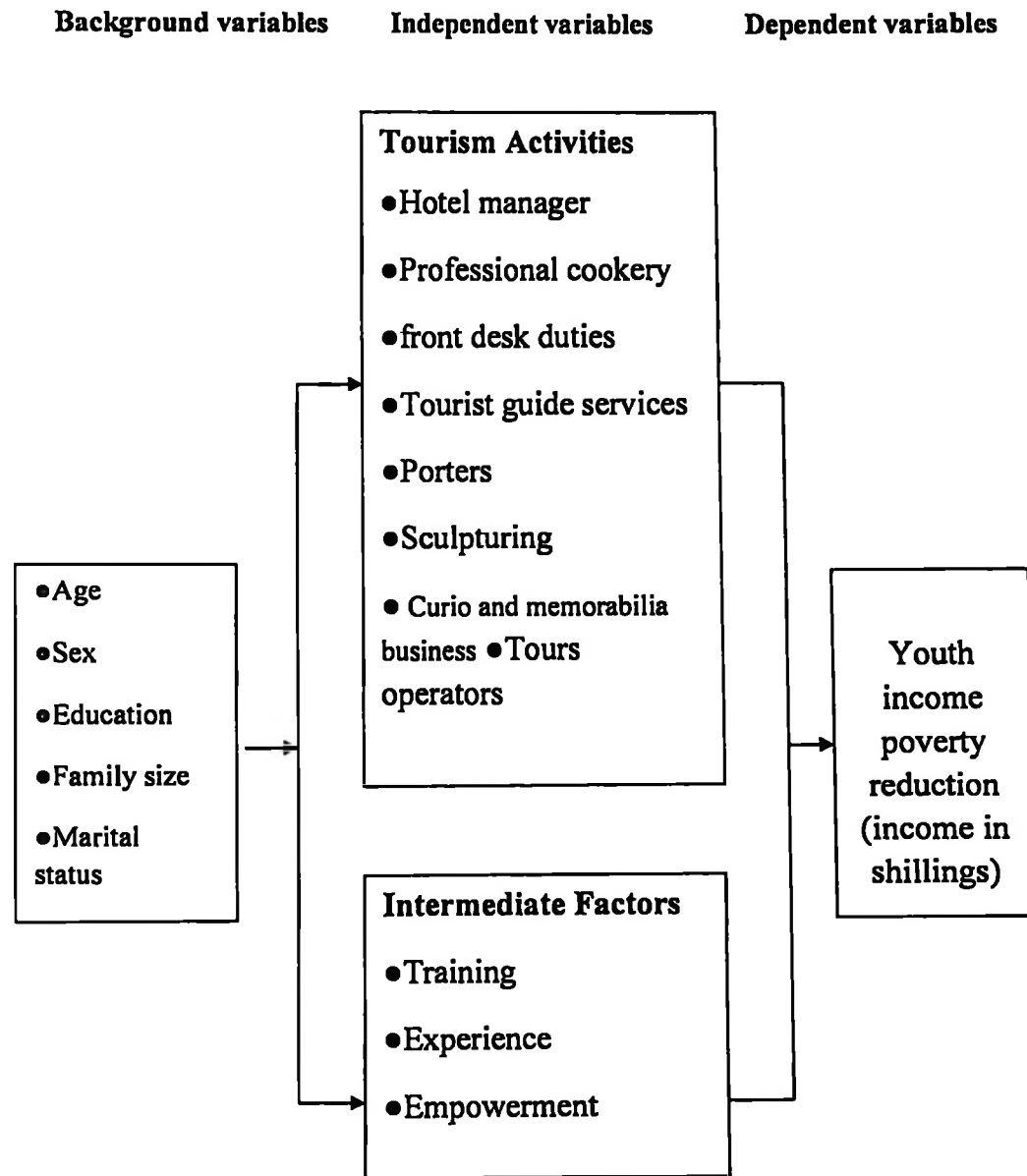


Figure 2: Conceptual framework on the contribution of tourism in reduction of youth's income poverty.

