

Youth participation in cotton agricultural marketing cooperatives for sustainable rural employment creation in Tanzania

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Abstract

Cooperative organizations have important in improving employment opportunity creation and other socio-economic development in many nations. The paper examined youth participation in cotton Agricultural Marketing Cooperatives Societies (AMCOS) for rural employment creation; where youth as the majority of the population were found to be not interested. Specifically, the paper had two objectives which were; to assess the perception of youth towards participating in AMCOS and to assess the available strategies by AMCOS on youth participation in agriculture. The cross sectional design was adopted, five primary AMCOS was surveyed where members of the AMCOS formed unit of analysis. The findings indicate that; on perception of youth towards AMCOS cotton business, youth engagement was found to be determined by the profit earned after cost of production. Cotton was perceived to be costly among youth as compared to profits earned. Also, youth were had bad perception on agriculture they are interested in other business. On the available strategies by AMCOS on youth participation in agriculture; the possibility to engage youth as members of the AMCOS was among the strategy that had higher. Also, youth engagement with their parents who are members was found to have impact in bringing youth on board hence employment creation can be feasible. The paper concludes that; Youth membership needs deliberate efforts by different interventions to make them attractive to cotton business that are payable. Also, more interactive strategies are still needed that are participative and that are integrated with youth preference which can make youth to be inclusive in agriculture for leveraging the level unemployment in the sector. The paper recommends; Primary AMCOS are required to develop tangible strategies that are integrated to youth preference. Local government loans on youth should target youth groups which are doing agriculture. Also, programs on youth participation and engagement on cooperative farming business will enhance the breath and worthiness for youth engagement hence creates youth employment widening.

Keywords: Youth participation; cotton AMCOS; Employment creation.

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INTRODUCTION

Background information: The importance of cooperative organizations have been noted in attempt to improve the individual livelihoods and socio-economic development in many nations (Rwekaza and Muhihi, 2016; Nugusse, et al., 2013; Shirima, 2022;

Mhembwe and Dube, 2017). Worldwide, it is estimated that more than one billion people were involved in cooperatives in one way or another either as members, employees, and customers (ICA, 2022) according to ICA (2022) reports indicates that cooperatives were estimated to employ more than one hundred and twenty million employees

worldwide. In this case, cooperatives secure the lives of many people and enable members to generate income thereby reducing poverty. As an association of members with nearly similar interest, cooperatives were formed in different sectors of the economy (Anania, et al., 2020; Shirima, 2022). From those sectors different types of cooperative were developed where agricultural marketing cooperative has become one among other types of cooperatives that emerge from lower level; which is considered to play a significant role in poverty reduction and rural employment creation (NPC, 2011). Based on that, the agricultural cooperatives being among the other types were used for rural business development interventions. In Africa, it is projected that 7% of the total population involved in different types of cooperative of which vast majority are in agricultural cooperatives and it is expected that the statistics will increase in the next years (Develtere et.al, 2008). Therefore, cooperative creates jobs just like any other businesses. Many people are employed in cooperative associations and institutions in Africa. In most African nations, cooperatives at some point have been among the second leading employers thus improving the lives of many families (Mruma, 2014; Schewattmann, 2000). This has marked the importance of cooperatives to develop the larger community youth being the majority. AMCOS as one of the types of cooperative, agricultural marketing cooperative is viewed as a possible solution to address the problem of unemployment among youth in rural areas in developing countries (Nef, 2016; Lyne et al., 2018). This is due to the fact that almost 80 % of the global populations are employed directly or indirectly in agriculture. In Tanzania, different types of cooperative were formed as from 1925 (agriculture and Savings and Credits) to meet member's interest

