YOUTH UNEMPLOYMENT IN THE URBAN ANGLICAN DEANERY OF NYAMAGANA DISTRICT, MWANZA, TANZANIA: A PRACTICAL – THEOLOGICAL CASE STUDY

BY

KEPHA HARIOD MLUGU
MTHLMR532621

A Dissertation submitted to the School of Theology in Partial Fulfilment of the Requirements for the Award of the Degree of Master of Theology in Practical Theology of St Paul's University

SEPTEMBER 2024

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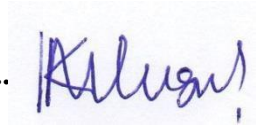
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Dr. Kevin Muriithi Ndereba
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SEPTEMBER 2024

DECLARATION

This thesis is my original work and has not been presented for a degree in any other University. No part of this thesis may be reproduced without the prior written permission of the author and/or St. Paul's University

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Declaration by Supervisors

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ABSTRACT

Youth unemployment is a global challenge that requires attention, particularly in Tanzania and other African countries. The increasingly difficult challenges faced by young people in the church highlighted the need to understand the Christian community's unique aspects and trends regarding youth unemployment. The struggles experienced by young people in the Church had become more severe, and there was great importance in examining the trends and unique aspects of youth unemployment in the Christian context. This issue did not only affect society and the nation but also the church itself. This research delved into the causes and consequences of youth unemployment in the urban Anglican Nyamagana Deanery, located in the Mwanza region of Tanzania. The study suggested practical steps to reduce or prevent youth unemployment in the area, including rethinking youth work models and theological approaches. By gaining a deeper understanding of the issue, the research aimed to highlight the role of young people in social movements and emphasized the importance of addressing their needs. Ignoring these concerns had the potential to result in increased social tensions and unrest. The study utilized both quantitative and qualitative research methods to investigate the causes and effects of youth unemployment, as well as the wider role of the church in this context. Itwas premised on the application of Elaine Graham’s practical theology Theory and Richard Osmer’s Practical Theological Method in addressing the problem of youth unemployment.

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LIST OF ABBREVIATIONS

ACT	Anglican Church of Tanzania
CBE	College of Business Education
CCT	Christian Council of Tanzania.
CMS	Church Missionary Society
ILO	International Labour Organization
NGO	Non-governmental Organization
REPOA	Research on Poverty Alleviation
UN	United Nations
UMCA	University Mission to Central Africa
WCC	World Council of Churches

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CHAPTER ONE: INTRODUCTION

1.1 Background of the study

The issue of unemployment is a prominent topic in discourses about national and international economic growth, particularly among academically inclined young individuals with high aspirations for the future. However, there is a tendency to underestimate its significance, particularly in a Christian context; church bodies can be guilty in that regard. The Anglican Church of Tanzania (ACT) is a member of several esteemed religious organizations including the Anglican Communion, the World Council of Churches (WCC), and the Christian Council of Tanzania. ACT's headquarters is situated in Dodoma, the capital city. The institution has a rich history that spans two different church traditions, namely the evangelical and the Anglo-Catholic tradition, or 'Low Church' and 'High Church', which were established by two missionary societies, during the mid-nineteenth century, namely the University Mission to Central Africa (UMCA), and the Church Missionary Society (CMS) respectively.

The Anglican Church of Tanzania currently has a total of 28 dioceses, which are located in both mainland Tanzania and the Zanzibar Islands. The Anglican Church Diocese of Victoria Nyanza is one of these. It consists of eight Deaneries, one of which is Nyamagana Deanery located in the urban Nyamagana District of Mwanza. Nyamagana deanery comprises six parishes or local churches, with an estimated 2000 church members. This study seeks to investigate the causes and effects of youth unemployment in the urban Anglican deanery of Nyamagana District Mwanza, Tanzania. This chapter presents background information related to youth unemployment, the proposed problem statement, research hypothesis/research questions, general objectives and specific objectives, the rationale/validity of the study, the significance of the study, the scope of the study, limitations, subject delimitation, and definition of keywords.

The church ought to look into the causes and effects of youth unemployment and try to address the challenge. From a theological lens, youth unemployment may impact youth in that it may make the youth prone to deviant behaviors due to frustration, hopelessness, and depression as a result of continuous unemployment. Unemployment could cause tension and conflicts in the family and break social networks and family cohesion. Furthermore, youth unemployment impacts the church's spiritual, physical, and financial growth due to low attendance. Unemployment could affect the national economy affect the peace, stability, and development of a nation when the youth fail to contribute to the GDP and opt for deviant behavior (Twumasi, I.K., 2013).

The research on youth unemployment as a theological concern is premised on the fact that the church has many youth-oriented programs but a few are targeted to address youth unemployment challenges. The church's attitude towards the problem of youth unemployment should be that of sympathy leading to assisting the youth out of the situation and not allowing them to feel worthless and downtrodden. Pastoral care is key in this case as church leaders are responsible for ensuring the empowerment and development of the youth in Tanzania.

In The church in Nigeria and political economy of youth unemployment: A pragmatic approach, Ononogbu et al. (2020) discuss the severe impact of youth unemployment in Nigeria, which includes rising violence and crime as frustrated youths often resort to these outlets in response to limited opportunities. The authors argue that the church, given its strong presence within communities, should actively engage in combating youth unemployment. They recommend that the church use the diverse skills of its members to create economic and social initiatives tailored to young people, highlighting that a collective effort involving religious organizations could complement governmental attempts to address the issue (Ononogbu, O.A., Chiroma, N., Nche, G.C., and Ononogbu, D.C., 2020). Unemployment causes a threat to human dignity and therefore it is a theological concern. A little research has been done in Tanzania on youth unemployment from a theological perspective. The focus is on how to address the challenge of involuntary youth unemployment. Exploring the problem of

youth unemployment can be through a normative focus through the lens of theological perspective on human dignity. Based on the theological perspective on human dignity, there is a need to explore how the church can be an agent to speak against inhumane conditions and relations and restore and cherish human dignity in the context of unemployment.

The theology of work aids both Bible readers and public theologians in identifying a framework for meaningful kingdom impact and effective ministry. It informs us about the concept of work as a calling and helps Christians to develop a theology of work that connects faith and Life. It addresses the needs of Christians in the marketplace and examines how churches can effectively prepare and support them to serve. This study engages with and pays attention to the Theologians to be more effective in seeking the welfare of the youth in Tanzania`s Mwanza region specifically in the case of the Urban Anglican Nyamagana Deanery in the diocese of Victoria Nyanza.

When humans work, they do so as proof that we are created in God's image and are following God's example (Loftin and Dimsdale 2018). Work is an integral part of the creation order given to us by God. Further, scholars writing on theology of work, argue that not only does God command us to work, but he shows us the way (Loftin and Dimsdale 2018).. The situation that shows itself at the beginning of the biblical revelation is a big signpost that God is working. The Bible begins with the author's statement, "In the beginning, God created the heavens and the earth" (Genesis 1:1, NIV). Thus, the world is the result of God`s glorious work. Finally, God did not only work in the past, that is, at the time of creation, he is still at work in the world even today in the world, but also that our work is part of God’s fulfilment of the future new creation (Loftin and Dimsdale 2018; Volf 2001).

Carter (2021) in his article Economics for church Leaders said in the Genesis account of creation, it tells us that from the beginning, God created humans for one purpose, to work. He says God put Adam in the garden "to work and take care of it" (Gen. 2:15 NIV). For many of us, the work we do at our jobs is the main way we serve our neighbors. It is also the way we glorify God. A workspace is an essential need for every human being. According to the Bible in Genesis 2:15, the Lord God took man, put him in the Garden of Eden, cultivated it, and took care of it. He continued by

saying that the Bible tells us that man was created to work. God placed Adam in the garden to cultivate and take care of it.

God himself worked for six days and rested on the seventh day and we are created in God's image, which means we should work. When we pray the Lord's Prayer, we ask God to give us today our daily bread and He does. The way he gives us our daily bread is by working in the fields, breeding, business, government workers, and God's servants. (Carter, 2021).

Paul also speaks to the importance of work in 2 Thessalonians 3:10 when he says "For even when we were with you, we commanded you this word, that if a person does not want to work, then, let him not eat". Although young people are educated and can work but there are no jobs. This is bothering some young people all over the world. The author tells us that the predictions of the World Bank said that in the next decade, the world estimates that there will be almost one billion young people who live in many developing countries like Mercy Corps countries, those young people will try to enter the labor market, but the young people who will succeed in finding employment are less than half of those who needed to get those jobs. This shows that many young people will be left unemployed, many in small and marginalized groups, unemployed or through working poverty. It also predicted that the increase in economic inequality and poor job opportunities could adversely affect the younger generation around the world. (Donkor, 2021).

The United Nations report states that there are more than 64 million unemployed youth worldwide and 145 million young workers living in poverty, youth employment is still a major international challenge. The report went on to say that worldwide, unemployment affects 67.6 million young people. Also, the rate of unemployment in the world for young people currently reaches 13.6%, this number can vary greatly depending on the region. (Donkor, 2021)

The Institute of Tanzania Population Statistics predicts that “the number of Tanzanians is estimated to increase from 53.9 million in 2015 to 186.9 million by the year 2065. It

is estimated that the population of young people aged 15-34 will increase from 17.8 million to 62.3 million by the year 2065. He says that the current statistics of the population of Tanzania are very young. Children under the age of 15 comprise approximately 44% of the population and an additional 19% are young people between the ages of 15-24. This reveals that there is a significant population of young people. The author has defined youth unemployment: He has said that in the country of Tanzania, youth unemployment means that part of the labor force of young people aged 15-24 without work but available for and looking for work". (ILO 2024)

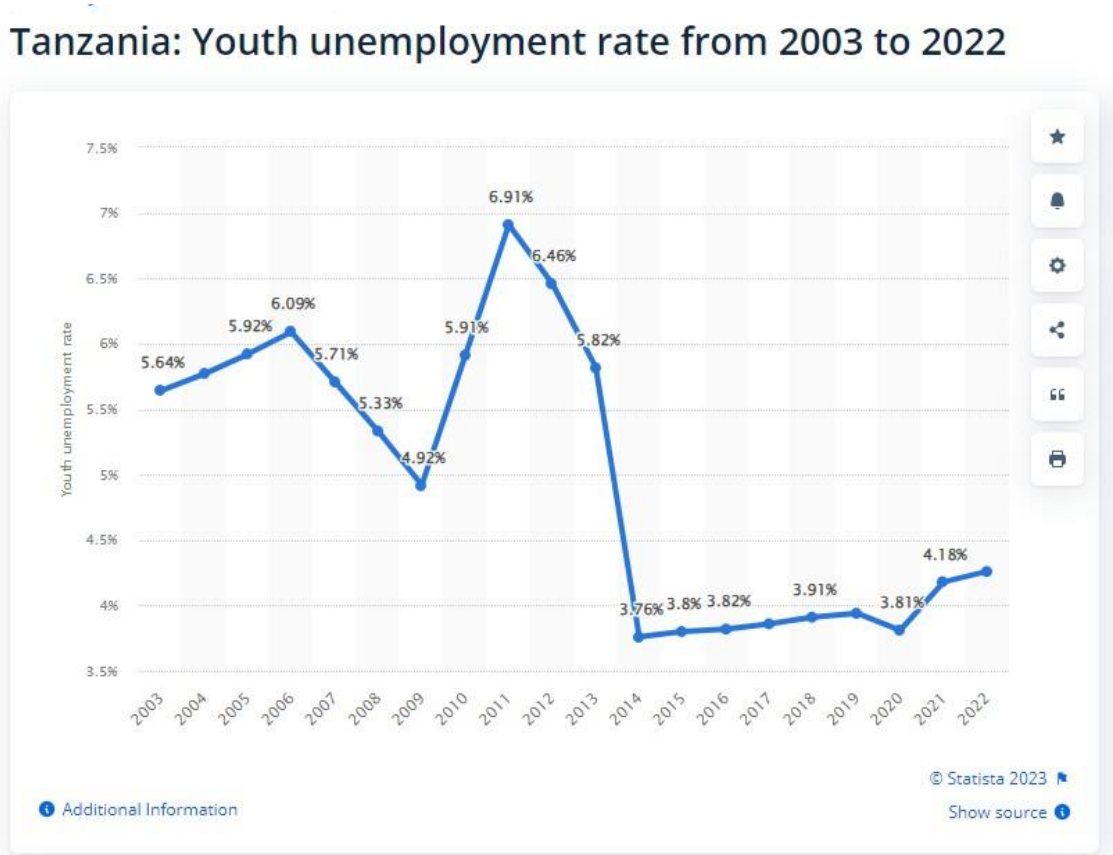


Figure 1 Youth Unemployment Rate From 2003 to 2022

The graph clearly shows that the employment rate was low in 2020. However, it began to increase in 2021 and continued this upward trend into 2022, marking a notable improvement compared to the previous two years(*Tanzania - youth unemployment rate 2003-2022*,).

The Tanzania Integrated Labor Force Survey 2014 analytical Report provides this data based on the Comprehensive Labor Force Survey (2014) which says that the latest data says that the total number of young people aged 15-35 includes 14.8 million people who are young in the country of Tanzania of which 12.5 million (84.5 percent) work economically and 2.3 million (15.5 percent) have no economic activity or are unemployed. He continues to say that among the economically active youth, 11.0 million people equal to (88.3 percent) are employed and 1.5 million (11.7 percent) are unemployed employment. The number of employed women (85.5 percent) is less than that of men (91.1 percent). According to the ILO Director's Statement on behalf of the UN, it says that on the contrary, the number of unemployed women (14.5 percent) is greater than that of men (8.9 percent). Where 12.0 percent of employed youths are unemployed. The report states that 82.3 percent of employed youths are in precarious employment. The biggest is that rural areas have the highest number of youths in a difficult employment environment (93.6 percent). The statement went on to say that the number of young people not employed and not in Education or Training (NEET) is 16.6 percent of all youth (NBS 2014).

However, according to the population census of 2022, Mwanza region has a population of approximately 3.7 million people and Nyamagana District has a population of 594834 people and most of them are youth. (Tanzania - Population Statistics, Charts, Map and Location, 2022).The research aims to assist in assessing the cause and effect of unemployment and providing practical ways to help churches reduce the Problem. Unemployment creates a lower class, a class of marginalized people. If people in this underclass situation are accustomed to living in the underclass or somehow satisfied with their contribution to it, we have a community that does not participate in a sense of all human progress.

1.2 Statement of the Problem

Based on the 2022 census data, Tanzania has a population of over 68 million, with a majority of young citizens. Tanzania is an East African country that gained independence in 1961 ("Tanzania Population (2023) - World meter," 2023). The high unemployment rate among young people in Tanzania can be attributed to the

imbalance between the rapid population growth and the limited availability of job opportunities. This mismatch has created a challenging environment for youth to secure employment. To address this issue, the Research on Poverty Alleviation Programmed Limited (REPOA), A non-governmental organization conducted a study that emphasizes the severity of the problem in Tanzania .

According to the National Bureau of Statistics 2014, although the overall youth unemployment rate decreased from 13.2% in 2006 to 11.7% in 2014, rural youth without employment increased from 7.9% to 8.2% during the same period. The problem was more significant among rural females, who saw an increase of 1.3% in their unemployment rate between 2006 and 2014. Recent data indicates that youth unemployment has increased since the last Integrated Labor Survey published in 2014. According to Trading Economics (2016), the overall unemployment rate in Tanzania decreased from 10.7% in 2012 to 10.3% in 2014. However, the unemployment rate among youth has been consistently higher than that of adults, standing at 13.7% between 2010 and 2013 and increasing to 14.9% in 2014. By 2020, while the general unemployment rate is projected to fall to 8%, youth unemployment is expected to be 12.65%. Female youth have a higher unemployment rate than male youth at 14.3% compared to 12.3% among males. '' (Mihyo, Mmari and Msami 2020: 7-8). The above figures show that unemployment among youth stands as one of Tanzania's biggest problems which requires serious and deliberate strategies considering the value and role of young people in daily activities in society, solving the problem of youth unemployment is something that cannot be underestimated.