CHAPTER THREE

3.0 RESEARCH METHODOLOGY

3.1 Description of the Study Area

The area of study refers to the site selected by the researcher to locate people. The site should be appropriate to the research problem and purpose (McMillan and Schumacher, 2006). The study was conducted at Marangu in Moshi District which shares borders with Rombo District to the north, Mwangi District to the east, Hai District to the west and Manyara Region to the south. The population of Moshi District is 466 737 (URT, 2013). The choice of Moshi District was influenced by the fact that the District has many young people who are engaged in tourism activities due to the presence of tourist attractions such as Mount Kilimanjaro, cultural heritage site like Chagga house and waterfalls like Kinuka Mori, Kilasiya and Ndoro. Fig. 3 presents a sketch map of the study area.

which needed data to be collected at a single point in one time by using a structured questionnaire. From the data, multiple outcomes were studied.

3.3 Population of the Study

Population refers to a group of elements such as cases, individuals, objects and events that conform to specific criteria whereby the researcher wants to gain information (Bogdan and Biklen, 2007). The population of the study involved the youth employed in the tourism sector as tour guides, tour operators, porters, hoteliers in tourism hotels, sculptors and sellers of different goods attracting tourists.

3.4 Sampling Procedures and Sample Size

The term sample refers to a group of subjects or a small group drawn from a larger population, and from whom data are collected (Lodico *et al.*, 2006). Both probability and non-probability sampling were employed. Purposive sampling technique was used to select one division that is Marangu; this division was selected because it has a high population of youth who are engaged in tourism activities. Also the technique was used to select two transporting companies, three tourist hotels, and two sculptors camps where as simple randomly sampling was used to select six curio shops where six traders were interviewed. In each tourist activity, at least 33.33% of the respondents were randomly selected to give a total of 120 respondents (Table 1). Key informants were purposively selected.

Table 1: Sampling intensity

Population	Total Number	Sub-Sample	Intensity
Marangu Hotel	15	6	40%
Kilimanjaro Resort	18	8	44.44%
Kibo Hotel	10	6	60%
African Walking			
Porters	120	40	33.33%
Tour Guides	18	10	55.56%
Tour Operators	12	6	50%
Marangu Company			
Porters	88	30	34.09%
Tour Guides	10	4	40%
Tour Operators	7	3	42.86%
Sculptors Camp	3	1	33.33%
Shops	10	6	60%
Total/Average	311	120	38.59%

3.5 Data Collection Methods and Instruments

Data collection method is the process of obtaining evidence in a systematic way to ascertain the research problem (Creswell, 2005). Methods of collecting data which were used in this study included questionnaire, interview and focus group discussions. The choice of multiple methods (triangulation) served as a means of cross-checking the authenticity of information obtained through other methods. The researcher was aware of the fact that no single research technique or instrument was adequate in itself in collecting valid and reliable data on a particular problem.

3.5.1 Questionnaire

Structured questionnaire with both closed and open-ended questions was used to collect information pertaining to the perception of youth toward tourism sector, contribution of tourism sector to the reduction of income poverty among the youth, challenges as well as background information (Appendix 2). The questionnaire was administered to individual respondents.

3.5.2 Key informant interview

Key informant interviews are qualitative in-depth interviews with people who know what is going on in the community (Carter and Beaulieu, 1992). The method is used where there is a verbal interaction between an interviewee and the interviewer. Interview was conducted to Human Resource Officer of Kilimanjaro National Park (KINAPA). In the interview process, a well-structured checklist (Appendix 4) was used to guide the discussion.

3.5.3 Focus group discussions

Focus group discussion was used to obtain in-depth information from the respondents. A checklist (Appendix 3) was used as a tool in collecting information from the youth working in the tourism sector in order to examine perception, effectiveness of tourism in reducing income poverty among the youth and the challenges facing the youth in accessing the available income earning opportunities in the sector. This study used four focus group discussions of ten people per group as supported by Kileo (2008), that, a good focus group discussion consists of six to twelve participants, though the number can range from as many as twelve to as few as four depending on the research purpose and situation.