including improving their social, cultural, political, and economic aspirations (Ng'atigwa et al., 2020). However, the nature of these cooperatives differs from one to another based on the way they operate. The agricultural cooperatives were serving the rural side as opposed to credits cooperatives that were based in urban. The agricultural marketing cooperative societies (AMCOS) have been the leading in dealing with farmers' cash crops (Anania and Rwekaza, 2016). They provide agricultural inputs to members, transportation of agricultural products from members to store houses, production, marketing farmers' agricultural products, processing agricultural products and provision of other services to its members. However, the current global competition in the world market has triggers the emergence of new forms of agricultural cooperative in Tanzania and diversification of traditional cooperative which did not only deal with cash crops but also non-cash crops which enable members to have better access to market for their agricultural products (Wagai, 2019; Wambugu, et al., 2018).). Despite these opportunities in agricultural marketing cooperative, many youths in rural areas still suffer from unemployment. The cotton production and marketing industry employs the majority of Tanzanians despite of the minority youth engagement in the sector. The survey conducted by National Bureau of Statistics 2020/2021 depicts that about 2.47 million people averaged 15 years and above are unemployed in Tanzania. In terms of age, the findings depicted that many of the unemployed people are youth in the age group between 15-24 and 25-35. With regards to location, the result shows that the majority of the unemployed youth are in the rural areas Compared to 2014/2015 survey, the trends for unemployment rate seems to decrease from 10.5 percent in 2014 to 9.3 percent in

2020/21. The agriculture cooperatives can be the intermediary in creating employment among youth in they are used effectively. However, the problem still requires stakeholders' intervention to support youth to invest in agriculture. In this context, agriculture is observed as potential in addressing the problem of unemployment among youth. According to Anania and Sambuo (2016) Anania and Kimaro (2016) the agricultural sector employs more than 65% of labor force, contribute about 29% of the GDP and supply about 65% of industrial raw materials in Tanzania. Within agricultural sector, agricultural marketing cooperatives play a greater role in reducing the rate of unemployment among the youth when modified, supported by increased investment as well as enabling environment in terms of policy and laws (Ngaruko and Lwezaula 2013). With increasing diversification in agriculture sector on production and marketing, youth can be attracted to participate in agriculture business that would increase agribusiness sustainability and youth employment creation. The literature reviewed show that there are few studies conducted on youth participation in agricultural marketing cooperatives for rural employment creation in Tanzania. This shows that there is no enough information on this subject matter. Most of this existing body of literature focused on barriers for youth participation in agricultural cooperatives, and cooperative enterprise and employment creation. Therefore, the paper specifically investigated perception of youth to participate in agricultural marketing cooperatives and explore strategies for succession planning on youth participation in agricultural marketing cooperatives.

Problem Statement: Youth form the most vibrant class of working population due to their number that are approximately 40% of the global population, their participation in

development activities is fundamental for assured growth and development; they form the important feature of tomorrow's business class (Anania and Kimaro 2016; WBG, 2019). Agriculture sector being the backbone of Tanzania economy is expected to have majority youth, however their participation revealed to be scant. The cooperative political philosophy enacted in Tanzania has intensified the growth of cooperative movement to achieve an inclusive economy, particularly AMCOS as a business democratic institution creates a platform through which youth can engage and self-employ themselves. Majority of unemployed youth are living in rural areas, despite the presence of many available rural agri-employment opportunities; youth migrate from rural to urban areas seeking for employment (Anania and Kimaro, 2016). AMCOS model attracts members from rural farmers to engage in agricultural business that are profitable; basing on that models rural youth can be engaged as members (Kimaro et al, 2015; Shirima, 2022). Studies reveal that there is a potential gap in participation on agriculture among the youth in agriculture (ICA, 2022; National Bureau of Statistics, 2021; National Bureau of Statistics, 2015; Ng'atigwa et al., 2020; NEFALE, 2016; Mruma, 2014; Nugusse et al., 2013; Ngaruko and Lwezaula, 2013). According to Rwekaza et al., (2019) argued that, the government has set-forth policy bases for smooth participation of youth in agriculture as a strategy for employment creation. However, still there are existing factor for youth low participation as individual or institutional that seems to have outweighed expected youth participation expectations to engage themselves in agriculture business through cooperative models. Strategies for attaining youth employment in agriculture bring a puzzle among the policy makers and development

partners. This study paper focus on assessing the participation of youth in cotton AMCOS, their perceptions and the factors influencing their choice. Moreover, the paper assessed the existence of strategies by AMCOS on youth participation in agriculture business using AMCOS model.