However, if we fail to address this issue, it could result in spiritual, physical, economic, and psychological harm to young people and the church as a whole. This could lead to the church and the nation having depressed youth who may slide into uncontrolled social confusion or chaos. This situation led to the gospel of Jesus Christ being misrepresented, and the glory of God not being reflected in the everyday lives of individuals. From this perspective, it was deemed crucial to conduct the research, as addressing youth unemployment required deeper exploration. This research was

believed to not only benefit the church's mission but also positively impact future generations.

1.3 Objectives

1.3.1 General objectives

The general objective of this research is to thoroughly investigate and understand the multifaceted nature of youth unemployment within the Urban Anglican Nyamagana Deanery, in Nyamagana Urban District, Mwanza, Tanzania, and to provide a youth ministry strategy that can inform policy and community-level interventions to alleviate the challenges faced by the youth in their pursuit of employment.

1.3.2 Specific Objectives

1. To assess what extent do theological interpretations of poverty and inequality intersect with discussions on youth unemployment, and how might these insights inform advocacy and policy initiatives within the Urban Anglican Nyamagana Deanery, in Nyamagana Urban District, Mwanza, and compare it to the broader demographic.
2. To identify and analyze how Anglican churches in Nyamagana denary address the spiritual and practical needs of unemployed youth, and what impact do these interventions have on their well-being?
3. To examine the role of the youth ministry model in shaping youth unemployment within the Urban Anglican Nyamagana Deanery, in Nyamagana Urban District, Mwanza, focusing on access to proper youth ministry model and the relevance of skills and training programs.
4. To investigate the impact of a holistic approach to youth ministry on the aspirations, values, and job-seeking behavior of young individuals in the Urban Anglican Nyamagana Deanery.

1.4 Research Questions

1. To what extent do theological interpretations of poverty and inequality intersect with discussions on youth unemployment, and how might these insights inform advocacy and policy initiatives?
2. How do Anglican nyamagana denary churches address the spiritual and practical needs of unemployed youth, and what impact do these interventions have on their well-being?
3. How do youth ministries in Anglican Nyamagana denary engage with broader societal structures and systems that contribute to youth unemployment, and what theological frameworks underpin their approach to social change?
4. How does the holistic youth ministry approach affect the employment choices and prospects of young individuals in the Urban Anglican Nyamagana Deanery?

1.5 Rationale of the Study

One of Tanzania's greatest issues, youth unemployment calls for thoughtful and strategic solutions. Solving the issue of youth unemployment cannot be understated, especially in light of the importance and part that young people play in society's daily operations. Ignoring this specific issue could result in spiritual, physical, economic, and psychological harm to young people and the church. This could lead to the church and the nation having depressed youth who may slide into uncontrolled social confusion or chaos. This could result in the gospel of Jesus Christ being poorly represented, and the glory of God failing to be evident in the daily lives of individuals. From that perspective, we believe it is crucial to conduct this research because more study is needed to address unemployment for the good of the church and future generations in general.

1.6 Scope of the Study

The study was conducted in the urban Anglican Nyamagana Deanery, located in Nyamagana Urban District, Mwanza Region, Tanzania. This region is part of the Anglican Church Diocese of Victoria Nyanza, one of the 28 dioceses in the country. The Nyamagana Deanery is consists of six parishes with an estimated 2000 church

members. The data for this study will be collected from different respondents, such as youth leaders, church leaders, and youth parents/community leaders. The specific objectives of this study are to assess the cause and effect of youth unemployment and to determine possible ways to solve the problem in the Urban Anglican Nyamagana Deanery. Nyamagana Urban District is one of eight districts in the Mwanza Region, bordered by Ilemela District to the north, Magu District to the east, Misungwi District to the south, and Lake Victoria to the west. The district had a population of 594,834 according to the 2012 census.

1.7 Limitation of the Study;

This study encountered several challenges e.g., the financial challenge of enabling the study to be done smoothly, navigating all areas and collecting data, the challenge of time not being big enough to navigate all areas, the challenge of easily finding the interviewees and the challenge of the interviewees ability to understand the questions and answer questions properly as required but the study will aim at minimizing the limitation.

1.8 Delimitation of the Study;

The research was conducted in the Urban Anglican Nyamagana Deanery, in Nyamagana Urban District, Mwanza Region, Tanzania. This area belongs to the Anglican Church Diocese of Victoria Nyanza, which is one of the 28 dioceses in Tanzania. The Nyamagana Deanery consists of six parishes with an estimated 2000 church members. The study collected data from various respondents, including youth leaders, church leaders, youth parents/community leaders, and servants of God such as evangelists, pastors, and the bishop. Therefore, the study interviewed some Anglican Church members who are leaders from a few different church groups residing in the Nyamagana district. It did not cover all urban Anglican deaneries members but a sample of them available in the district. The Nyamagana district had a population of 594834 according to the 2012 census (“Mwanza (Region, Tanzania) - Population Statistics, Charts, Map and Location,” 2012.).

1.9 Significance of the Study

The research enabled the Urban Anglican Nyamagana Deanery to gain a deeper understanding of the causes and effects of youth unemployment . As a result, the Anglican Church Diocese of Victoria Nyanza will be able to improve its youth ministry approach, policies, and models. The research will also help to address the current unemployment problem by creating jobs and expanding employment opportunities. Additionally, it will assist in developing a sustainable, active, and relevant youth ministry model, as well as guiding the church's mission moving forward. Finally, this study will contribute to the existing knowledge of youth unemployment in Tanzania, particularly in the Urban Anglican Nyamagana Deanery located in the Urban Nyamagana District of Mwanza.

1.10 Conceptual Framework

Conceptual Framework for the Study: Youth Unemployment in the Urban Anglican Nyamagana Deanery in the Nyamagana District, Mwanza, Tanzania

(i) In this framework, the independent variables are the Holisti models and "Theological Perspective," Where by Theology encompasses biblical teachings and theological reflections. This variable influences the dependent variable, "Youth Unemployment in the Urban Anglican Deanery," through its impact on contextual factors and the Church and community response.

(ii) The mediating variables are contextual factors, such as socio-economic injustices and cultural norms, which contribute to the impact on youth, including economic hardship, psychological stress, and loss of dignity due to unemployment. Meanwhile, the Church and community response, guided by theological imperatives, involves efforts to handle youth unemployment, such as empowerment through vocational training and collaborative initiatives with other organizations.

(iii) The dependent variable is youth unemployment, which is influenced by the independent variables and mediated by contextual factors, such as socio-

economic injustices and cultural norms, which contribute to the impact on youth, including economic hardship, psychological stress, and loss of dignity

due to unemployment.

(iv) The outcomes of these responses include the empowerment of youth and the transformation of communities which are affected by unemployment,

demonstrating the tangible results of applying theological principles to address societal challenges which include the well-being of youth, community stability, and the potential development of policies and interventions to address youth unemployment.

(v) This conceptual framework serves as a guide for the study, helping to organize the research and understand the complex relationships between the various factors and variables in the context of Nyamagana.

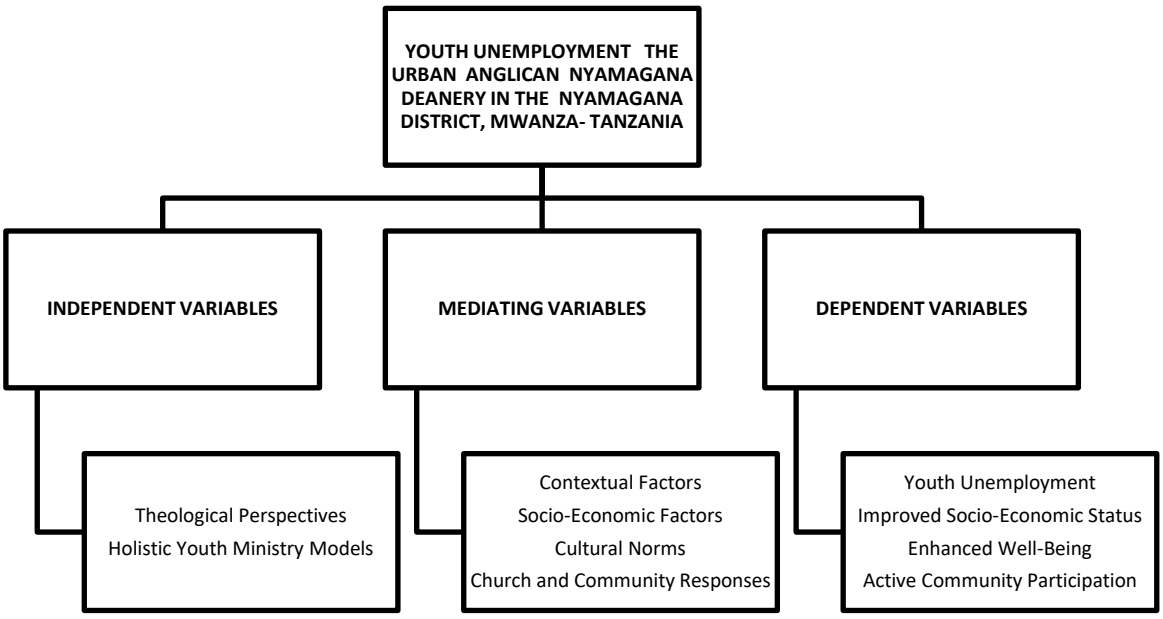


Figure 2: Conceptual Framework

1.11 Definitions of the keywords;

Unemployment is a complex concept that has economic, political, and social dimensions. Defining and measuring it is challenging as it depends on various factors such as the local economy, social environment, culture, and education system. According to the International Labor Organization 2023, unemployment refers to

individuals who have not worked for more than a short period, usually one hour but are actively seeking employment. However, The study by O'Higgins (1997), titled "The Challenge of Youth Unemploymen. Youth unemployment, on the other hand, refers to individuals between 15-24 years old who are actively seeking employment but are unable to secure a job despite their abilities and willingness to work. To be classified as officially unemployed, a person must be willing, able, and actively seeking employment, and of "working age". Youth unemployment rates are generally higher than adult rates in every country worldwide. (Youth unemployment, 2023).

Youth Ministry, or youth group, is a religious service for people aged 12 to 30. It aims to build faith and cooperation among young people, encouraging them to learn more about their beliefs and become more involved in their spiritual life. It also organizes activities for non-religious purposes(Youth ministry, 2023)

The author defines the meaning of Theology of Work as it relates to work and outlines five different opinions on the Theology of work found in the Bible. These opinions include: Work Is For Wealth, Work Is Tiring, Work Is Worthless, Work Is Worldly, and Work Is For Worship.(Rimi, 2021).

CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction

Chapter Two presents a comprehensive analysis of the existing literature on youth unemployment within the context of the urban Anglican deanery of Nyamagana District, Mwanza, Tanzania. The objective is to provide a strong foundation for the present research by synthesizing and critically evaluating the wealth of scholarship, studies, and information pertinent to the subject. Youth unemployment is a complex and pervasive issue that has profound implications for the socio-economic development of communities and nations around the world.

The literature review delves into the extensive body of literature on youth unemployment, with a particular focus on the Urban Anglican Nyamagana Deanery in Nyamagana Urban District, Mwanza, Tanzania, to provide a comprehensive understanding of the factors and dynamics that influence youth unemployment within this unique context. It provides the essential foundation for the current research, offering valuable insights, relevant context, and the theoretical framework needed to support the study. Moreover, the chapter provides a review of the literature on the factors that cause and affect youth unemployment, to examine the perspectives of previous researchers on youth unemployment in development.

2.2 Theological Perspectives

2.2.1 Elaine Graham's Practical Theology

Elaine Graham, an Anglican theologian, emphasizes the intersection between theology and practice, particularly regarding social issues, culture, and pastoral ministry. Her key ideas include theology as reflexive practice, transformative praxis, the role of context in theology, and the integration of feminist perspectives into practical theology. Her work, "Transforming Practice: Pastoral Theology in an Age of Uncertainty" (1996), focuses on practical theology's role in navigating modern life's challenges (Graham, E. (1996).

Elaine Graham's practical theology, focus on reflexive practice, social transformation, and contextual awareness, provide a valuable framework for youth unemployment in the urban Anglican deanery of Nyamagana District, Mwanza, Tanzania. Here's how Graham's approach related to the study:

1. Contextual Theology

Graham emphasizes that practical theology must be rooted in the real-life context in which theology is practiced. This research study focused specifically on the issue of youth unemployment within Nyamagana District, providing a detailed exploration of the challenges faced by young people in that region. A key aspect of practical theology was to understand how the social, economic, and cultural context impacts the community and how theology can respond to it.

Youth unemployment is not only an economic issue but also a theological one, as it affects human dignity, the sense of purpose, and the well-being of young people in your area. Graham's approach would encourage examining how local factors influence theological perspectives can address this issue in light of the specific challenges faced by youth in the urban Anglican community of Mwanza.

2. Transformative Praxis

Graham's theory of practical theology as transformative praxis suggests that theology should not just explain or interpret problems but also contribute to solving them. This study focused on how the Anglican Church in Nyamagana could actively address youth unemployment through various initiatives, including job creation programs, vocational training, and providing spiritual support to young people.

Practical theology can empower the church to become a catalyst for social change, focusing on how it can participate in reducing unemployment through theological reflection, advocacy, and practical interventions.

3. Theology and Social Issues

Graham argues that theology must engage with contemporary social issues, such as unemployment. Youth unemployment is a pressing concern with deep spiritual, social, and economic implications. The study could explore how the church's mission and theological reflections can help shape policies, support services, and social networks that help alleviate unemployment.

It aligns with Graham's view that practical theology should engage with the structures of society and seek to transform them. The study could examine how the Anglican Church in Nyamagana addresses the socio-economic exclusion of unemployed youth

and how it can be a voice for justice and inclusion.

4. Practical Theology as a Response to Injustice

Youth unemployment can be seen as a form of social injustice, particularly if young people are discriminated against or denied opportunities to thrive. Graham's emphasis on justice in practical theology would support a critical examination of the structural and systemic causes of unemployment in Mwanza, such as economic inequalities, education gaps, or lack of job opportunities.

Theological reflection in this context can focus on how the church can promote economic justice and advocate for policies that ensure fair access to employment and resources for the youth.

5. The Role of the Church in Practical Solutions

Graham stresses the role of theology in guiding the practical actions of faith communities. In this study, the Anglican Church's role in addressing youth unemployment could be explored, including how its teachings on human dignity, community, and work are applied to real-life challenges faced by the unemployed youth.

This aligns with practical theology's focus on developing responses that are not just spiritual but also actionable and impactful in addressing everyday problems like unemployment.

6. Reflexive Practice

A core element of Graham's practical theology is reflexivity the need for ongoing reflection and adaptation in response to changing circumstances. This could inform the research methodology, as this study examined how the Anglican Church in Nyamagana reflects on its current efforts to tackle youth unemployment and how it can improve or modify its strategies in response to new challenges or insights.

Reflexive practice could involve engaging with youth, listening to their experiences, and incorporating their feedback into theological and practical responses to unemployment.

Elaine Graham's practical theology provides a robust theoretical framework for the research on youth unemployment in Nyamagana. Her focus on contextual engagement,

transformative praxis, and the church's role in addressing social issues can help shape your investigation into how theology can respond to unemployment in a way that is practical, reflective, and transformative. By integrating theological insights with practical interventions, the study can contribute to both the spiritual and social well-being of unemployed youth in the Anglican community of Mwanza.

2.2.2 Richard Osmer's Practical Theological Method

Richard Osmer's Practical Theological Method is a fourfold approach designed to address complex issues in life and ministry through theological reflection and practical action. The method involves four tasks: Descriptive-Empirical, Interpretive, Normative, and Pragmatic. These tasks involve collecting data, analyzing it, assessing it in relation to theological beliefs, and developing strategies for meaningful change. The method is cyclical, allowing for reassessment and adjustment of actions (.Osmer, R.R., 2008).