3.6 Validation of Research Instruments

Lodico *et al.* (2006) define validation of research instruments as a process of ensuring that the research tools measure what it is truly supposed to measure. To ensure that the data collected were valid, the researcher prepared appropriate research instruments such as interview and focus group discussion guides. The researcher asked for advice and comments from the supervisor of the study and fellow students to ensure that the research instruments were accurate. Consequently, during data collection process the researcher decided to use Kiswahili language to some respondents such as porters, hoteliers, sculptors and traders who could not express themselves in English. All this was done in order to check and rectify the inconsistencies, irrelevancies and ambiguities in the instruments.

3.7 Data Processing and Analysis

Statistical Package for Social Science (SPSS) software was used to analyse the collected data in which descriptive statistics and inferential statistics were computed. Qualitative data from key informants and FGDs were subjected to content analysis. For descriptive analysis averages, percentages, frequencies and standard deviation concerning background information of the respondents; perception on employment in tourism sector; and challenges facing tourism employment were presented.

Paired-samples t-test was used to ascertain if income gained by the youth from engagement in the tourism sector is significantly different from the income gained by the youth before employed in the tourism sector.

3.8 Limitations of the Study

This study encountered several limitations during field work. For example, it was difficult for the researcher to meet some of the respondents such as Porters, Tour guides and Tour operators during a non Climbing day or a day when the climbers are coming down from the mountain, the researcher resolved this problem by waiting for the climbers on the days when they meet to organize for Climbing or on the days when they come back from mountain Climbing.

Also it was difficult for the researcher to conduct interview with the Human Resource Officer from KINAPA as he refused to be interviewed because the researcher didn't have permission from TANAPA, the researcher had permission from Moshi District which for him it was not enough. The researcher had to go to Arusha to seek for the permission from TANAPA to be able to interview HRO from KINAPA.

Furthermore, some of the respondents were requesting for money from the researcher so as to give information; it was very difficult to obtain information from them as the researcher didn't have any money to give. As a result the researcher decided to educate them before asking for information, the education was on how important their information to the study; and that their challenges pertaining the sector and their activities will be known by many people including the government and also TANAPA after publishing results of the study. After this education many of them were happy and willing to give information to the researcher hoping that their activities and some of their challenges would be solved after being known by the government and TANAPA.

CHAPTER FOUR

4.0 RESULTS AND DISCUSSION

This chapter presents the results and the discussion of the results. The results are based on the study objectives as well as socio-economic characteristics of the respondents. Socio-economic characteristics include age, sex, marital status, educational level and household size of respondents. The chapter also presents the perception of youth towards the tourism sector, effectiveness of tourism sector and challenges facing the youth in accessing opportunities offered by the tourism industry.

4.1 Socio-Economic Characteristics of the Respondents

4.1.1 Age of respondents

The age distribution of respondents ranged from 16 to 35 years; four age categories were considered for respondents involved in this study as shown in Table 2. Most of the respondents were young (35.8%) people belonging to the age group of 21 to 25 years. Another group is the group of people ranging from 26 to 30 years (29.2%) followed by those in the 31 to 35 years age group (22.5%). The last group consists people ranging from 16 to 20 years of age (12.5%). It seems that the group ranging from 21 to 25 and 26 to 30 were the most active groups in performing different tourism activities. This is particularly because many of them had already completed secondary school education. The smallest (12.5%) percentage of people belonged to the group ranging from 16 to 20 years. This could be because this age group comprises many people who are not working, specifically because they are in school especially in secondary school. The study observed that most of the respondents who own more assets were in the groups with ages ranging from 28 years and above, this shows that this age group has discipline in using the income

obtained from the sector. The income obtained enabled them to buy different asserts compared to the group aged below 28 years although they are earning the same income.