General objective: General objective is to assess youth participation in AMCOS for rural employment.

Specific Objectives: (i) To assess the perception of youth towards participating in AMCOS; (ii) To assess the strategies by AMCOS on youth participation in agriculture

Research question: (i) What are the perception of youth towards participating in AMCOS; (ii) Are there existing strategies by AMCOS on youth participation in agriculture

Rationale of the study: Cooperatives have emerged as important ingredients in ensuring an inclusive economy through employment creation, income generation and preventing poverty inclusively of all person groups. Youth play a vital role in development activities, and they are the most highly expected to contribute to growth in the economy. Agriculture marketing cooperative societies (AMCOS) as a democratic business organisational model provides room for employment opportunities to the rural youth, but its revealed that rural-urban migration in search for employment exist among the rural youth.

Theoretical base of the study and empirical studies: The paper is based on Resource Based Theory (RBT) where cotton is the available resource that is used by farmers of deferent age group as a required resource business for employment and income generation activity. Through the use of agricultural cooperatives youth engagement brings the component of employment in the cotton sector. The co-operative strategic

management approach to engage youth in production and marketing practices lies along the resource-based theory (RBT) which emphasizes on available crops that becomes a resource which can be marketed by cooperatives that can increase the cooperative marketing niche. Algol (2015) raised the argument that, RBT in firms and cooperatives being among those; that firms can take the advantage and production and marketing opportunities better through the use of its available resources. Under Resource Based Theory there are three underlying assumptions. The first assumption is that firms have diverse resources. This assumption ascertain that cooperatives possess diverse concrete and immaterial resources in that, cotton are the resources used to improve its economic levels (Corte and Del 2017; Lee, 2017). The second assumption is that; firms' resources are immovable. Underneath this postulation RBT trusts that firm's resources are non-transferable. There cotton cannot be grown in other areas than those cooperative operating geographical environments. That's makes firm to enjoy the competitive advantages since the immovable resources such as those crops can be diversified to implement new strategies that can expend employment and marketing. In the third assumptions is that, firms' resources are valuable since it can be used to produce the customer appealing products and low ability of the resources to be imitated by competing firms increases firm's competitiveness (Ndungu and Wanjira, 2019). Under these assumptions these cotton which are unique makes other cooperative not able to cultivate the same; thus increase cooperative competitive advantage. Resource-based theory in agricultural co-operative at primary is taken as one among the most effective business opportunities that needs its marketing arrangements to sharpen

businesses' opportunities and expand the employment potential. Youth employment is the major concern for many nations because they affect the lives of many young people in terms of their economic well-being and social stability (World Bank, 2012). In this case, intervention is required to empower youth to improve their living conditions and agricultural marketing cooperatives have been recognized as sources of job creations for many youths in rural areas (World Bank, 2012). A report by CICOPA 2017 estimated that cooperatives employ 9.46% of the total world population, the vast majority being in agriculture. In Tanzania context, Anania and Sambuo (2016) investigated the cooperative enterprise and youth employment creation; where agricultural marketing cooperative has potential opportunities for youth employment. Studies such as Rwekaza and Mhihi (2016), Sebhatu et al., (2020) and Zantsi (2021) showed that agricultural cooperatives have the potential in the minimization of unemployment among the youth by involving them in agriculture and making the sector attractive to them. Moreover, in agricultural marketing cooperatives, youth can either be employed directly as staffs, facilitate youth access to land, and finance youth business, or indirectly by empowering youth to access markets, education and training and linking them with creditors. Various efforts concerning youths' involvement in agricultural sector, especially using co-operatives in Tanzania have been identified, including among others, developing and registering horticultural cooperative, engaging youth as members in the agricultural cooperatives, Tanzania economic strengthening strategies where youth were part of the program (Anania and Kimaro, 2016). Similarly, studies such as Ng'atigwa et al., 2020 and Shirima, 2022 indicates youth being the minorities in the

agricultural marketing cooperatives, especially in the cotton growing areas. Thus, the agricultural cooperative model can minimize the unemployment component among the youth majority.