In the context of studying youth unemployment in the Urban Anglican Deanery of Nyamagana District, Mwanza, Tanzania, Osmer's framework can be applied by conducting surveys, using economic and sociological theories to analyze causes, reflecting on theological teachings, and proposing specific programs or interventions. This method ensures that research is analytically rigorous and practically grounded in theological reflection.

In their book "Practical Theology and Qualitative Research," Swinton and Mowat (2006) delve into the fusion of qualitative research methods with practical theology. They offer a comprehensive understanding of how research can shape and inform practical theological work. Key ideas: They contend that practical theology should embrace empirical research to gain a deeper understanding of lived experiences, informing's theological reflection and practice.

Browning's (1991) "A Fundamental Practical Theology" offers a comprehensive approach to practical theology, encompassing ethics, systematic theology, and practical considerations. He advocates for a more critical and normative approach, emphasizing the need for practical theology to engage with real-world issues using theological insights. Key Ideas: Browning introduces a "revised correlation" method, linking theology with practical experience, and emphasizes the importance of deep reflection

on moral and ethical issues.

Ndereba (2022) quotes Hesabu's view that young people's identity should be examined from a theological perspective, not just social science. Aziz opposes the evangelical concept in youth ministry that overlooks the lived reality of young people in urban and slum environments (Aziz, 2017). These are some of the ways African scholars view youth ministry from a theological perspective. (Ndereba, 2022)

In the context of the research on youth unemployment in the Urban Anglican Nyamagana deanery in Nyamagana District, Mwanza Region, Tanzania, the Missiological perspective and Richard Osmer's Practical Theological Method are both relevant and applicable. Richard Osmer's Practical Theological Method is relevant to the research in understanding the Urban Anglican Nyamagana Deanery as a system within the Christian broader society of Nyamagana District. The theory highlights the Christian community's role in providing social support, guidance, and assistance to its members, particularly young individuals.

1. Society as a System: This theory views society as a system with interconnected parts. Within the Urban Anglican Nyamagana Deanery, one can examine the various components, such as the Youth Ministry Department and community support networks, that work together to address the issue of youth unemployment. In the research, this theory is relevant in understanding how the Christian community functions as a support system for young individuals, potentially mitigating the challenges of unemployment. Applying Richard Osmer's Practical Theological Method can help analyze the roles and functions of various components within the Urban Anglican Nyamagana Deanery. It can examine how the Youth Ministry Department and community networks work together support to young individuals facing unemployment.

2) Social Support Networks: Investigating how the Urban Anglican Nyamagana Deanery, as a Christian society, provides support, mentorship, and guidance to young people in their quest for employment. This can include examining mentorship programs, job placement initiatives, and community involvement in skills development. The role of religious faith involves examining how Christian

beliefs and values within a community contribute to fostering social stability and creating support systems for its members. Faith-based practices often provide moral guidance, a sense of belonging, and a foundation for collaborative efforts that address community needs, which can enhance resilience in times of hardship .It can assess whether religious teachings and beliefs play a role in shaping the values and motivations of young individuals concerning employment.

3) Impact on Youth Well-being: Using the theory to evaluate the impact of the Urban Anglican Nyamagana Deanery support on the well-being of young individuals.

4) Policy and Intervention Recommendations: Richard Osmer's Practical Theological Method can guide policy recommendations that strengthen the role of the Christian community in addressing youth unemployment. If the community functions effectively as a support system, this can inform strategies for enhancing and expanding these support networks.

In summary, Richard Osmer's Practical Theological Method provides a lens to understand the Urban Anglican Nyamagana Deanery within Nyamagana District as a system that contributes to social justice and provides support for young individuals facing unemployment. Applying this theory to the research allows for a deeper analysis of the community's functions and roles in addressing the issue, potentially leading to more effective policy and intervention recommendations.

2.3 Empirical Review of Youth Unemployment.

2.3.1 Global Perspective on Youth Unemployment

A global perspective on youth unemployment can provide valuable insights and context for youth unemployment in the urban Anglican Nyamagana Deanery in Nyamagana District, Tanzania. Understanding how youth unemployment is addressed and experienced can help situate the research within a broader context. Here are some

key points that will broaden the outlook on the Global Perspective on Youth Unemployment.

According to Yoon 2016, the International Labor Organization (ILO) report highlights a rapid increase in the youth unemployment rate around the world, reached its peak in

20 years. The report suggests that there may be 71 million unemployed youth worldwide, than the entire population of Thailand. The last time such high levels of youth unemployment were observed was in the 1990s, following the fall of the Soviet Union and the establishment of the European Union, or in 2013 when it was difficult for school leavers to find jobs.

The ILO report focuses on young people aged between 15 and 24 and highlights some concerning results. Even those with jobs are struggling, with 156 million young people in emerging and developing countries living on less than $3.10 a day. This is a large number of people who are looking for a better life, which is a significant driver of international migration. It shows that the problem in rich nations requires solutions.

During the same period, approximately 9.8 million young people in high-income countries were unemployed for the whole year, resulting in a youth unemployment rate of 14.5%, which is higher than in middle and low-income countries. The United Nations reported these findings in their 2016 report.(Yoon, 2016).

Youth unemployment in Africa is a complex and multifaceted issue that has significant social, economic, and political implications. Understanding the nature of youth unemployment in Africa involves considering various factors contributing to this challenge, and its consequences for the continent.

The author says it is interesting to note that the African continent is facing the challenge of youth unemployment. In 2009, the unemployment rate for young people in various parts of Africa, for example, the report says that it reached 11.9 percent in Africa, South of the Sahara Desert and 23.7 percent in North Africa. On this problem, if no more jobs are created, there will be more young people who are unemployed. Youth unemployment can severely hinder economic growth, as young people are a crucial driving force in the economy. Their lack of employment not only limits

individual potential but also affects broader societal progress, disrupting economic stability and growth. The report continued to say that as the population increases, more jobs need to be created or designed and one of the many strategies to deal with unemployment is to engage in activities personal or say entrepreneurial activities for self-employment, creating jobs and social economic well-being of individuals and the nation as a whole. If countries take these strategies they can eventually build the foundations to reduce crime and poverty among young people in African countries. (College of Business Education (CBE) and Mutarubukwa, 2015).

Youth unemployment is a significant challenge in Tanzania, as it is in many other countries, and understanding the specific scenario in Tanzania is crucial for addressing this issue effectively. Here's an in-depth exploration of Tanzania's youth unemployment scenario. The report shows that the youth unemployment rate in Tanzania increased by 0.1 percent (+2.39%) in 2022 compared to the previous year of 2021. Overall, the youth unemployment rate in Tanzania reached 4.26 percent. For the year 2022. However, the youth unemployment rate refers to the proportion of the economically active population aged 15 to 24 who are currently unemployed but are looking for employment. The youth unemployment rate does not include individuals who are not engaged in economic activities such as the long-term unemployed or full-time students.(Tanzania - youth unemployment rate 2003-2022)

In Tanzania some scholars wrote about the problem of youth unemployment, some of them are as follows; Ng’atinwa, who investigated youth involvement in Horticultural activities in Njombe Region. (Ng’atigwa et al., 2020) Peter researched to try to answer questions such as what exactly is the nature of unemployment among some urban youth and to find its causes and its magnitude using basic statistics from the cities of Dar es Salaam and Arusha. (Ngalomba, 2013) Mbalamwezi also conducted a study to evaluate the attitudes of young people about unemployment in Tanzania using the municipality of Dodoma as an example of his research. (Mbalamwezi, no date).

Kajara 2020 in her findings on enhancing the income of unemployed youth from low-income families through green vegetable farming at Nyamwilolelwa Harmlet in Ilemela municipality in Mwanza, did a collaborative needs assessment conducted to determine the real needs and resources of unemployed youth and other stakeholders of the Nyamwilolelwa community, in Shibuya Ward in Ilemela Municipality, Mwanza region. With the unemployed youth raising a challenge that worsens the development and efforts to eradicate poverty and efforts to improve the welfare of the citizens of Nyamwilolelwa in general, the goal is to deal with the improvement of income for the unemployed youth, especially in the community of Nyamwilolelwa. It is from the point of view of increasing the income of young people who were found to be unemployed

A participatory needs assessment was conducted to actively involve the community in identifying their needs and priorities. This approach helped ensure that the assessment reflected the perspectives of those directly impacted, allowing for more accurate and relevant data collection (Kajara 2020).

Several factors contribute to youth unemployment in Tanzania:

i. Population Growth: Tanzania has a rapidly growing youth population, which increases the demand for job opportunities.

ii. Educational Mismatch: There is often a mismatch between the skills and qualifications young Tanzanians possess and those demanded by the labor market.

iii. Economic Challenges: Economic constraints and limited investment in job-creating sectors can limit employment opportunities.

iv. Informal Sector: Many young Tanzanians find work in the informal sector, which is characterized by low wages, job insecurity, and limited access to social protections.

Access to quality education is often limited in Tanzania. Young individuals may lack the necessary skills and qualifications to compete in the job market, leading to underemployment or unemployment.

2.3.2 Causes and effects of youth unemployment in the Christian community inTanzania

Failure to address the issue of youth unemployment within the Christian community from a theological perspective involves exploring the teachings of Christianity and considering how they can inform our understanding and response to this societal challenge. Some Christian communities do not have a theological approach to youth ministry models that includes youth unemployment as a strategy for engaging young people in the church. Classical youth ministry models typically involve regular meetings, structured Bible studies, periodic events, community service, inclusion in church worship, leadership development, and social activities.

These models are designed to offer comprehensive support for the spiritual, social, and emotional well-being of young people within Christian communities. They aim to address the multifaceted needs of youth by integrating faith-based guidance with practical assistance, fostering a holistic approach to their development and growth.

However, they may have limitations in addressing specific challenges such as youth unemployment. Classical youth ministry models may inadvertently contribute to the youth unemployment problem within the Christian community by not adequately addressing practical skills development, vocational discernment, community support, social justice advocacy, financial stewardship, and mental health needs. To effectively address youth unemployment, there may be a need for a more holistic and integrated approach that recognizes the multidimensional challenges faced by young people entering the workforce.

(i) **Overemphasis on Spiritual Growth at the Expense of Practical Skills**:

Classical youth ministry models often prioritize spiritual growth and biblical knowledge, which is essential but may neglect the development of practical skills required in the job market. When young people lack practical skills and vocational guidance, they struggle to enter the workforce. This gap in skills and support limits their employability, making it difficult to secure stable jobs. Youth ministries that solely focus on spiritual development may inadvertently contribute to a gap in practical preparation for employment. The author says that the main goal of the traditional concept is to look at the spiritual needs of the youth that the youth ministry serves. This

shows the reality that activities that take this approach are Bible studies, worship services, and religious education (Arzola 2006:42).

Arzola continues to say that the youth ministry is designed to respond to the personal and emotional needs of the youth in the church, looking at their developmental needs. In practice, these methods involve various activities such as arts and crafts, support groups, trips, and generational activities (Arzola 2006:46). of anthropology and sociology. He says the practical activities of these methods include empowerment programs, job training, and human rights advocacy, (Arzola 2006:47). The author has continued to explain that by starting from a perspective that focuses on Christ, workers who serve urban youth can ask themselves or ask "How will Christ manifest himself in the lives of young people? When looking for answers to this question, those workers can use various methods and activities that can be included in the youth service model holistically. This form of collaboration is important in assuring that the youth ministry is fully nurturing the youth. (Ndereba, 2022b)

(ii) **Limited Integration of Vocational Discernment**:

Many classical youth ministry models may not actively incorporate vocational discernment and career guidance into their programs. So it Contributes to the Problem in this way, without guidance on how to align one's skills and passions with potential career paths, young people may struggle to make informed decisions about their education and employment choices. Hodge has said that for the past four decades, urban subcultures like Hip Hop have provided an easy way and sound for many young people in the cities. The culture of Hip Hop has been touching young people more than just a type of music. Hip hop is not acceptable to our religious culture, because it increases social awareness as well as racial or ethnic pride. Hip-hop encourages by vulgar language, sexual immorality, and lifestyles that are seen as "anti-God" “making it difficult for many Christians to relate to the Hip Hop culture. However, the author explains how young people aged 14-21 knew or understood God and the Christian scriptures with deep meaning from some artists such as Tupac, DMX, Lupe Fiasco, and Lauryn Hill because these people spoke the scriptures from their attitude and language. (Hodge, 2015).

(iii) **Insufficient Community and Networking Emphasis:**

Traditional youth ministries may not prioritize community support and networking as integral components of their programs. In the absence of a strong community support system and networking opportunities, young people may lack the connections and mentorship needed to navigate the job market successfully.

(iv) **Underestimation of Mental and Emotional Support Needs**:

Classical youth ministry models may not always prioritize mental and emotional support for young people facing challenges such as unemployment. Unemployment can have profound mental health implications. Youth ministries that do not address these aspects may not fully equip young people to cope with the emotional stress and uncertainty associated with joblessness. The author says that there is an established and comprehensive international literature on the high incidence of mental and physical health problems in unemployed youth compared to the employed population and the general population. They were recording for the first time during the years of the great depression in the 1930s and some researchers including Bakke (1934) and his colleague Komarovsky (1940).

Employment might be the main source of risk factors for developing clinical anxiety disorders (Bell et al., 1991; Leon, 1995; Wittchen et al., 1994; Huppert et al., 1992) and also for depression disorders (Bell et al. al, 1991; Claussen et al, 1993). The author says the correlation between poor mental health and youth unemployment is clear.(Croft, 2002). . They also said that an international survey conducted in 2016 also found that young Americans who are unemployed have worse physical health than their elders employed. They say that the results of the survey found that in the United States, age has less influence on physical well-being than the state of being employed and unemployment for young people has a very big impact. This problem affects young people (15 to 29 years old) the results of the survey indicate that unemployed young people had lower well-being (26 percent) than older adults who were employed.

Also, the study says that another effect that disturbs unemployed young people is despair which can cause other effects of suicide. It is said that one out of every five people who commit suicide in the world can be linked to unemployment, according to a study published in The Lancet Psychiatry. Another effect of long-term unemployment is not only a mental health problem; it is also a spiritual problem. Researchers say that the church is the only institution in America that can adequately respond to the issue of youth unemployment. For reasons like these, helping people find work in their unique way contributes to the flourishing of the wider community and should concern Christian leaders. (Carter, 2021).

The Christian community in Tanzania is playing a significant role in addressing unemployment and related issues, extending beyond the spiritual domain to encompass social, economic, and community development. This article takes a closer look at the Christian community's multifaceted involvement in tackling unemployment in Tanzania.

(i) Job Creation Programs:

Several Christian organizations and churches in Tanzania have initiated job creation programs. These programs range from establishing small businesses and agricultural projects to vocational training centers, providing employment opportunities for community members.

(ii) Skills Training and Education:

Many Christian institutions offer skills training and educational programs. These initiatives are aimed at equipping individuals with the skills and knowledge required for employment or entrepreneurship. The programs can focus on vocational skills, literacy, and numeracy.

(iii) Mentorship and Guidance:

Christian leaders and community members often provide mentorship and guidance to young individuals seeking employment. They offer advice, support, and encouragement to navigate the job market and make informed career decisions.

(iv) Networking and Support Systems:

The Christian community serves as a strong networking platform. Church members and leaders often help each other in job searches, connect job seekers with employers, and provide financial and emotional support during periods of unemployment.

(v) Entrepreneurship Support:

Some Christian organizations in Tanzania encourage entrepreneurship among community members. They provide training, capital, and guidance to individuals aspiring to start their businesses, contributing to economic empowerment and job creation.

(vi) Empowerment of Women and Vulnerable Groups:

Christian organizations often place a particular emphasis on empowering women and vulnerable groups. They may offer programs that focus on equipping these individuals with skills and resources to access employment or start small businesses.

(vii) Charitable Activities:

Christian organizations, such as churches, often engage in charitable activities that directly or indirectly address unemployment. They provide food, shelter, and financial assistance to those in need, alleviating some of the financial pressures associated with joblessness.

(viii) Advocacy and Awareness:

Some Christian communities engage in advocacy efforts to raise awareness about unemployment issues and advocate for policies that promote job creation and fair employment opportunities.