Table 2: Distribution of respondents according to age, sex, education level and marital status (n =120)

Variables	Frequency	Percentages
Age		
16-20	15	12.5
21-25	43	35.8
26-30	35	29.2
31-35	27	22.5
Sex		
Male	44	36.7
Female	76	63.3
Education Level		
No Formal education	1	0.8
Primary education	44	36.7
Secondary education	52	43.3
Tertiary education	23	19.2
Marital Status		
Married	61	50.8
Otherwise	59	49.2

4.1.2 Sex of respondents

The study involved female and male respondents, of which 36.7% of the respondents were females and 63.3% were males (Table 2). Being male or female was not a determination of performing certain tourism activities. The respondents who were

interviewed as porters during the survey were only males although this does not mean that female cannot work as porters. All activities were performed by respondents from both sexes although some activities were mostly performed by one or the other sex; a good example is carrying tourist baggage as porters. The study observed that female are not participating in carrying tourist baggage as porters due to the nature of the work, the work needs a lot of energy for the female to perform.

4.1.3 Education level of respondent

Most (43.3%) of the respondents in the study area had secondary education while those with primary education were 36.7%, followed by those with tertiary education 19.2% and only 1 respondent (0.8%) had no formal education (Table 2). Such things as tour guide services, tour operator services and hotel management, professional cookery and front desk operations in tourist hotels are among the activities which are dominated by respondents with tertiary education in the study area. Most of the respondents, who were working as porters, sculptors, or sellers in the tourism sector had either secondary or primary education levels.

Education level of the respondents is not a criterion of getting a job or good pay, access to jobs was determined by experience and physical fitness of the respondents as some of jobs need people with experience and physical fitness. Payment of the respondents also was determined by the nature of the work performed regardless of the education level of the respondent. The respondent with tertiary or secondary education and working as porters could be paid the same salary as the respondent working in the same work but with primary or no formal education. So education level of the respondent is not a determiner of the income earned by the respondent in the tourism sector.

4.1.4 Marital status of respondents

Out of 120 respondents 50.8% were married, while 49.2% of the respondents were single, divorced, or widowed (Table 2). These results implies that large population of the respondents were married couples and matured people, revealing that the majority of the respondents were responsible in their household to ensure availability of income obtained through tourism sector.

4.1.5 Household size of the respondents

During survey it was observed that the maximum size of a household was 12 persons and the minimum size was 1 person. However, the average household size in the study area was 4.13 persons. According to the 2000/01 household budget survey in Tanzania, the average household size on mainland Tanzania was four (4) people (NBS, 2003). Household size of the respondents was not a determiner of the marital status of the respondent. Some respondents had large number of people in their families but they were not married, some of the respondents who are not married were self dependent while others were still dependants and were living with their parents. They were depending on their parents because they were too young to be self dependent. Some time the household size of the respondent was determines the income gained by the respondent, the study observed that most of the respondent with small household size owned good income compared with those with large household size and this is because those with large household size they have much expenditure for the family.

4.2 Youth Perception of Being Employed in the Tourism Sector

Based on youth perception towards the tourism sector, the study gathered information through ten statements which intended to capture youths' views about tourism sector. These statements sought to find out whether tourism sector is satisfactory to the youth and

not hard, whether tourism makes the youth get basic needs through performing different activities, whether the government empowers the youth by providing them with loans to improve their business, whether training on tourism is helpful for the youth to work effectively, whether tour guide activities help the youth to obtain enough money, whether porters' activities are helpful in increasing youth income, whether tourism activities need the youth to have skills to work efficiently, whether front desk activities are helpful in increasing youth income, whether hotel managers earn much income through tourism activities and whether tourism activities are very beneficial to increase youth income (Table 3). A total of 120 respondents were involved in the survey and their responses were recorded.

Table 3: Youth perception of being employed in tourism sector (n=120)

Perceived statement	% Response				
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Job satisfaction(df=4)	2.4	6.1	9.8	76.8	4.9
Helpfulness of tourism sector(df=4)	1.2	3.7	6.1	80.5	8.5
Improved government loan support for tourism youth employee (df=4)	39	46.3	12.2	1.2	1.2
Access to tourism trainings(df=4)	3.7	13.4	23.2	43.9	15.9
Tour guide is the best occupation(df=4)	1.2	8.5	7.3	65.9	17.1
Porters earn income (df=4)	2.4	1.2	8.5	75.6	12.2
Knowledge and experience are vital in tourism sector (df=4)	2.4	8.5	15.9	34.1	39
Tourism based hotels help youth's income (df=4)	2.4	3.7	6.1	75.6	12.2
Hotel manager earns more Income (df=2)	0	0	7.3	58.5	34.1
Tourism is important in increasing youth income(df=4)	1.2	1.2	7.3	69.5	20.7