METHODOLOGY

The paper was based on inference based on result of the survey done in Simiyu region; taking Bariadi district as the study district which is the highest producer of cotton in Tanzania. The surveyed ward was that had registered primary AMCOS was Kanadi, Mwamapalala, Ngulyati, Chinamili and Bumela. These wards are the famous in cotton agriculture where some youth do participate in cotton farming as a business. The paper employed a cross-sectional survey design because it allows data of interest to be collected and examined at once unlike other design like the longitudinal that requires data to be collected in intervals over the time (Bryman and Bell, 2011). The survey was done in March 2023. The survey was done in the five wards of Kanadi, Mwamapalala, Ngulyati, Chinamili and Bumela; the selection of these wards was based on the fact that, these wards are leading in the production of cotton among Bariadi district. The population of the study was households within which there are members of the primary AMCOS. In each family, youth were interviewed. The assumption was, the families are engaged in cotton farming, the family has members of the AMCOS, youth have that opportunity of enjoying family membership in the AMCOS, and the youth within that family can be members of the AMCOS. Data was collected from the family that has members of the primary cotton AMCOS within Bariadi district. The district was selected purposively as it is the leading in cotton production in Tanzania. The primary AMCOS was selected proportionate where a total of five primary AMCOS was surveyed

out of 18 AMCOS registered in Bariadi district that deals with cotton. The five AMCOS is the 27.7 percent of all the registered AMCOS. The sample size was determined by Cochran formula for larger population since members in the AMCOS in those ten primary AMCOS are more than one thousand. Basing on these facts, the sample size was determined by Cochran (1977) for larger populations.

$$n_0 = \frac{Z^2 pq}{e^2}$$

In which case, n_0 is the sample size; Z^2 is standard normal deviation, set at 1.96 or 2.0, which is equal to the desired confidence level of 95%; p is the estimated proportion of an attribute that is present in the population (if not known 50% is used); and q is $1-p$. The value for Z is found in statistical tables and represents the area under the normal curve; and e is the desired level of precision which is set at 0.05.

Therefore, the sample size for this study was:

$$n = \frac{2^2(0.5 \times 0.5)}{(0.05)^2} = \frac{4 \times 0.25}{0.0025} = \frac{1}{0.0025} = 400$$

A total of 400 youth respondents were sampled. In each primary AMCOS, 80 families were sampled within which the household heads were members were purposively sampled. The purposive was adopted based on the fact that, the household head is a members and the member's sells volume to the AMCOS was the characteristic of selection. Questionnaire survey was used as a data collection method, a pre survey questionnaire was administered to collect the index through an open ended questionnaire that was a self-administered to 400 respondents. The identified response on the two objectives was developed into a questionnaire tool that was administered through a five indexes. The structured

questionnaire was given to youth family members that formed unit of observation. Quantitative data was measured using a Likert scale, where respondents had response ranging from 1 to 5. Youth family members of the primary AMCOS was given the questionnaire independently to fill in. The key informant interview (KII) guide was developed to collect information's from management and board members as well as cooperative officers for data validation and triangulation. The Kiswahili version was used. The KII was chosen based on; they are the leaders of cooperatives, they are in the cooperative movement and they have knowledge of youth engagement in cooperative sector. Thematic analysis technique was used to analyze qualitative data because it allows the understanding of qualitative issues deeply and widely. It moves beyond counting words or phrase and concentrate on identifying both implicit and explicit of ideas (Alhojailan, 2012). In this regard, the data from field note books and audio recorders was transcribed, categorised and coded and afterward grouped into different themes as per study' objectives. Themes will further be interpreted into meaningful information. Also quantitative data was analyzed using Index Summated Scale (ISS) this shall indicate the extent of prevalence in issues related to youth engagement in AMCOS and employment. Also, to analyses data related to succession plan on youth engagement in the AMCOS