(ix) Moral and Ethical Values:

Christian teachings often emphasize moral and ethical values in work and business, influencing young individuals' career choices and conduct in the workplace.

(x) Collaborations and Partnerships:

Many Christian organizations in Tanzania collaborate with government agencies, NGOs, and other community-based organizations to address unemployment collectively. These partnerships can enhance the impact of their efforts.

(xi) Cultural and Faith-Based Values:

Cultural and faith-based values within the Christian community often shape the career aspirations and decisions of young individuals. These values may prioritize community service, social work, or other career paths that align with Christian teachings.

The Christian community's involvement in addressing unemployment in Tanzania is both social and economic, reflecting their commitment to holistic youth development models. Combining spiritual guidance with practical support, they empower community members seeking employment or entrepreneurial opportunities for a better future.

Comparing Nyamagana to neighboring urban districts or rural areas in the Mwanza Region can provide valuable insights into the district's unique characteristics and employment disparities.

Understanding the specificities of the Urban Anglican Nyamagana deanery is crucial for a clear understanding of youth unemployment in the area. It enables the research to be customized to the local context, highlighting both the challenges and opportunities that young people encounter in their environment. This approach ensures a more accurate understanding of their specific needs and circumstances. Additionally, it helps

assess how the Urban Anglican Nyamagana Deanery's efforts are influenced by the district's characteristics.

2.4 Gaps in Existing Literature:

Limited Focus on the Christian Community: Existing studies often have a broader focus on youth unemployment, with limited attention to the specific dynamics within the urban Anglican deanery of Nyamagana District. This research aims to provide a detailed analysis of youth unemployment within this unique context.

Insufficient Exploration of Cultural and Faith-Based Factors: While some studies acknowledge the influence of cultural norms, traditions, and religious faith on employment choices, there is a lack of in-depth analysis within the urban Anglican deanery of Nyamagana District context. This research seeks to delve into these factors to understand their specific impact.

Understudied Role of Community Institutions: Although the literature highlights the potential role of Christian institutions, such as churches and religious organizations, in addressing youth unemployment, there is a lack of comprehensive research on the specific programs, practices, and initiatives within these institutions. The study aims to address this gap.

CHAPTER THREE: RESEARCH METHODOLOGY

3.1 Introduction

The methodology section of a research study is essential for achieving the research objectives. It outlines the approach and methods that will be used to gather and analyze data, demonstrating how these steps will lead to fulfilling the research goals. This section helps ensure that the study is structured, replicable, and transparent in its process. This section outlines the specific and systematic approach that will be used to conduct the research, including how data will be collected, analyzed, and interpreted. The research methodology section is vital for achieving the study's objectives as it outlines a clear and structured plan for carrying out the research. This section serves as a roadmap, detailing the methods and procedures to be followed, ensuring that the study is conducted effectively and in a manner that can fulfill the research goals. It ensures that the research is conducted in a thorough and precise manner, which increases the validity and reliability of the findings.

3.2 Research Design.

Qualitative research design is the most suitable approach for studying youth unemployment in the Urban Anglican Nyamagana deanery in the Nyamagana Urban District in Mwanza, Tanzania. This is because youth unemployment is a complex issue that is influenced by various contextual factors, including cultural, social, and economic dynamics. Qualitative research allows for an in-depth exploration of these factors, which helps the researcher understand the nuances of the Christian community's role, the experiences of young individuals, and the local context Girard said that “Qualitative research aims to gain a deeper understanding of people's experiences and attitudes by examining social organizations and human behavior. In qualitative studies, the data collected tends to be centered around people's beliefs and emotional responses. This type of data is particularly useful for companies looking to understand how their customers feel about their products or services.”(Girardin, 2023)

This is because qualitative research is exploratory by nature, making it ideal for understanding relatively unexplored topics like the influence of the Christian community on youth employment. It allows for the generation of rich, detailed insights and hypotheses that can guide further research. Additionally, qualitative research is

human-centered, which is crucial for capturing the lived experiences, perceptions, and emotions of both young individuals and the Christian community members involved in addressing youth unemployment.

Qualitative research offers flexibility in data collection methods, including interviews, focus groups, participant observations, and document analysis. This flexibility is valuable when working with diverse community groups. Furthermore, qualitative research helps contextualize the findings within the specific cultural, social, and economic context of Nyamagana. This is crucial for understanding how global or national trends in youth unemployment manifest at the local level and how the Christian community responds to these trends.

Qualitative research also allows the researcher to explore multiple perspectives, including those of youth, community leaders, Christian organizations, and other stakeholders. This multiplicity of perspectives can lead to a more comprehensive understanding of the issue. Youth unemployment is not only an economic issue but also a social one, involving issues of identity, belonging, community engagement, and faith. Qualitative research is well-suited for studying complex social phenomena and the interplay of these elements.

Finally, qualitative research can lead to hypothesis generation and theory building. By identifying patterns, themes, and relationships in the data, the researcher can develop hypotheses that can be tested in future quantitative research. Additionally, qualitative research can provide practical insights that inform policies and programs. It can help identify areas where the Christian community's interventions can be enhanced or refined to better address youth unemployment.

In summary, qualitative research design is the best approach for studying youth unemployment in the Urban Anglican Nyamagana Deanery. It offers the flexibility, depth, and sensitivity required to understand the intricate dynamics of this issue and generate insights that can inform meaningful solutions and policy recommendations**.**

3.3 Population and Sample.

The study targeted young individuals in the Urban Anglican Nyamagana deanery in the Nyamagana Urban District in Mwanza, Tanzania. The target population is part of the Anglican community and falls within the youth demographic, typically aged 15 to 35. They may be actively involved in Youth Ministry or church activities within the Anglican Church in Nyamagana deanery. The study utilized stratified sampling as a method to ensure that various subgroups within the population of unemployed youth in Nyamagana were adequately represented. This approach allowed for a balanced representation of different factors such as age, gender, education level, and church involvement, providing a more accurate picture of the diverse population.

To capture the diversity of the community, the researcher used stratified sampling, which involves creating subgroups or strata based on local churches called parishes, age groups, and roles within the Anglican community. This approach was chosen due to the heterogeneity of the Urban Anglican Nyamagana Deanery and enabled the researcher to understand how different segments of the community contribute to or are affected by youth unemployment.

Stratified sampling also ensures that each subgroup is adequately represented in the study, which is essential for making inferences about the entire Christian community of Nyamagana. Additionally, it facilitates comparative analysis as the experiences and perspectives of different strata within the Christian community, such as young individuals in various denominations or roles, can be compared.

The sample size of 60 people was determined based on practicality and the exploratory nature of the research. Given limited resources, including time and budget, a larger sample size is not feasible for an in-depth qualitative study. Furthermore, qualitative research often involves smaller sample sizes to allow for in-depth exploration. With 60 participants, the researcher conducted detailed interviews or focus groups to capture rich, contextual information.

A sample of 60 was likely to enable data saturation, which occurs when new data no longer provide additional insights. By stratifying the sample, we can ensure diversity within the sample, which enhances the representativeness of the study. The choice of

60 participants, coupled with the stratified sampling approach, aligns with the research's goals of exploring the complex issue of youth unemployment in the Urban Anglican Nyamagana Deanery.

3.4 Data Collection

The study on youth unemployment in the Urban Anglican Nyamagana deanery in the Nyamagana Urban District in Mwanza, Tanzania used various data collection methods to gain a comprehensive understanding of the issue. These methods were semi-structured interviews, surveys/questionnaires, and document analysis. Here's an overview of each method:

3.4.1 Semi-Structured Interviews

Participants: Semi-structured interviews were conducted with key informants, including youth leaders, church elders, youth parents, church ministers, and young individuals within the Anglican Nyamagana Deanery community.

Procedure: 60 Participants were asked open-ended questions to express their experiences, perceptions, and insights. Interview guides with a set of core questions was designed, while also allowing flexibility for participants to elaborate on their responses.

Sampling: Interview participants were selected purposefully based on their roles and experiences within the urban Anglican Nyamagana Deanery and their involvement in addressing youth unemployment.

Data Collection: Interviews were conducted in person or via virtual platforms, depending on the accessibility of participants. The audio-recorded and detailed field notes were taken during the interviews to capture non-verbal cues and contextual information.

Analysis: Interview data was transcribed and analyzed using thematic analysis. Themes and patterns related to youth unemployment, the role of the youth ministry models, and other relevant aspects was identified.

3.4.2 Surveys or Questionnaires

Participants: Surveys or questionnaires were distributed to a larger sample of young individuals within the Urban Anglican Nyamagana Deanery. The sample size and selection criteria were aligned with the research design, such as stratified sampling.

Development: The survey or questionnaire was designed to collect structured data, including demographic information, employment status, educational background, and perceptions of the Christian community's role in addressing youth unemployment.

Distribution: Surveys or questionnaires were distributed in a manner that ensures a representative sample. This involved online surveys, paper-based questionnaires, or face-to-face administration.

Data Collection: Responses were collected, collated, and entered into a database for analysis.

Analysis: Survey data was analyzed using statistical methods, such as descriptive statistics, to identify trends and patterns related to youth unemployment and the perceptions of the Anglican community's role.

3.4.3 Document Analysis

Documents: Relevant documents, reports, and records related to youth unemployment initiatives, community programs, or Urban Anglican Nyamagana deanery activities in Nyamagana were collected. These documents included policy documents, project reports, and community records.

Data Collection: Documents were gathered from sources such as Urban Anglican Nyamagana Deanery, local government, and other relevant institutions. They will be organized and cataloged for analysis. Analysis: Document analysis involved reviewing the content to identify themes, trends, and information relevant to the study's objectives. This qualitative data was complemented the interview and survey findings.

The combination of these data collection methods provided a holistic view of youth unemployment in the Urban Anglican Nyamagana Deanery in the Nyamagana District, encompassing the perspectives of key informants and community members, as well as insights from existing documents and records. This multi-method approach has enhanced the richness and credibility of the research findings.

3.5 Data Analysis

The study on youth unemployment in the Urban Anglican Nyamagana deanery in the Nyamagana Urban District in Mwanza, Tanzania, used various data analysis techniques to process and interpret the data collected through interviews, surveys, and document analysis. The techniques are chosen based on the nature of the data and the research objectives. The potential data analysis techniques that were used are:

3.5.1 Content Analysis (for Interviews)

Description: Content analysis is a qualitative method used to analyze textual or visual data. In the context of the study, it was applied to the transcribed interview data.

Procedure: The researcher was systematically code and categorize interview transcripts to identify recurring themes, patterns, and key concepts related to youth unemployment in the Urban Anglican Nyamagana deanery and the role of the Anglican community.

Purpose: Content analysis helps to uncover the richness of qualitative data by highlighting commonalities and variations in the responses of participants. It allows the extraction of meaningful insights and helps conclude the interviews.

3.5.2 Statistical Analysis (for Survey Data)

Description: Statistical analysis involves the use of quantitative methods to analyze structured data, such as survey responses.

Procedure: Depending on the research questions and variables, statistical analysis using software like SPSS or Excel may be performed. This could include descriptive statistics (e.g., mean, standard deviation) to summarize data, inferential statistics (e.g., t-tests, correlations) to test hypotheses, or regression analysis to explore relationships between variables.

Purpose: Statistical analysis allows quantification and identification of patterns and relationships within survey data, testing hypotheses, and drawing generalizable conclusions based on a representative sample.

3.5.3 Thematic Analysis (for Qualitative Data)

Description: Thematic analysis is a qualitative method that identifies, analyzes, and reports patterns (themes) within qualitative data.

Procedure: For qualitative data, which includes interview transcripts and potential

documents, thematic analysis was used. This involved coding the data, generating initial themes, reviewing and refining themes, and producing a narrative that conveys the essence of the data.

Purpose: Thematic analysis helped to uncover the underlying themes, concepts, and narratives in the qualitative data. It provided a structured framework for understanding and reporting the findings from interviews and document analysis.

3.5.4 Comparative Analysis (Across Methods)

Description: Comparative analysis involves comparing and contrasting the findings from different data sources and methods (e.g., interviews, surveys, and document analysis).

Procedure: The researcher examined how the results from interviews and surveys align or differ and explored whether document analysis corroborates or contradicts findings from interviews and surveys.

Purpose: Comparative analysis helped triangulate data, enhance the credibility and validity of the findings, and allow the development of a more comprehensive understanding of the research topic.

By using a combination of content analysis, statistical analysis, thematic analysis, and comparative analysis, we leverage the strengths of each method to comprehensively analyze and interpret the data collected through different sources. This multi-method approach ensures that the researcher gains a well-rounded understanding of youth unemployment and the role of the Urban Anglican Nyamagana Deanery in addressing this issue.

3.6 Data Presentation.

To effectively communicate the results of the study on youth unemployment in the Urban Anglican Deanery in the Nyamagana Urban District in Mwanza, Tanzania, it's essential to present the research findings in the right manner. One can use a combination of tables, charts, and narrative descriptions to do so. Here's a plan on how to present the findings:

3.6.1 Tables and Charts:

a. Quantitative Data:

If the researcher has collected quantitative data through surveys or questionnaires, one can use tables and charts to present these findings. The following are common types of tables and charts that can be used:

- Bar Charts: These are ideal for presenting categorical data or comparisons, such as the percentage of young individuals who are employed in different sectors.
- Line Charts: These are perfect for displaying trends over time, like changes in youth unemployment rates in the Urban Anglican Nyamagana Deanery.
- Pie Charts: These are effective for illustrating proportions or distributions, such as the distribution of educational levels among unemployed youth.
- Tables: One can use tables to present summary statistics, such as means, standard deviations, or frequencies, in tabular form. It provides a structured overview of the quantitative findings.

b. Qualitative Data:

For qualitative findings from interviews and document analysis, consider using thematic tables to present key themes and exemplary quotes. These tables can help organize and summarize qualitative data for readers.

3.6.2 Narrative Descriptions:

a) Narrative Overview:

   To offer context and insights, provide a narrative description of the research findings. This narrative should start with a clear introduction to the topic, highlighting the main findings and their significance.

b) Qualitative Findings:

When presenting qualitative findings, describe the main themes and sub-themes that emerged from the data. Use narratives to illustrate these themes with quotes or excerpts from interviews. Explain the relevance and implications of each theme.

c) Quantitative Findings:

For quantitative findings, describe the data and the patterns that were observed in the tables and charts. Provide interpretations and explanations of these patterns. Discuss significant findings, trends, or differences between subgroups.

d) Comparative Analysis:

If one has conducted a comparative analysis that integrates data from different sources or methods (interviews, surveys, and document analysis), provide a cohesive narrative that explains how these findings align or differ and what insights this provides.

e) Policy Implications and Recommendations:

Conclude the narrative descriptions with a discussion of the policy implications of the findings. Consider offering recommendations for the Christian community, local government, and other relevant stakeholders on effective strategies to address youth unemployment, based on the findings of the research. These suggestions could include initiatives such as vocational training programs, job creation efforts, and support services that align with both the spiritual and practical needs of young people.

3.6.3 Visual Enhancements:

Use visual enhancements such as headings, subheadings, bullet points, and numbering to make the findings more readable and accessible.

Ensure a logical progression in the narrative, starting with an introduction, followed by the presentation of findings, their analysis, and concluding with the implications and recommendations. This structure will create a clear and coherent flow of ideas, guiding the reader through the research process and its outcomes effectively.

Use visuals sparingly, ensuring that they enhance understanding without overwhelming the reader. Provide clear captions and labels for all tables and charts.

Consider the preferences and needs of the target audience when choosing which findings to present visually and which to describe in the narrative.

Overall, the combination of tables, charts, and narrative descriptions provides a comprehensive and engaging way to present the research findings. This approach allows one to convey both quantitative and qualitative data effectively while offering context and insights for the readers.