According to the findings, 81.7% of the respondents agreed with the question on job satisfaction which means that tourism sector employs many people in the area and most of them are satisfied working in the sector. The finding also reveals that tourism sector helps the youth to acquire their basic needs; 89% of the respondents agreed that tourism

sector is helping them. Similar findings were reported during FGD whereby the respondents reported that tourism sector helps them to build their own house, to get school money for their family and also to get their daily basic needs like food.

The finding reveals that the government is not supporting tourism employees, 85.3% of the respondents disagreed with the statement that the government empowers the youth by providing them with loans to improve their business. They reported that the government is not supporting them in anything, neither in providing loans nor training on tourism. During FGD, the respondents reported that associations such as Kilimanjaro Porters Association was introduced to help porters whereby every porter has to pay 1000/= shillings to get a pass for climbing the mountain but the money was not helping the porters in anything and the government would not stop Association from collecting money from the porters. Not only the government but also other institutions such as the banks are not supporting the youth working in the tourism sector in terms of giving them seminars on how to use the money obtained. This is because some respondents reported to have been using the money wastefully. This problem was found to be notorious especially among the porters who spend a lot of money after returning from mountain climbing.

Also the finding revealed that, 59.8% of the respondents agreed with the statement that they are provided with training on tourism and this is helping them in performing their activities. About 73% of the respondents agreed and 15.9% of the respondents neither agreed nor disagreed with the statement that knowledge and experience are vital in the tourism sector. Most of the respondents working in the tourism sector need knowledge and experience to perform their activities. For example porters and tour guides reported that they work using knowledge and experience the most. Also most 83% of the young people agreed with the statement that tour guide service is the best occupation for those

who climb the mountain; for those working in tourist hotels, 92.6% cited hotel managerial position as the most lucrative of all in the hotel.

The study results show that workers such as Hotel managers and Tour guides are the ones owning expensive assets such as vehicles, good houses. These are the people who also can afford to send their children to good schools. This means that tour guide and hotel managers earn more income than others and this is supported by Jonathan *et al.* (2009) who summarize the annual income (including both wages and tips) of US\$ 1 830 for guides, US\$ 842 for porters, and US\$ 771 for cooks per annum. It should be noted that property ownership is very important in poverty reduction, in that assets such as vehicles and houses could also be used as collateral for bank loans, which could be reinvested into other business and hence contributing to poverty reduction.

Also 87.8% of the respondents agreed with the statement that working as porters in tourist based hotel helps to increase income among the youth, and this is true because most of the youth in Moshi District are employed in the tourism sector and they depend on the income gained from employment to get their basic needs. The last question which stated that tourism activities are very useful in increasing youth income was responded by 90.2% of the respondents by agreeing on the question because most of the youth employed in the sector were getting income from the sector for their daily needs. Others could afford even to send their children to school and to build their own houses. Generally, majority (74.7%) of the respondents agreed with the statement that the tourism sector was beneficial to them, 10.4% neither agreed nor disagreed, and 14.9% disagreed with the statement. The results imply that tourism sector in the area is very important and it helps the youth to get employment opportunities.

4.3 Effectiveness of Tourism in Reducing Youth Income Poverty

The contribution of tourism sector in reducing youth income poverty in the study area was based on income earned by the youth on a monthly basis. The study observed that the average income earned by the youth before getting employed in the tourism sector was 50 600 Tanzanian shillings per month while the average income earned by youth after getting employed in the tourism sector was 153 833 Tanzanian shillings per month. This makes a difference in average income of 103 233 Tanzanian shillings per month (Table 4). However, a Paired-samples t-test analysis revealed a significant ($P < 0.001$) difference between the two income averages of 5% level (Table 4). Such observations highlight the fact that, tourism contributes in raising income and thus reducing income poverty among the youths. The same observation is also reported by UNWTO (2009), which shows that tourism can contribute to development and poverty reduction in a number of ways among the youth.