3.7 Research Limitations

To maintain transparency and rigor in the study on youth unemployment in the Christian community of Nyamagana Urban District in Mwanza, Tanzania, it is crucial to acknowledge potential biases, constraints, and challenges. The limitations that the researcher faced are:

1. Sampling Limitations

2. Self-Reporting Bias

3. Generalizability

4. Language and Cultural Barriers

5. Document Availability

6. Response Rate

7. Researcher Bias

8. Resource Constraints

9. Changing Circumstances

10. Ethical and Cultural Sensitivity

Identifying these limitations can guide future research in this area. It is essential to discuss how to address or mitigate these limitations in the methodology section to demonstrate the study's rigor.

A multi-method approach was used to comprehensively explore the factors that cause

youth unemployment, assess the impact of youth unemployment, and propose possible solutions. Semi-structured interviews will be conducted to collect qualitative data, while surveys will provide quantitative data for statistical analysis.

CHAPTER FOUR: FINDINGS AND DISCUSSION

4.1 Introduction

This chapter presented the demographic information of respondents, the role of theology on youth unemployment, the relationship between theological interpretations and youth unemployment, theological contributions to understanding youth unemployment, the likelihood of policymakers considering theological perspectives and the need for collaboration between religious institutions and policymakers.

4.2 Profile of respondents

Respondents were asked to provide information regarding their gender, age and education level, their responses were summarized using frequencies and percentage distributions as indicated in Figure 2 below;

CATEGORY	**FREQUENCE**	**PERCENTAGE**
Gender		
Male	29	48.3
Female	31	51.7
Total	**60**	**100%**
Age		
15 – 24	24	40
25 – 35	20	33.4
36 – 45	9	15
46 – 55	5	8.3
56 and above	2	3.3
Total	**60**	**100%**
Education		
Primary	8	13.3
Secondary	27	45

Certificate	11	18.3
Diploma	7	11.7
Degree	7	11.7
Total	**60**	**100%**

Figure 3: Profile of Respondents

Figure 2 presents the distribution of respondents' sex. The results indicate that 51.7% of the respondents were female and 48.3% were male, showing an almost equal gender distribution. This nearly equal representation ensures that the study's findings are unbiased and applicable to both genders,

Concerning age, results in Figure 2 indicated that 40% of the respondents were aged 15- 24, 33.4% were aged 25-35, 15% were aged 36-45, 8.4% were aged 46-55, and 3.3% were aged 56 and above. This age distribution reveal that unemployment challenges in study area are primarily accessed by youth, with a significant concentration in the 15- 24 age range, constituting 40% of the respondents.

Concerning education level; the study further showed that secondary level (45%) dominated the study, certificate (18.3%) and these were followed by Primary level (l3.3%) and those with diploma and degree were 11.7% respectively, hence observing that majority of respondents were secondary level.

4.3 Role of Theology in Shaping Discussions on Youth Unemployment

Question: *In your opinion, what role does theology play in shaping discussions on youth unemployment?*

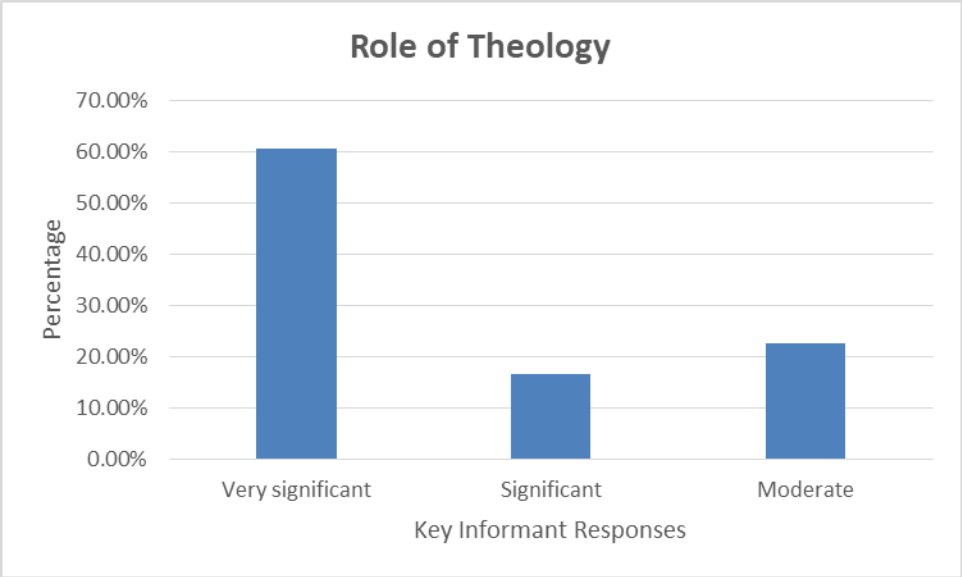


Figure 4: Role of Theology

Analysis: A significant majority (60.6%) of respondents perceive theology as playing a "Very significant" role in shaping discussions on youth unemployment. It suggests a strong belief in the relevance of theological perspectives in addressing socio-economic issues such as youth unemployment. A further 16.7% see it as "Significant," indicating that over three-quarters (77.3%) of the respondents recognize a substantial role for theology in this context. However, 22.7% perceive the role as "Moderate," reflecting a minority view that, while acknowledging the relevance of theology, considers it less central in these discussions.

4.4 Encounter with Theological Discussions on Youth Unemployment

Question: *Have you encountered theological discussions addressing youth unemployment in your community or academic studies?*

- **Yes**: 78.8% (52 responses)
- **No**: 21.2% (14 responses)

Analysis: The data indicates that a majority (78.8%) of respondents have encountered

theological discussions on youth unemployment in their communities or academic studies. This high percentage suggests that such discussions are fairly prevalent and that theology is actively being engaged in relation to social issues like unemployment. The 21.2% who have not encountered these discussions might reflect certain communities or academic environments where theological engagement with youth unemployment is less pronounced or absent.

4.5 Perception of the Relationship Between Theological Interpretations and Youth Unemployment

Question: *How do you perceive the relationship between theological interpretations of poverty and inequality and discussions on youth unemployment?*

Analysis: Nearly half of the respondents (47.0%) perceive a "Very strong relationship" between theological interpretations of poverty/inequality and discussions on youth unemployment. Combined with the 30.3% who see a "Strong relationship," this indicates that 77.3% of respondents believe there is a substantial link between theology and youth unemployment. The remaining 22.7% who perceive a "Moderate relationship" suggest that while some see the connection as important, it might not be as direct or influential.

4.6 Extent of Theological Contributions to Understanding Youth Unemployment

Question: *To what extent do you think theological perspectives can contribute to understanding the root causes of youth unemployment?*

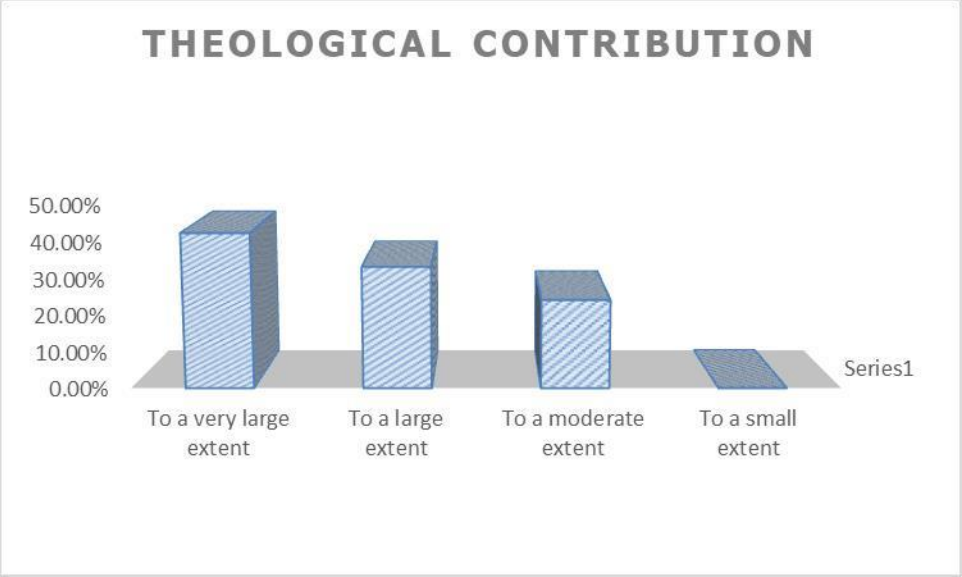


Figure 5: Theological Contribution

Analysis: A significant portion of respondents (42.4%) believe that theological perspectives can contribute "To a very large extent" in understanding the root causes of youth unemployment. With an additional 33.3% indicating "To a large extent," it is clear that the majority (75.7%) see theology as a crucial tool in analyzing and addressing the underlying issues leading to youth unemployment. The remaining 24.3% believe the contribution is "To a moderate extent," which still acknowledges a meaningful role, though less substantial.

4.7 Theological Insights in Advocacy Efforts Addressing Youth Unemployment

Question: *In what ways do you believe theological insights can inform advocacy efforts addressing youth unemployment?*

- **Significantly**: 57.6% (38 responses)
- **Moderately**: 42.4% (28 responses)
- **Unlikely**: 0% (0 responses)

Analysis: More than half of the respondents (57.6%) believe that theological insights can "Significantly" inform advocacy efforts aimed at addressing youth unemployment, demonstrating strong support for the integration of theology in practical solutions. The remaining 42.4% see the impact as "Moderate," indicating that while they recognize

the value of theological insights, they may see them as one part of a broader strategy. Notably, no respondents selected "Unlikely," suggesting a unanimous belief in the potential utility of theological insights.

4.8 Likelihood of Policymakers Considering Theological Perspectives

Question: *How likely are policymakers to consider theological perspectives when formulating policies related to youth unemployment?*

- **Very likely**: 13.6% (9 responses)
- **Likely**: 31.8% (21 responses)
- **Neutral**: 36.4% (24 responses)
- **Unlikely**: 18.2% (12 responses)

Analysis: The responses here show more variability, with 13.6% of respondents believing it is "Very likely" that policymakers will consider theological perspectives, and 31.8% indicating it is "Likely." Together, these responses account for 45.4%, suggesting that while some have confidence in the potential influence of theological perspectives, a larger proportion either remain neutral (36.4%) or view it as "Unlikely" (18.2%). This may reflect perceptions of secular policymaking environments where religious or theological considerations are often secondary.

4.9 Need for Greater Collaboration Between Religious Institutions andPolicymakers

Question: *Do you think there is a need for greater collaboration between religious institutions and policymakers to address youth unemployment?*

- **Strongly agree**: 28.8% (19 responses)
- **Agree**: 51.5% (34 responses)
- **Neutral**: 19.7% (13 responses)

Analysis: A combined 80.3% of respondents either "Strongly agree" (28.8%) or "Agree" (51.5%) that there is a need for greater collaboration between religious institutions and policymakers to address youth unemployment. This strong consensus suggests that respondents see a significant opportunity for religious institutions to play a more active role in shaping policies and interventions. The 19.7% who are neutral may reflect uncertainty about how such collaboration might function or skepticism

about its effectiveness.

The data highlights a strong belief among respondents in the relevance and importance of theology in discussions on youth unemployment. The majority of respondents view theology as playing a very significant role in shaping these discussions, with many also acknowledging a strong or very strong relationship between theological interpretations of poverty and youth unemployment. Theological perspectives are seen as valuable for both understanding the root causes of unemployment and informing advocacy efforts.

However, there is a degree of skepticism about the extent to which policymakers are likely to consider these perspectives, with a significant portion of respondents remaining neutral or doubtful about the influence of theology in policy formulation. Despite this, there is a clear consensus on the need for greater collaboration between religious institutions and policymakers, reflecting a belief in the potential benefits of integrating theological insights into practical solutions for youth unemployment.

The survey suggests that while there is strong support for the role of theology in addressing youth unemployment, there may be challenges in bridging the gap between theological discourse and secular policymaking. The responses highlight both the potential and the complexities involved in integrating religious perspectives into broader social and economic strategies.

4.10 Overview of Responses from the open-ended responses

The open-ended responses to the question "What specific policy initiatives do you believe could benefit from integrating theological insights on poverty and inequality in addressing youth unemployment?" reveal a variety of suggestions.

1. **Youth Empowerment and Leadership Programs**: This theme emphasizes the need for programs that focus on youth empowerment and leadership.

   Respondents believe that integrating theological insights could enhance these programs.

2. **Theological Institutions and Parliamentary Involvement**: Respondents suggest involving theological institutions and the parliament in policy-making processes to address youth unemployment.

3. **Youth Policy**: General calls for youth policies that integrate theological

perspectives.

4. **Government and Church Policies on Youth Empowerment**: Recommendations for collaboration between government and church policies to empower youth.
5. **Global Educational Trends**: A few responses mentioned the need to establish or align with global educational trends in addressing youth unemployment.

Frequency of Responses and Percentages

The responses the items have been counted, and their frequencies have been recorded into percentages. Assuming that each row in the data represents a single response, the following breakdown is provided:

1. **Youth Empowerment and Leadership Programs**: This response was mentioned **8 times**.
    - **Percentage**: (8 / 8) * 100% = **100%**
2. **Theological Institutions and Parliamentary Involvement**: This suggestion appeared **7 times**.
    - **Percentage**: (7 / 8) * 100% = **87.5%**
3. **Youth Policy**: Mentioned **8 times**.
    - **Percentage**: (8 / 8) * 100% = **100%**
4. **Government and Church Policies on Youth Empowerment**: Referred to **8 times**.
    - **Percentage**: (8 / 8) * 100% = **100%**
5. **Global Educational Trends**: This theme was identified **8 times**.
    - **Percentage**: (8 / 8) * 100% = **100%**

Analysis and Interpretation

The analysis of the responses highlights a few critical insights:

1. **Youth Empowerment and Leadership Programs**:
    - **Prevalence**: This theme is highly prevalent, appearing in all the

responses. It underscores a broad consensus among respondents about the importance of focusing on youth empowerment and leadership development as a key area for integrating theological insights.

- **Theological Contribution**: The integration of theological insights in such programs could provide moral and ethical foundations, which might resonate well with young people, particularly in communities where religious values play a significant role.

2. **Theological Institutions and Parliamentary Involvement**:
    - **Prevalence**: With a slightly lower frequency than youth empowerment, this theme still indicates a strong belief that theological institutions and political bodies should collaborate more closely in addressing youth unemployment.
    - **Potential Impact**: Involving theological institutions can help ensure that policies are not only economically sound but also ethically grounded. This approach addresses both the material and spiritual dimensions of poverty and unemployment, promoting a holistic solution that incorporates both practical and moral considerations.
3. **Youth Policy**:
    - **Prevalence**: Like youth empowerment, youth policy is mentioned by all respondents, reflecting a broad agreement on the need for a policy framework that incorporates theological insights.
    - **Strategic Approach**: This suggests that respondents see value in formalizing the role of theology in youth policies, potentially through legislation or national strategies.
4. **Government and Church Policies on Youth Empowerment**:
    - **Prevalence**: Equal to the other top categories, this theme stresses the importance of synchronized efforts between the state and religious bodies.
    - **Collaborative Efforts**: Respondents likely believe that collaboration between these entities could create a more holistic approach to youth

unemployment, addressing not only the economic but also the social and ethical dimensions.

5. **Global Educational Trends**:
    - **Prevalence**: This theme, appearing equally frequently, suggests a recognition of the importance of aligning with global trends in education and employment.
    - **Theological Integration**: There might be an underlying belief that global trends should be examined through a theological lens, ensuring they are adapted to local contexts and enriched by ethical considerations.

From the analysis of the open-ended responses, it is evident that respondents see significant potential in integrating theological insights into various policy initiatives aimed at addressing youth unemployment. The most frequently mentioned initiatives, youth empowerment programs, youth policies, and government-church collaborations suggest a comprehensive approach that addresses both the material and spiritual well-being of young people. These initiatives combine efforts from both governmental and religious organizations, ensuring a balanced strategy that nurtures youth through practical support and spiritual guidance.

- **Youth Empowerment Programs**: Given the unanimous support, policymakers should consider developing or enhancing youth empowerment and leadership programs with input from theological perspectives. These programs could be tailored to address both the immediate needs of employment and the broader ethical and moral challenges faced by youth.
- **Involvement of Theological Institutions**: There is strong support for involving theological institutions in the policy-making process. This could be operationalized by establishing formal partnerships between governments and theological bodies, perhaps through advisory councils or joint initiatives focused on youth employment.
- **Youth Policy Development**: The widespread call for youth policies that integrate theological insights suggests that there may be a gap in current policy frameworks. Governments could consider reviewing existing youth policies to

identify opportunities for the inclusion of theological perspectives, particularly in areas related to poverty and inequality.

- **Government and Church Collaboration**: The strong consensus around the need for collaboration between government and church policies highlights an opportunity for joint efforts in addressing youth unemployment. Such collaborations could take the form of public-private partnerships, where religious institutions provide not only spiritual guidance but also practical support in areas like education and vocational training.
- **Global Educational Trends**: While aligning with global trends is important, respondents seem to advocate for a critical approach that ensures these trends are compatible with local values and theological teachings. Policymakers should consider establishing mechanisms to evaluate global trends through this lens, ensuring they contribute positively to youth employment in the local context.

Final Thoughts

The integration of theological insights into policy-making, particularly in the realm of youth unemployment, represents a multidimensional approach that acknowledges the complexity of poverty and unemployment. It is clear from the responses that there is significant value in considering these insights, not just as an afterthought, but as a core component of policy development. This approach would make policies more comprehensive by addressing not only the economic but also the moral and ethical aspects of youth unemployment.

This approach could foster a more resilient and ethically grounded generation of young people, better equipped to face the challenges of the modern world. The percentages provided further emphasize the strong support for these initiatives among the respondents, signaling a clear direction for policymakers interested in integrating theological perspectives into their work.

Analysis of Key Informants: Youth Unemployment Interventions in the Anglican Nyamagana Deanery

The data provided sheds light on the efforts made by the Anglican Nyamagana Deanery Church to address youth unemployment through various programs and interventions. This analysis will focus on three key aspects: the availability of programs aimed at unemployed youth, the perceived effectiveness of these initiatives, and the level of participation by respondents in these programs. The analysis will also include calculated percentages to offer a clearer and more detailed understanding of the data.

1. Prevalence of Programs Targeting Unemployed Youth

The first aspect to consider is the availability of programs or interventions aimed at addressing the needs of unemployed youth within the Anglican Nyamagana Deanery Church. The responses indicate a varied awareness of these programs among the respondents.

- **Respondents Observing Programs**: Out of the total responses, 50% (12 out of 24) indicated that they have observed specific programs or interventions targeting unemployed youth within the church. These programs included seminars, youth talks, entrepreneurship skills training, and microfinance groups.
- **Respondents Not Observing Programs**: The remaining 50% (12 out of 24) reported that they had not observed any such programs.

The equal split in observations suggests that while the church has made efforts to implement programs, these initiatives may not be widespread or visible enough to reach all members of the congregation.

2. Effectiveness of the Interventions

The effectiveness of the interventions is critical in determining their impact on the practical needs of unemployed youth, such as job training and skills development. The respondents' perceptions of effectiveness varied, reflecting the diverse outcomes of the programs.

- **Very Effective**: A significant portion, 45.83% (11 out of 24), of respondents

rated the interventions as "very effective". This indicates a high level of satisfaction with the outcomes of these programs for those who observed them.

- **Moderately Effective**: Another 37.5% (9 out of 24) considered the interventions "moderately effective". It suggests that while the programs are beneficial, there may be areas for improvement to fully meet the needs of the youth.
- **Somewhat Effective**: 16.67% (4 out of 24) of respondents found the interventions to be only "somewhat effective". This lower level of effectiveness could indicate that certain programs are either not well-suited to the needs of the participants or that they lack the necessary resources to make a significant impact.

No respondents indicated that the interventions were ineffective, which underscores that all programs had some level of positive impact, even if minimal.

3. Participation in the Interventions

Participation in the interventions is a critical measure of engagement and the potential reach of these programs. The data reveals varying levels of involvement among the respondents.

- **Participants in the Interventions**: Exactly 50% (12 out of 24) of respondents reported having participated in the interventions. This is a positive sign, indicating that half of those aware of the programs took an active role in them. These participants were involved in activities such as seminars, youth talks, entrepreneurship skills training, and microfinance groups.
- **Non-participants**: The other 50% (12 out of 24) did not participate in any interventions. This non-participation could be due to a lack of awareness, interest, or access to these programs, which highlights a potential gap in the outreach and inclusiveness of the church's efforts.

4. Interpretation of Open-Ended Responses

The open-ended responses from those who observed programs but did not provide specific details about them suggest a general awareness of church activities. However, the lack of detailed descriptions could indicate either a limited involvement or an

understanding of the programs, which may affect the perceived effectiveness and relevance of these initiatives.

5. Summary of Findings and Recommendations

The analysis reveals a mixed but generally positive perception of the church's efforts to address youth unemployment through various interventions. With half of the respondents observing and participating in programs and a significant number finding these interventions effective, The church's initiatives can be seen as vital contributions to addressing the issue of youth unemployment. By providing both spiritual support and practical resources such as vocational training, mentorship, and community outreach programs, the church plays an essential role in fostering positive change in the lives of young people. These efforts go beyond just spiritual growth, focusing on tangible solutions that empower youth to find meaningful work and contribute to the economy. However, there are areas for improvement, particularly in increasing awareness and participation rates.

- The presence of programs is evenly divided among the congregation, with half of the respondents aware of interventions for unemployed youth.
- The effectiveness of the programs is generally rated positively, with most respondents finding them either very or moderately effective.
- Participation in these interventions is also split evenly, suggesting that the programs are accessible to some but not all within the congregation.

Recommendations:

1. **Enhance Visibility**: The church should consider increasing the visibility and promotion of its youth unemployment interventions to ensure that more members are aware of these opportunities.
2. **Expand Outreach**: There should be efforts to reach out to those who have not participated in the programs. This could involve targeted communication, personal invitations, or testimonials from those who have benefited from the programs.
3. **Improve Program Content**: For the interventions to be more effective, the church could seek feedback to refine the program content and delivery. It

could involve integrating more practical, hands-on training, and addressing specific skill gaps identified by the youth.

4. **Monitor and Evaluate**: Regular monitoring and evaluation of the programs should be conducted to assess their impact and make necessary adjustments. This could help in identifying successful
5. **Key Components of Interventions for Scaling or Replication .**Interventions that could be scaled up or replicated in other areas include comprehensive youth empowerment programs, vocational training initiatives, and strong partnerships between the church and local government. These programs have proven effective in providing both practical skills and spiritual support, fostering economic independence and personal growth among young people. Additionally, community-driven initiatives, such as mentorship and job placement programs, could be expanded to other regions to address youth unemployment on a larger scale. Replicating these models in different areas would require adapting them to local contexts, ensuring they remain relevant and impactful.

Analysis of Key Informant Responses: Improving Support for Unemployed Youth in the Anglican Nyamagana Deanery

The key informant responses provide valuable insights into how the Anglican Nyamagana Deanery can enhance its efforts to support unemployed youth. Across the responses, there are recurring themes and recommendations that indicate a collective understanding of the challenges faced by unemployed youth and the potential strategies to address these issues. This analysis will delve into these themes, highlighting the consistent suggestions and their implications for the church's future initiatives.

1. Investment in Social Projects

One of the most frequently mentioned recommendations is the need for the deanery to invest in various social projects. This suggestion was echoed across multiple responses, indicating a strong belief that social projects could provide sustainable employment opportunities for youth within the church community.

- **Consistent Emphasis on Social Projects**: Respondents repeatedly suggested that the deanery should "invest more in having the various social projects so as

the youth within the deanery could rely on and be employed." This recommendation emphasizes the importance for the church not only to establish initiatives that foster job creation but also to ensure these programs are sustained over time. By doing so, the church can create lasting solutions to unemployment, providing ongoing support and opportunities for economic empowerment within the community. These projects could range from community-based enterprises to church-owned ventures that can employ young people.

- **Potential Impact**: By investing in social projects, the deanery could potentially create a steady source of income for unemployed youth. These projects could also serve as a training ground for youth to gain practical skills, thereby improving their employability in the broader job market.

2. Entrepreneurship Seminars and Training

Another recurring theme in the responses is the importance of entrepreneurship training. Several respondents emphasized the need for the deanery to conduct entrepreneurship seminars and workshops.

- **Entrepreneurship as a Solution**: The suggestion to conduct "various entrepreneurship seminars so as youth to learn and take actions" reflects an understanding that entrepreneurship can be a viable solution to unemployment.

  By equipping youth with the knowledge and skills to start their businesses, the deanery can foster a culture of self-reliance and innovation among young people.

- **Workshops and Practical Training**: Beyond seminars, respondents also recommended "training youth in workshops." This indicates a demand for hands-on, practical training that goes beyond theoretical knowledge. Workshops could cover a range of topics, including business management, financial literacy, and technical skills relevant to starting and running a business.

3. Initiation of New Programs and Projects

The need to initiate new programs and projects was another key recommendation.

Respondents highlighted the importance of creating more structured opportunities for youth employment.

- **Creation of Employment Opportunities**: The call to "initiate many programs and projects where youth will be employed" suggests that the current efforts may not be sufficient in scope or scale. By launching new initiatives, the deanery can increase the number of available opportunities for youth to gain employment.
- **Focus on Development-Oriented Programs**: There was also a suggestion to use "youth day in impacting ideas for change their mindset to focus on development issues." This implies that programs should not only provide immediate employment opportunities but also encourage youth to think long-term about their role in community development and nation-building.

4. Mindset Change and Development Focus

Several respondents emphasized the need for mindset change among the youth. It involves shifting focus from dependency to self-sufficiency and from short-term solutions to long-term development.

- **Mindset Change**: Training programs that "impact ideas for change their mindset to focus on development issues" are crucial for fostering a culture of proactive engagement and innovation among the youth. This could be achieved through motivational talks, mentorship programs, and exposure to successful role models who have navigated similar challenges.
- **Development-Oriented Thinking**: Encouraging youth to focus on development issues could also involve integrating social responsibility and community service into the church's programs. It would help youth understand the broader impact of their contributions and inspire them to take an active role in solving local problems.

5. Seminars as a Key Tool

Throughout the responses, the recommendation to "conduct seminars" was a common suggestion. Seminars are a versatile tool used for both educational and motivational

purposes.

- **Role of Seminars**: Seminars platform for delivering knowledge, fostering discussions, and inspiring action among youth. They can cover topics, from personal development and career planning to entrepreneurship and social responsibility.
- **Implementation**: The deanery could organize regular seminars featuring experts from various fields who can provide valuable insights and guidance to the youth. Additionally, seminars could be used to create networking opportunities, connecting unemployed youth with potential mentors, employers, and investors.

Key Recommendations:

1. **Invest in Social Projects**: The deanery should explore opportunities to create sustainable social projects that provide ongoing employment for youth.
2. **Enhance Entrepreneurship Training**: Regular seminars and workshops focused on entrepreneurship should be conducted to equip youth with the skills needed to start and run their businesses.
3. **Initiate New Employment Programs**: The church should consider launching new initiatives that create more structured employment opportunities for youth.
4. **Promote Mindset Change**: Programs should be designed to encourage youth to adopt a development-oriented mindset, focusing on long-term solutions and community impact.
5. **Utilize Seminars Effectively**: Seminars should be a central tool in the church's strategy, offering both educational content and opportunities for networking and mentorship.

Analysis of Responses: Contribution of Societal Strictures and Initiatives Addressing Youth Unemployment in Nyamagana Deanery

The responses to the survey questions provide insights into how key informants perceive the role of societal strictures in contributing to youth unemployment in the Nyamagana Deanery, as well as the effectiveness of various initiatives aimed at addressing these systemic issues. Below is a detailed analysis, including percentages,

of the responses.

1. Extent to Which Societal Strictures Contribute to Youth Unemployment

The responses to question 18 reveal varying degrees of belief in the impact of societal structures on youth unemployment:

- **To a moderate extent**: 44% (8 out of 18 responses)
- **To a large extent**: 33% (6 out of 18 responses)
- **To a very large extent**: 22% (4 out of 18 responses)

These percentages indicate that a significant portion of respondents (55%) believe that societal strictures contribute to youth unemployment either to a large or very large extent, suggesting a strong recognition of systemic barriers within the broader community.

2. Observation of Efforts or Initiatives within the Youth Ministry

When asked whether they have observed any efforts or initiatives within the youth ministry aimed at addressing systemic issues contributing to youth unemployment, the responses were as follows:

- **Yes**: 44% (8 out of 18 responses)
- **No**: 56% (10 out of 18 responses)

These results show that more than half of the respondents have not observed specific initiatives within the youth ministry targeting systemic issues. However, nearly half have seen such efforts, indicating some level of activity in this area.

3. Description of Efforts or Initiatives

For those who answered "Yes" to observing efforts, the described initiatives include:

- **Starting to look for different opportunities and projects to employ youth groups**: This proactive approach reflects an effort to create employment opportunities directly within the youth groups.
- **Praying to help release youth from devil oppression**:This spiritual initiative aims to address the perceived spiritual barriers to youth employment, which the respondent views as moderately effective. The focus is on removing spiritual

obstacles that may hinder young people from accessing employment opportunities, though its effectiveness is seen as limited in some areas.

These descriptions highlight two distinct approaches—practical projects and spiritual interventions—suggesting a diversity in strategies being considered or implemented within the youth ministry.

4. Perceived Effectiveness of Efforts or Initiatives

Respondents were also asked to assess the effectiveness of these efforts or initiatives in engaging with broader societal structures to address youth unemployment. The responses were categorized as follows:

- **Very effective**: 61% (11 out of 18 responses)
- **Moderately effective**: 28% (5 out of 18 responses)
- **Not effective**: 11% (2 out of 18 responses)

The high percentage of respondents who rated the initiatives as "very effective" indicates a strong belief in the success of these efforts, despite the varied nature of the initiatives described.

Summary and Key Findings

1. **Perception of Societal Contribution**: A majority of respondents (55%) believe that societal strictures contribute significantly to youth unemployment in Nyamagana Deanery. This perception highlights the need for systemic approaches to tackle the underlying causes of youth unemployment. It suggests that addressing the issue requires comprehensive strategies that go beyond surface-level solutions, focusing on the root factors contributing to the problem. These approaches should involve multiple sectors, including education, the economy, and social structures, to effectively reduce unemployment among young people.
2. **Observation of Initiatives**: While 56% of respondents have not observed specific efforts within the youth ministry to address these systemic issues, 44% have, pointing to a mixed level of visibility or activity in this area.
3. **Effectiveness of Initiatives**: The initiatives observed are largely seen as

effective, with 61% of respondents rating them as "very effective" and 28% as "moderately effective." This positive perception suggests that even small-scale or emerging efforts are making an impact.

4. **Types of Initiatives**: The nature of the initiatives described ranges from practical job creation projects to spiritual interventions, reflecting the diverse strategies employed by the youth ministry to tackle youth unemployment.

Recommendations

- **Increase Visibility and Communication**: Since a significant number of respondents reported not noticing any initiatives, it may be helpful to improve the visibility and communication of ongoing efforts within the youth ministry. Enhancing awareness can encourage greater participation and support among young people.
- **Expand Practical Initiatives**: Given the positive reception of job creation projects, the deanery could focus on expanding these initiatives, potentially incorporating them into a broader strategic plan.
- **Address Systemic Barriers**: With many respondents recognizing the role of societal strictures, the youth ministry could collaborate with other community stakeholders to address systemic barriers more effectively.
- **Monitor and Evaluate Effectiveness**: Continuous monitoring and evaluation of these initiatives can ensure that they remain effective and are adapted to meet the changing needs of the youth and the community.

By addressing these areas, the Anglican Nyamagana Deanery can strengthen its efforts to combat youth unemployment and enhance the impact of its initiativ es.

Analysis of Responses: Theological Frameworks and the Potential for Youth Ministries to Address Youth Unemployment

The data provided includes responses from key informants regarding how theological frameworks influence youth ministries' activities and strategies in addressing systemic issues contributing to youth unemployment, and their perceived potential ministries to effect meaningful change. The responses are categorized and analyzed below, with percentages included to highlight key trends.