Table 4: Paired-samples t-test showing difference averages of youth monthly income (Tsh.) before and after employed in tourism sector. (n=30)

Period	Average income (TZS/month)	Mean of income averages (TZS/month)	t-value	df	P- value
Before employed	50 600	103 233	15.392	29	<0.001
After employed	153 833				

The study observed that many young people in the study area obtain their income through employment in the tourism sector. This was proven during an interview with a key informant from KINAPA who revealed that tourism sector has a contribution in poverty

reduction through providing employment to different people. Tour guides, tour operators, porters, hoteliers, sculptors, traders of different tourist goods are among the beneficiaries of tourism operations in the study area. Similar observation was made by Jonathan *et al.* (2009) who revealed that activities carried out by the youth in the area around Mount Kilimanjaro are extremely labour intensive; as seen earlier, a typical group of ten climbers need two guides, forty porters and two cooks. It is estimated that 35000 tourists each spend a week on the mountain generate, albeit irregular and highly seasonal jobs for about 400 guides, 10 000 porters and 500 cooks.

This shows that tourism sector employs a lot of people who earn a living through their engagements with the sector; and the income gained helps to reduce poverty among the youth. Before joining the tourism industry the youth acknowledged that what they were getting was far less than what they are getting after getting jobs in the tourism industry. For example, one respondent during FGD in Marangu Mtoni said:

We are very happy that Kilimanjaro Mountain is located here because this Mountain helps us to obtain income through different tourism activities for our living; the Mountain also helps us to get capital to establish our own business. For example myself here I own a motorcycle (bodaboda) which was bought using my income from tourism jobs and it is helping me to obtain extra money.

The findings reveal that some of the respondents said they could only afford to get enough to eat after getting a job with the tourism industry as they could get money from the sector. Also the study reveals that there were respondents who could afford decent

shelter in terms of housing because of being employed in the tourism sector as sellers of cheap locally made commodities to tourists. Before joining in such activities it was not possible for them to get such kind of money. Yunus, (2004) reports similar results that tourism can reduce poverty through direct sales of goods and services to visitors.

The findings show that the tourism sector has helped to alleviate poverty from all the people both young women and men in the area. During FGD in Marangu Mtoni, one woman said:

Tourism sector is important in this area as it helps even women to get income through different business such as food vending, like what I am doing. Am selling a lot of food daily due to availability of customers who come around because of tourism at Marangu Mtoni.

4.4 Challenges Facing Youth from Accessing Tourism Income

Many respondents indicated that there are challenges which face them during performing their duties. Among the challenges reported by the respondents include low salaries, communication problem between tourist workers and some tourists, insurance, market and lack of working gear.

Low pay is among the challenges which face almost all the respondents; salaries which workers in the tourism sector receive are low. During study period some of the respondents from tourism sector cited tips which they receive from tourists as something that raise their income. This was also proven by Jonathan *et al.* (2009) that, tips from tourists to the guides and other climbing staff are a very important supplement to the wages received from the tour operating companies. These tips typically boost the income

of the climbing staff by over 50%. It was observed that many of them are being paid salary which is not more than 150 000 Tanzanian shillings per month. According to the study results, salaries from tour operating companies are not enough for the staff to afford a decent living; thus, tips which they get from tourists makes up for what they don't get from their salaries. Tour operators, tour guides and hotel managers are among the highly paid staff compared to other staff in the sector such as porters and hotel attendants.

Another challenge was language problem; workers who work in the tourism sector especially those working in tourist hotels as tour guides and tour operators face a language barrier. Some tourists do not speak English language which is spoken by most of the workers, so for the workers it is very difficult to communicate with them. This also was confirmed by Human Resource Officer of KINAPA during an interview when he was answering the question concerning problems facing the youth who are working in the tourism sector. The respondent said that English language is a big problem facing the youth working in the sector since many of them do not speak English which is used by many tourists.