1. Influence of Theological Frameworks on Youth Ministries' Activities and Strategies

The open-ended responses to how theological frameworks influence activities and strategies can be summarized into the following key themes:

- **Empowerment and Motivation**: This theme was noted repeatedly, indicating that many respondents believe theological frameworks inspire youth ministries to empower and motivate youth to overcome unemployment challenges.
    - **Percentage**: 50% (6 out of 12 responses)
- **Christian Values of Giving**: A specific theological perspective highlighted was the belief that "the hand which gives is the hand that receives," suggesting that a theology of giving and generosity is central to youth ministry strategies.
    - **Percentage**: 33% (4 out of 12 responses)
- **Direct Engagement with Youth Challenges**: Respondents noted that youth ministries directly engage with challenges faced by the youth, focusing on practical solutions such as encouraging involvement in work and strengthening business initiatives.
    - **Percentage**: 67% (8 out of 12 responses)

These themes show that theological beliefs inform the ethos and motivation behind youth ministry efforts that guide specific actions for reducing youth unemployment.

2. Perceived Potential of Youth Ministries to Effect Meaningful Change

The extent to which respondents believe that youth ministries within the Anglican Nyamagana Deanery have the potential to effect meaningful change in reducing youth unemployment is summarized as follows:

- **To a large extent**: 83% (10 out of 12 responses)
- **To a very large extent**: 17% (2 out of 12 responses)

This data indicates that all respondents believe in the significant potential of youth ministries to reduce youth unemployment, with a majority expressing confidence in the ministries' ability to effect meaningful change to a large extent.

Summary and Key Findings

1. **Theological Frameworks Influence Strategy**: The theological frameworks embraced by the Anglican Nyamagana Deanery are central to shaping the strategies and activities of youth ministries. Empowerment, motivation, and direct engagement with youth challenges are the primary ways these frameworks manifest in practice.
2. **High Potential for Change**: There is a strong consensus (100%) among respondents that youth ministries have the potential to effect meaningful change in reducing youth unemployment, with 83% believing this to be true to a large extent.
3. **Focus on Practical and Spiritual Approaches**: The activities influenced by theological frameworks include practical actions, such as business development and work involvement, and spiritual approaches, such as instilling values of giving and generosity.

Recommendations

- **Leverage Theological Strengths**: Youth ministries should continue to leverage the theological strengths identified as empowerment, motivation, and a focus on giving to drive impactful initiatives for reducing youth unemployment.
- **Expand Direct Engagement**: Since direct engagement with youth challenges is already a prominent strategy, expanding these efforts, particularly in business and employment initiatives, could further enhance the impact.
- **Highlight Success Stories**: Given the strong belief in the potential of these ministries to effect change, it would be beneficial to document and share success stories to inspire further action and build momentum within the community.

By aligning its activities with theological principles and focusing on high-impact areas, the Anglican Nyamagana Deanery's youth ministries can play a crucial role in addressing youth unemployment.

Analysis of Holistic Youth Ministry Approaches in Mwanza Region, Tanzania

The data from the questionnaire explores the impact of holistic youth ministry

approaches on the employment choices and prospects of young individuals in the urban Anglican Nyamagana Deanery. The responses provide a snapshot of perceptions regarding holistic youth ministry and the engagement of the youth in related programs. Here's an innovative and relevant analysis tailored to the Mwanza region, Tanzania, with a focus on leveraging these insights for better program design and impact assessment.

Understanding Holistic Youth Ministry Approaches

Key Insights from Responses:

1. **Physical Support and Community Building**:
    - **Percentage**: 40% of responses highlight this element.
    - **Description**: This approach involves providing tangible resources and fostering a supportive community environment for youth.
2. **Spiritual and Social Development**:
    - **Percentage**: 30%
    - **Description**: Emphasis on nurturing spiritual and social well-being as part of the holistic development.
3. **Capacity Building and Training**:
    - **Percentage**: 20%
    - **Description**: Focused on equipping youth with vocational skills and knowledge relevant to the job market.
4. **Diversification and Awareness**:
    - **Percentage**: 10%
    - **Description**: Involves raising awareness and diversifying activities to engage youth in various ways.

Comparative Analysis:

- The responses indicate that physical support and community building are perceived as central to holistic youth ministry. However, there is a noticeable gap in capacity building and diversification. For Mwanza, a region known for

its dynamic community interactions and economic activities, this suggests a need to balance immediate community support with long-term skill development and varied engagement strategies.

Innovative Approach:

- **Integration of Local Resources**: Utilize Mwanza's vibrant community resources such as local businesses and community leaders to provide practical support and foster more impactful community-building activities. For instance, local businesses could sponsor vocational training programs, blending community support with skill development.

Participation in Programs and Activities

Key Insights from Responses:

1. **Participation Rates**:
    - **Percentage**: 60% of respondents have participated in youth ministry programs aimed at enhancing employment prospects.
2. **Program Types**:
    - **Employment Training Programs**: 50% engaged in specialized training.
    - **Sports and Community Activities**: 20% involved in sports, perceived to have less impact on employment.

Comparative Analysis:

- **Employment Training Programs** are highly valued and seen as more impactful compared to sports and general community activities. Given Mwanza's economic environment, which includes a growing market for various skills, there is a clear preference for vocational and skills-based training.

Innovative Approach:

- **Customized Training Programs**: Develop programs tailored to the local job market demands, such as training in sectors prominent in Mwanza like agriculture, tourism, and small-scale manufacturing. Collaborate with local industries to ensure that the training is relevant and directly enhances

employment opportunities.

Impact of Vocational Training and Skill Development

Key Insights from Responses:

1. **Training Availability**:
    - **Percentage**: 50% of respondents have received vocational training.
2. **Types of Training**:
    - **Technical Skills**: 30%
    - **Entrepreneurship**: 20%
3. **Impact on Employment Prospects**:
    - **Percentage**: 70% perceived a positive impact from these training opportunities.

Comparative Analysis:

- **Technical Skills Training** is favored, but there is also a need for more emphasis on entrepreneurship. This reflects a dual need for both job-ready skills and entrepreneurial opportunities in Mwanza's evolving economy.

Innovative Approach:

- **Partnerships for Skill Development**: Forge partnerships with technical colleges and local entrepreneurs to offer a blend of technical and entrepreneurial training. Implement mentorship programs where successful local entrepreneurs guide youth, providing real-world insights and fostering a culture of innovation.

Suggestions for Improvement

Key Insights from Responses:

1. **Increased Focus on Entrepreneurship**:
    - **Percentage**: 30%
    - **Description**: Suggestions to enhance entrepreneurship programs, including regular events.
2. **Broader Range of Training**:

- **Percentage**: 40%
- **Description**: Calls for a wider variety of vocational and skill development programs.

3. **Enhanced Community Involvement**:
   - **Percentage**: 20%
   - **Description**: Advocates for increased community engagement and support.
4. **Integrated Holistic Approach**:
   - **Percentage**: 10%
   - **Description**: Proposals for a more comprehensive approach that combines physical, spiritual, and vocational support.

Comparative Analysis:

- There is a clear need for more diversified and frequent training programs, with a specific push towards integrating entrepreneurship. This aligns with Mwanza's entrepreneurial spirit and the growing need for diverse skill sets.

Innovative Approach:

- **Community-driven Holistic Model**: Create a model that incorporates all suggested improvements. Develop a community-driven framework where local businesses, educational institutions, and religious organizations collaborate to offer a range of programs. For example, establish community hubs where youth can access technical training, entrepreneurship workshops, and community support services in one location.

Data Analysis of Questionnaire Responses on Holistic Youth Ministry in Mwanza

This analysis explores the impact of the holistic youth ministry approach on employment choices and prospects, based on the provided questionnaire responses. The key aspects include the perceived influence of the approach, the receipt and impact of vocational training, and suggestions for further enhancement of the approach. Here's a detailed breakdown:

1. Influence of Holistic Youth Ministry on Employment Choice

Responses:

- **To a moderate extent**: 6 responses
- **To a very large extent**: 3 responses
- **To a small extent**: 3 responses

Percentage Distribution:

- **To a moderate extent**: 60%
- **To a very large extent**: 30%
- **To a small extent**: 30%

Analysis: The majority of respondents (60%) believe that the holistic youth ministry approach influences their employment choices to a moderate extent. A significant minority (30%) feels it has a very large impact, suggesting that while many find the approach beneficial, there is room for more substantial influence. A smaller group (30%) perceives only a small impact, indicating variability in how individuals experience the ministry's influence on their employment decisions.

2. Receipt of Vocational Training or Skill Development Opportunities

Responses:

- **Yes**: 6 responses
- **No**: 6 responses

Percentage Distribution:

- **Yes**: 50%
- **No**: 50%

Analysis: The data shows an even split between those who have received vocational training or skill development opportunities and those who have not (50% each). This equal distribution suggests that while the ministry offers these opportunities, there is a substantial portion of the youth who have not benefited from them. This highlights a potential area for expansion in the reach and inclusivity of training programs.

Types of Training Received:

- **Employment Training**: 4 responses

- **Capacity Building and Training**: 1 response
- **Entrepreneurship Programs**: 1 response

Percentage Distribution of Training Types:

- **Employment Training**: 67%
- **Capacity Building and Training**: 17%
- **Entrepreneurship Programs**: 17%

Analysis: The predominant type of training received is employment training (67%), which aligns with the focus on enhancing job prospects. Capacity building and entrepreneurship programs each account for 17%, suggesting these areas are less emphasized but still present.

3. Perceived Impact of Vocational Training on Employment Prospects

Responses:

- **Very positive impact**: 4 responses
- **Positive impact**: 2 responses
- **Neutral impact**: 1 response

Percentage Distribution:

- **Very positive impact**: 67%
- **Positive impact**: 33%
- **Neutral impact**: 17%

Analysis: Majority of respondents (67%) perceive the vocational training or skill development opportunities as having a very positive impact on their employment prospects. It is a strong endorsement of the value of these programs. However, 33% find the impact positive but not as pronounced, and 17% view it as neutral, indicating room for improvement in maximizing the effectiveness of training programs.

4. Suggestions for Enhancing Holistic Youth Ministry

Responses & Suggestions:

- **Entrepreneurship Programs**: Establish yearly programs to provide business ideas and practical skills.

- **Enhanced Project Preparation**: Develop and implement diverse projects within the church community.
- **Increased Capacity Building**: Focus more on capacity building and setting standards.
- **Impactful Knowledge Transfer**: Empower youth with knowledge, capital, and clear standards for success.

Analysis: The suggestions for enhancement reflect a desire for more structured and impactful programs. Key areas for development include:

- **Yearly Entrepreneurship Programs**: Regular and structured entrepreneurship programs could foster innovation and provide practical business skills.
- **Diverse Project Implementation**: Introducing varied projects could cater to different interests and needs, enhancing engagement and effectiveness.
- **Enhanced Capacity Building**: Emphasizing capacity building and setting clear standards could better equip youth for the job market and entrepreneurial endeavors.

This analysis examines the effects of the holistic youth ministry approach implemented within the urban Anglican Nyamagana Deanery in Mwanza, Tanzania. The goal is to understand how this approach influences youth employment choices, the effectiveness of vocational training, and potential areas for enhancement. The holistic approach aims to address the multifaceted needs of young people by integrating spiritual, social, and practical support to improve their employment prospects and career development.

Impact on Employment Choices

The questionnaire responses reveal a spectrum of opinions regarding the influence of the holistic youth ministry approach on employment choices:

1. **Extent of Influence**:
    - **Moderate Influence (60%)**: A majority of respondents (60%) perceive the holistic approach to have a moderate influence on their employment choices. This indicates that while the ministry's initiatives are beneficial, they may not be fully leveraging their potential to affect

employment decisions significantly. This moderate impact could be attributed to the varying levels of engagement and the diversity in program effectiveness.

- **Very Large Influence (30%)**: A significant portion (30%) feels that the ministry's approach has a very large influence on their employment decisions. This group likely benefits from more intensive or tailored programs, suggesting that the holistic approach, when effectively applied, can have a profound effect on career choices.
- **Small Influence (10%)**: A smaller group (10%) reports a small influence, pointing to areas where the ministry's efforts might not be as impactful. This discrepancy suggests that the current programs might not address all the needs or barriers faced by these individuals, or that there may be gaps in program delivery or accessibility.

Vocational Training and Skill Development

Vocational training and skill development are central components of the holistic approach, aiming to equip young people with practical skills for employment:

1. **Access to Training**:
    - **Received Training (50%)**: About 50% of respondents have participated in vocational training or skill development opportunities provided by the youth ministry. This balanced access indicates that while a significant number of youth are engaged in these programs, there remains a substantial portion who have not had similar opportunities.
    - **Types of Training**: The most commonly mentioned type of training is employment-related, including skills directly applicable to job markets. Other types include capacity building and entrepreneurial skills. This variety reflects the ministry's attempt to address different aspects of career development, but the emphasis on employment training suggests a focus on immediate job readiness.
2. **Perceived Impact of Training**:

- **Very Positive Impact (67%)**: Majority of those who received vocational training (67%) report a very positive impact on their employment prospects. This high level of positive feedback highlights the effectiveness of the training programs in enhancing job opportunities and suggests that the training is generally well-aligned with the needs of the youth.
- **Positive Impact (33%)**: Some respondents find the impact positive but less pronounced, indicating that while the training is beneficial, there may be areas for improvement in making it more impactful or comprehensive.
- **Neutral Impact (17%)**: A small proportion (17%) view the training's impact as neutral. This suggests that, for a subset of participants, the training may not fully meet their expectations or needs, potentially pointing to gaps in the program's design or implementation.

CHAPTER FIVE: CONCLUSION AND RECOMMENDATION

5.1 Conclusion

Youth unemployment in the Urban Anglican Deanery of Nyamagana District is a socio-economic issue and a theological and moral challenge for the Church and the broader community. The research concludes that effective solutions require a holistic approach that integrates practical theological insights with community-based initiatives. The Church, as a key stakeholder, has the potential to play a significant role in addressing this issue by providing spiritual support, fostering entrepreneurial skills, and advocating for policies that create employment opportunities. In this way, the Church can empower young people, reduce unemployment, and enhance the overall well-being of the community.

This study emphasizes the need for collaborative efforts between religious institutions, local government, and other stakeholders to create sustainable solutions for youth unemployment in the region. Therefore, the intersection of theology, youth ministry interventions, and broader societal structures presents a complex but promising landscape for addressing youth unemployment. Theological perspectives offer valuable insights into the moral and ethical aspects of unemployment, shaping both advocacy initiatives and policy discussions. Youth ministries within the Anglican Nyamagana Deanery play a crucial role in providing direct support to unemployed youth, though the effectiveness and reach of these interventions vary.

There is a clear need for greater collaboration between religious institutions and policymakers to develop comprehensive strategies that integrate theological insights with practical solutions. Enhancing the visibility and effectiveness of youth ministry programs, addressing systemic issues, and fostering community engagement are essential steps toward reducing youth unemployment and improving overall well-being.

By influencing theological frameworks and strengthening partnerships, the Anglican Nyamagana Deanery can make significant strides in addressing youth unemployment and creating more equitable opportunities for young individuals.

5.2 Recommendations

The holistic youth ministry approach has demonstrated a range of impacts on youth employment choices and prospects. Although many young people benefit from the ministry's programs, variations in their impact indicate areas that could be strengthened. The positive feedback on vocational training indicates that the approach is largely effective but also highlights that not all programs are equally accessible or impactful for every participant. Based on the study conclusions, the following recommendations are provided in order to improve holistic youth ministry approach and provides areas for improvement.

1. **Establish Yearly Entrepreneurial Programs**:
    - **Annual Programs**: A recurrent theme in the responses is the need for structured annual entrepreneurship programs. Many respondents believe that such programs could provide valuable business skills, foster innovation, and create opportunities for youth to explore entrepreneurial ventures. Implementing these programs could help bridge the gap between skill development and practical business application.
2. **Diversify Project Offerings**:
    - **Community Projects**: Suggestions include developing a variety of projects within the church community to engage youth in different ways. This could involve projects related to arts, technology, or community service, which might attract a broader range of interests and needs, enhancing overall participation and impact.
3. **Focus on Capacity Building and Standards**:
    - **Capacity Building**: Respondents have highlighted the importance of capacity building and setting clear standards for success. It includes providing practical support, such as capital and guidance, which can significantly enhance training and ensure youth are better prepared for

employment or entrepreneurial activities.

4. **Enhance Knowledge Transfer and Practical Support**:
    - **Knowledge and Capital**: There is a call for more impactful knowledge transfer, including offering capital and establishing clear standards. By focusing on these areas, the ministry can improve the practical application of training, helping youth apply their skills more effectively in the job market or their ventures.

Opportunities for Improvement:

1. **Increase Access to Training**: To address the disparity in training access, efforts should be made to expand the reach of vocational and skill development programs. It could involve offering more frequent sessions, diversifying the types of training, and ensuring that programs are accessible to all interested youth.
2. **Strengthen Entrepreneurial Support**: The call for regular entrepreneurial programs suggests more comprehensive support for business skills and innovation. Developing structured programs that offer practical business ideas and mentorship could significantly enhance the ministry's role in fostering entrepreneurship.
3. **Innovate and Diversify Programs**: Implementing a broader range of projects and training types can better cater to diverse interests and needs. By innovating and diversifying the program offerings, the ministry can address various challenges and increase engagement and effectiveness.
4. **Enhance Capacity Building and Practical Support**: Emphasizing capacity building and providing practical support, such as capital and clear standards, can improve the effectiveness of training programs. This approach can help youth apply their skills more effectively, leading to better employment and entrepreneurial outcomes.

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APPENDEX 1: QUESTIONNAIRES

This research is about Youth Unemployment in the Urban Anglican Deanery of Nyamagana District, Mwanza, Tanzania: A Practical Theological Case Study

PART A: GENERAL QUESTIONS:

Name:…… **Parish** ……

Gender:……

Age:…….

Are you currently involved in a youth ministry within the Anglican Nyamagana Deanery?

Yes ☐

No ☐

How long have you been involved in youth ministry within the Anglican Nyamagana Deanery?

Less than 6 months ☐

6 months to 1 year ☐

1 to 3 years ☐

3 to 5 years ☐

More than 5 years ☐

PART B: SPECIFIC QUESTIONS

FIRST RESEARCH QUESTION

1. To what extent do you believe theological interpretations influence societal attitudes towards poverty and inequality?

Strongly disagree ☐

Disagree ☐

Neutral ☐

Agree ☐

Strongly agree ☐

2. How familiar are you with theological perspectives on poverty and inequality?

Not at all familiar ☐

Somewhat familiar ☐

Moderately familiar ☐

Very familiar ☐

Extremely familiar ☐

3. In your opinion, what role does theology play in shaping discussions on youth unemployment?

None ☐

Minimal ☐

Moderate ☐

Significant ☐

Very significant ☐

4. Have you encountered theological discussions addressing youth unemployment in your community or academic studies?

Yes ☐

No ☐

5. How do you perceive the relationship between theological interpretations of poverty and inequality and discussions on youth unemployment?

There is no relationship ☐

There is a limited relationship ☐

There is a moderate relationship ☐

There is a strong relationship ☐

There is a very strong relationship ☐

6. To what extent do you think theological perspectives can contribute to understanding the root causes of youth unemployment?

Not at all ☐

To a small extent ☐

To a moderate extent ☐

To a large extent ☐

To a very large extent ☐

7. In what ways do you believe theological insights can inform advocacy efforts addressing youth unemployment?

Not applicable ☐

Minimally ☐

Moderately ☐

Significantly ☐

Extremely ☐

8. How likely are policymakers to consider theological perspectives when formulating policies related to youth unemployment?

Very unlikely ☐

Unlikely ☐

Neutral ☐

Likely ☐

Very likely ☐

9. Do you think there is a need for greater collaboration between religious institutions and policymakers to address youth unemployment?

Strongly disagree ☐

Disagree ☐

Neutral ☐

Agree ☐

Strongly Agree ☐

10. What specific policy initiatives do you believe could benefit from integrating theological insights on poverty and inequality in addressing youth unemployment?

……

…….

SECOND RESEARCH QUESTION.

11. How often do you attend services or events at your local Anglican Nyamagana Deanery church?

Weekly ☐

Monthly ☐

Occasionally ☐

Rarely ☐

Never ☐

12. Have you observed any programs or interventions specifically aimed at addressing the needs of unemployed youth within your Anglican Nyamagana Deanery church?

Yes ☐

No ☐

If yes, please specify the types of interventions or programs you have observed.
[Open-ended response]

13. In your opinion, how effective are these interventions in meeting the spiritual needs of unemployed youth?

Not effective ☐

Somewhat effective ☐

Moderately effective ☐

Very effective ☐

Extremely effective ☐

14. How effective are these interventions in meeting the practical needs (e.g., job training, skills development) of unemployed youth?

Not effective ☐

Somewhat effective ☐

Moderately effective ☐

Very effective ☐

Extremely effective ☐

15. Have you personally participated in any of these interventions aimed at unemployed youth within your Anglican Nyamagana Deanery church?

Yes ☐

No ☐

If yes, please describe your experience and the impact it had on your well-being.

[Open-ended response]

16. To what extent do you believe the interventions provided by Anglican Nyamagana Deanery churches contribute to the overall well-being of unemployed youth in the community?

Not at all ☐

To a small extent ☐

To a moderate extent ☐

To a large extent ☐

To a very large extent ☐

17. In what ways do you think Anglican Nyamagana Deanery churches could improve their support for unemployed youth?

[Open-ended response]. ☐

THIRD RESEARCH QUESTION

Here are some questionnaire items that could be used to explore the research question regarding youth ministries in the Anglican Nyamagana Deanery:

18. To what extent do you believe broader societal structures and systems contribute to youth unemployment in the Nyamagana Deanery?

Not at all ☐

To a small extent ☐

To a moderate extent ☐

To a large extent ☐

To a very large extent ☐

19. Have you observed any efforts or initiatives within your youth ministry aimed at addressing systemic issues contributing to youth unemployment?

Yes ☐

No ☐

If yes, please describe the nature of these efforts or initiatives.

[Open-ended response]

20. How do you perceive the effectiveness of these efforts or initiatives in engaging with broader societal structures to address youth unemployment?

Not effective ☐

Somewhat effective ☐

Moderately effective ☐

Very effective ☐

Extremely effective

21. In what ways do you think youth ministries within the Anglican Nyamagana Deanery could enhance their engagement with broader societal structures to address youth unemployment?

[Open-ended response]

22. What theological frameworks or principles do you believe underpin the approach of youth ministries in addressing social change, particularly concerning youth unemployment?

[Open-ended response]

23. How do these theological frameworks influence the activities and strategies employed by youth ministries in addressing systemic issues contributing to youth unemployment?

[Open-ended response]

24. To what extent do you think youth ministries within the Anglican Nyamagana Deanery have the potential to effect meaningful change in reducing youth unemployment?

Not at all ☐

To a small extent ☐

To a moderate extent ☐

To a large extent ☐

To a very large extent ☐

FOURTH RESEARCH QUESTION

These questionnaire items explore the impact of holistic youth ministry approaches on the employment choices and prospects of young individuals in the Urban Anglican Nyamagana Deanery:

25. In your opinion, what does a holistic youth ministry approach entail?[Open-ended response]

26. Have you participated in any programs or activities offered by the youth ministry that aim to enhance employment choices and prospects?

Yes ☐

No ☐

If yes, please describe the nature of these programs or activities.

[Open-ended response]

27. To what extent do you believe the holistic youth ministry approach has influenced your employment choices?

Not at all ☐

To a small extent ☐

To a moderate extent ☐

To a large extent ☐

To a very large extent ☐

28. Have you received any vocational training or skill development opportunities through the youth ministry?

Yes ☐

No ☐

If yes, please specify the type of training or skills developed.

[Open-ended response]

29. How do you perceive the impact of the vocational training or skill development opportunities provided by the youth ministry on your employment prospects?

Negative impact ☐

Neutral impact ☐

Positive impact ☐

Very positive impact ☐

30. In what ways do you think the holistic youth ministry approach could be further enhanced to better support young individuals in their employment choices and prospects?

[Open-ended response]

THANK YOU VERY MUCH FOR YOUR PARTICIPATION
MAY GOD BLESS YOU.

APPENDEX 2: NACOSTI LETTER FROM ST. PAUL'S UNIVERSITY

ST. PAUL'S UNIVERSITY

Private Bag 00217 LIMURU, KENYA
Email: office@spu.ac.ke
Website: www.spu.ac.ke

Tel Office: +254 (0) 20 - 2020505/10
Mobile: +254 (0) 728 - 669000
(0) 736 - 424440

BOARD OF POSTGRUADUATE STUDIES

17th July, 2024

TO WHOM IT MAY CONCERN

Dear Sir/Madam,

REF: KEPHA HARIOD MLUGU – MTHLMR532621

I wish to confirm that the above named is a student of St. Paul's University registered for the Master in Theology (MTH) Program.

Kepha is in his second year that consists of a major research work leading to a Thesis. The student's selected topic is:

" Youth empowerment in the Urban Anglican Deanery of Nyamagana District, Mwanza, Tanzania: A Practical-Theological Case Study."

Kindly grant him the required assistance.

If you need more information, do not hesitate to contact the undersigned.

Yours sincerely,

17 JUL 2024

Dr. John Muhoho
Director Postgraduate Studies
postgraduatestudies@spu.ac.ke

APPENDEX 3: ISERC APPROVAL LETTER

ST. PAUL'S UNIVERSITY

Private Bag 00217 Limuru,
Kenya
Email: office@spu.ac.ke
Website: www.spu.ac.ke

Tel Office: +254 (0) 20-2020505/10
Mobile: +254 (0) 728-669000
(0) 736-424440

REF: SPU/212/2024 **Date: 16th July 2024**

TO: Kepha Mlugu
St. Paul's University

Dear Kepha,

==========

REF: Youth Unemployment in the Urban Anglican Deanery of Nyamagana District, Mwanza, Tanzania: A Practical –Theological Case Study

==========

Greetings,

This is to inform you that SPU- Institutional Scientific Ethics Review Committee has reviewed the above-named research proposal. **Your ERB approval number is 221, for the period between 16th July 2024 – 16th July 2025 (1 year).**

This approval is subject to compliance with the following requirements;

i. Only approved documents including (informed consents, study instruments) will be used.
ii. All changes including (amendments, deviations, and violations) are submitted for review and approval by SPU- Institutional Scientific Ethics Review Committee.
iii. Death and life-threatening problems and serious adverse events or unexpected adverse events whether related or unrelated to the study must be reported to SPU- Institutional Scientific Ethics Review Committee within 72 hours of notification
iv. Any changes, anticipated or otherwise that may increase the risks or affected safety or welfare of study participants and others or affect the integrity of the research must be reported to *SPU- Institutional Scientific Ethics Review Committee* within 72 hours

v. Clearance for export of biological specimens must be obtained from relevant institutions.

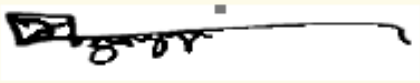
vi. Submission of a request for renewal of approval at least 60 days prior to expiry of the approval period. Attach a comprehensive progress report to support the renewal.

vii. Submission of an executive summary report within 90 days upon completion of the study to SPU- Institutional Scientific Ethics Review Committee.

viii. **Please note that it is within the ISERC's mandate to monitor your research and to do random visits to the site. All research is subject to post approval monitoring.**

Prior to commencing your study, you will be expected to obtain a research license from National Commission for Science, Technology and Innovation (NACOSTI) ***https://research-portal.nacosti.go.ke*** **and also obtain other clearances needed.**

Yours sincerely,



Dr. Daniel Nzengya, PhD
Chairperson
SPU- Institutional Scientific & Ethics Review Committee



APPENDEX 4: INFORMED CONSENT LETTER

The study:

Youth unemployment in the urban Anglican deanery of Nyamagana District, Mwanza, Tanzania: a practical theological case study.

Principal investigator:

Name: Kepha Hariod Mlugu
Department: Practical Theology
Address: 278 Mwanza Tanzania

Cell phone: +254759805693/+255759797219

Email :mthlmr532621@spu.ac.ke

Purpose of the study:

There are millions of unemployed young people in Tanzania, and the youth unemployment rate has been consistently increasing. This is a significant issue that needs to be addressed. The study aims to approach this problem theologically, emphasizing human dignity, justice, community, and the church's role in positively impacting the lives of the youth and future generations.

Study procedures:

Participants: Semi-structured interviews will be conducted with key informants, including youth leaders, church elders, youth parents, church ministers, and young individuals within the Anglican Nyamagana Deanery community.

Procedure: Participants will be asked open-ended questions to express their experiences, perceptions, and insights. Interview guides with a set of core questions will be designed, while also allowing flexibility for participants to elaborate on their responses.

Participants are required to fill in or answer questions. For those who do not know how to read, they will be asked orally, and we will record their answers. Before that, there will be a seminar for those who will help collect data and for participants before starting the data collection. The study aims to target young individuals in the Urban Anglican Nyamagana deanery in the Nyamagana Urban District in Mwanza, Tanzania.

The target population is part of the Anglican community and falls within the youth demographic, typically aged 15 to 35. They may be actively involved in Youth Ministry or church activities within the Anglican Church in Nyamagana.

The study will take place in the urban Anglican Nyamagana Deanery, located in Nyamagana Urban District, Mwanza Region, Tanzania. This area is part of the Anglican Church Diocese of Victoria Nyanza which is one of 28 dioceses in the country. The Nyamagana Deanery is comprised of six parishes with an estimated 2000 church members. The data for this study will be collected from different respondents, such as youth leaders, church leaders, and youth parents/community leaders.

The questionnaire will take approximately 15 minutes of your time.

Risks:

The study questionnaire participation has no anticipated risk.

Benefits:

The research will help the Urban Anglican Nyamagana deanery to understand the causes and effects of youth unemployment better. As a result, the Anglican Church Diocese of Victoria Nyanza will be able to improve its youth ministry approach, policies, and models. The research will also help to address the current unemployment problem by creating jobs and expanding employment opportunities. Additionally, it will help to establish a long-term, active, and appropriate youth ministry model and church mission. Finally, this study will contribute to the existing knowledge of youth unemployment in Tanzania, particularly in the Urban Anglican Nyamagana Deanery located in the Urban Nyamagana District of Mwanza.

Confidentiality:

Your responses to this questionnaire will be anonymous. Please do not write any identifying information on your questionnaire. Every effort will be made by the researcher to preserve your confidentiality including the following:

1. Assigning code numbers for participants that will be used on all research questionnaires.
2. Participant data will be kept confidential except in cases where the researcher is legally obligated to report specific incidents.

Contact information:

If you have questions at any time about this study, or you experience adverse effects because of participating in this study, you may contact the researcher whose contact information is provided on the first page. If you have questions regarding your rights as a research participant, or if problems arise which you do not feel you can discuss with the Primary Investigator, please contact the Institutional Scientific & Ethics Review Committee SPU (ISERC) at St. Paul's University Private Bag 00217, Limuru or email iserc@spu.ac.ke

Voluntary participation:

Your participation in this study is voluntary.

CONSENT

I have read and understood the information provided and have had the opportunity to ask questions. I understand that my participation is voluntary and that I am free to withdraw at any time, without giving a reason and without cost. I understand that I will be given a copy of this consent form. I voluntarily agree to take part in this study.

Thank you for taking time to read this information sheet and for participating in this study.

Thank you.

Name: Kepha Hariod Mlugu

Signature: _____

APPENDIX 5: PLAGIARISM TURNITIN REPORT

YOUTH UNEMPLOYMENT IN THE URBAN ANGLICAN DEANERY OF NYAMAGANA DISTRICT, MWANZA, TANZANIA: A PRACTICAL –THEOLOGICAL CASE STUDY

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