Lack of working gear is another problem cited by most of the workers in the tourism sector as constraining their performance. In this respect the respondents interviewed cited like boots, tents, Jackets, and other tools which are used by porters, guides, and Tour operators in performing their duties. The respondents revealed that they used to buy such equipment by themselves despite that some of the equipment is very expensive. Sculptors and traders on curios cited lack of availability of markets for their goods as one of the challenge. They said that the market of their goods is not good especially during low seasons when few tourists visit the area. In this regard as Jamieson *et al.* (2004) observe, a

creation of business opportunities, which provide employment and earnings from the sales of goods and services is needed for positive economic benefits from tourism.

Lastly, the respondents cited lack of insurance cover against certain business risks as another challenge. The respondents said that they are very vulnerable to risks without any help if case of any problem during their working hours. This is because they were not permanent employees in these tourism companies. During FGD the respondents working as porters revealed that when some porters die or get into problems in the mountain they do not get any assistance from the companies or the government either in terms of treatment or for compensation, this means that they have to help themselves.

CHAPTER FIVE

5.0 CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

Based on the findings, the study concludes that perceptions of most of the young people employed in the tourism sector were positive concerning the tourism sector. Most (74.9%) of the respondents interviewed agreed with the statement that tourism is helpful and is still helping them to earn a living through different employment opportunities which are being created by tourism sector.

The findings also revealed that the tourism sector contributes to the reduction of income poverty among the youth. Paired-samples t-test analysis revealed a significant ($P < 0.001$) difference averages at 5% level between the two income gained by the youth after joining the tourism sector and the income gained before joining the sector. This implies that the tourism sector provides employment opportunities to them and thereby increasing their income. Also the income obtained helped them to buy own various assets such as vehicles, and houses. Such assets could be used as collateral for bank loans, which could be reinvested into other business and hence contributing to poverty reduction.

The research findings showed that youth working in the tourism sector face a number of challenges despite that the sector contributes into reducing income poverty among the youth through job creation.

Among the challenges which were cited by most of the respondents in the study area include low pay, language barrier, poor markets for tourist goods especially during low season, lack of insurance and lack of working gear.

5.2 Recommendations

On the basis of the research objectives, the findings, and the discussion of the findings in this study, the following recommendations are put forward for the tourism sector to reduce income poverty among the youth:

- (i) The Ministry of Natural Resources and Tourism should support youth working in the tourism sector by giving them education on how they can improve their living standards by using tourism sector which is among the source of employment to the youth in Tanzania through forming different groups which can be used to get loans from the government and remove perception of most youth that government is not helping them.
- (ii) The Ministry of Natural Resources and Tourism, and tourist companies should design short courses to the youth working in the tourism sector to make sure that they are getting education and knowledge on how to exploit tourism sector effectively and also to learn different languages which can help them to interact with tourist.
- (iii) On the basis of the conclusion that tourism sector contributes to the reduction of income poverty among the youth by providing employment opportunities to them and thereby increasing their income, it is recommended that the income

obtained should be well used by the tourist workers by investing in other small business and also in education for those who didn't went to school so that they can use education for the future.

- (iv) **Workers in the tourism sector should establish strong workers Association which can address issues such as industrial safety, lack of working equipment and job security to the workers including insurance covers against risks for certain cadres of workers such as porters, cooks, guides and tour operator during working. Also the Association could indicate fixed salary which could be paid to workers by all tourist Companies.**

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APPENDICES

Appendix 1: Operational definition

Concept	Operational definition	Measurement level	Units
Age	Number of years since one was born	Ratio	Net years
Sex	Being male or female biologically	Nominal	1.male 2.female
Family size	Number of members in a household	Ratio	Numner of members
Marital status	Having a spouse around or away	Nominal	Married or unmarried
Education	Number of years one went to school	Ratio	Net years
Experience	Number of years youth spent in tourism activities	Ratio	Number of years
Empowerment	Amount of loans accessed by youth for tourist activities	Ratio	Shillings
Training	Number of days attended to workshop/seminar	Ratio	Number of days
Formal tourism activities	Permanent tourism activities performed by youth in tourism sector	Nominal	Type of activities
Informal tourism activities	Temporally or self activities performrd by youth in tourism sector	Nominal	Type of activities
Income poverty reduction	Monetary value of earnings of the youth and assets ownership	Ratio	Shillings and number of assets

Appendix 2: Questionnaire

SECTION A

QUESTIONNAIRE NUMBER.....

1. Name of district.....Division.....Ward.....

2. Name of respondent.....

3. Age of respondent.....

4. Sex

1. Male

2. Female ()

5. Education level

1. Non formal education

2. Primary education

3. Secondary education

4. Tertiary

5. Other specify

6. Marital status.....

1. Single

3. Married

2. Divorce

4. Widow

7. How many members are in your household?

SECTION B**YOUTH PERCEPTION OF BEING EMPLOYED IN TOURISM SECTOR**

In the matrix below tick where appropriate in which 1= strongly agree 2= Agree 3= neutral 4= Disagree 5= strongly disagree

	Statement	1	2	3	4	5
1	Tourism activities is satisfactory to the youth and not hard					
2	Tourism sector makes the youth to get basic needs through performing different activities					
3	The government empowers the youth by providing loans to improve their activities					
4	Trainings concerning tourism are helpful to the youth to work effectively					
5	Tour guide activities help the youth to obtain enough money					
6	Porters' activities are helpful in increasing youth income					
7	Tourism activities need skills to the youth to perform efficiently					
8	Receptionist activities are helpful in increasing youth income					
9	Hotel managers earn much income through tourism activities					
10	Potential tourism activities are very beneficial to increase youth income					

11. How much are you earning per month/annual through tourist activities?.....

12. Before engaging in this sector what activities were you performing and how much were you getting per month/annual?

13. Apart from this activities, do you have other activity which increases your income?

1. Yes 2. No ()

14. If yes in question 13 above, what are those activities?

1.....

2.....

3.....

15. Does this sector have benefits in your livelihood?

1. Yes 2. No ()

16. If yes in question 15 above, what are those benefits?

1.....

2.....

3.....

17. How do you compare the life you have before and after engaging in tourism activities?

.....

.....

18. Have you ever attended any training/workshop?

1. Yes 2. No ()

19. If yes in question 18 above, are those training/workshop helpful in improving your activities?

1. Yes 2. No ()

20. What are challenges facing youth in performing their activities?

1.....

2.....

3.....

21. How are you solving those challenges?

.....

.....

.....

22. Does the government help to solve some of the challenges which is facing the youth in performing their activities? 1. Yes 2. No ()

23. If yes in question 22 above mention how?

1.....

2.....

3.....

24. What is your recommendation concerning tourism activities

.....

.....

.....

.....

THANK YOU FOR YOUR COOPERATION

Appendix 3: Checklist for Focus Group Discussion

1. Are you satisfied working in this sector?
2. Are you having any access to loans?
3. If you have, how much youth can get per loan?
4. Have you ever attended any workshop/seminar to improve your skills?
5. Are those workshop/seminar helpful to improve your work?
6. How do you compare the life before and after engaging in tourism sector?
7. How do you see the contribution of tourism in reducing poverty?
8. What are the challenges/constraints facing you in performing your work?
9. Which measures do you take to tackle the challenges?
10. What is your opinion regarding tourism sector?

THANK YOU FOR YOUR COOPERATION

Appendix 4: Checklist for Human Resource Officer from Kinapa

1. What are tourism activities which performed more by youth in your area?
2. There is any tourism activity which is special for youth to perform?
3. Are youth satisfied working in tourism sector?
4. Tourism sector is providing any courses to youth working in the sector to make sure they are improving their performance?
5. How much income is tourism sector contributing to the Region and Tanzania?
6. How many percent of employment to youth are contributed by tourism sector?
7. Are there any effort being done by tourism sector to reduce income poverty to youth in the area?
8. What are problems facing youth who are working in tourism sector and as a sector how are you helping them to solve those problems?
9. What are your recommendations to youth working in tourism sector?

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