FINDINGS AND DISCUSSIONS

The perception of youth towards participating in AMCOS: Youth perception was used to measure the willingness to join the AMCOB using cotton business marketing. In the five wards that were surveyed, ten indexes were assessed using Index summated scale, based on five index measurement scores. The maximum score was five (5) and

the lowest was one (1). According to Anania and Kimaro (2016) youth engagement in cooperative business are determined by their

perception to engage in business. The findings are presented in Table 1.

Table 1: Perception of youth towards AMCOS cotton Business

Perception variables	t-score	p-value	Mean Difference
Members of the AMCOS are parents whose age are older than youth	49.355	.000	3.34000
AMCOS business are not paid in time	32.922	.000	3.36000
Cotton business are time consuming compared to hot culture	11.804	.000	2.72000
Price for cotton is small compared to cost of production	69.495	.000	4.24000
Youth do not have access to land that can be used to grow cotton	14.965	.000	1.16000
Cotton business from production to selling require access to fund that are not feasible	10.386	.000	1.52000
Government and other stakeholders who support youth in agriculture are scant	15.157	.000	1.90000
There is no support strategies from the cooperatives to support youth engagement in cotton	42.131	.000	4.22000
Access to agro inputs are not targeting youth to engage in cotton business	15.031	.000	2.58000
Youth are not interested in agriculture, they are in other business	45.008	.000	3.86000
Total score	73.919	.000	28.90000

The findings indicate that, all the variables that were assessed were statistically significant with p-value of 0.000. This implies that, variables used were strong to assess the youth perception towards engagements in the AMCOS cotton business for employment creation. On the other hand, the extent of prevalence for the youth to engage in AMCOS cotton marketing had a mean difference of 28.9 (14.45%) with a t score of 73.9 (p-value 0.000). Also, it indicates that, youth perception to engage in cotton business through AMCOS was low. Based on the argument raised by youth, the findings indicated that, price for cotton is small compared to cost of production with a t score of 69.495 (p-value of 0.000) and a mean difference of 4.24. This implies that youth engagement is determined by the profit earned after cost of production. This argument was supported by board members from Kanadi with the argument that, “sometimes farmers do not get profit since the cotton inputs are higher as well as cost of farming, it is difficult to realize profits” (22

March,2023). This implies that, profit margins determine youth business engagements by the influence of profits. Lyne et al., (2018); Nugusse et al., (2013) concur with the said youth concern that, youth participation in agribusiness is determined by fast cash generating activity which are fast paid projects. Participation on cotton and AMCOS business for youth requires other incentive schemes that shall become a solution during the time youth waiting the selling of cotton. On the other hand, youth were of the opinion that, they are not interested in agriculture, they are in other business with a t-score of 45.008 (p-value of 0.000) with a mean difference of 3.86. This implies that youth are more interested in business such as motor cycle driving commonly *Bodaboda* and other mercantile business commonly *matching-guys*. This was supported by the argument raised by one of the board members from Ngulyati with the argument that, “*bodaboda* business attracts more youth especially male than agriculture business, as of now every youth poses a

motorcycle. Before having it, they were engaged in cotton farming that gave them cash to buy the motorcycle, there after they run out of cotton farming” (21March 2023). This implies that, there is a high rate of youth migration in business organizations that is from farming to other business engagement. Rwekaza and Anania (2021) provided the argument that, youth attractiveness in agriculture are decreasing at an increasing rate, youth are more attracted to technical and other business engagement than agriculture. This will be last until agriculture modernization pays with little time horizon. Youth needs a daily income generating cash activity than that of waiting. With these programs for technological advancing using mechanization is necessary for youth attraction in engagement in agribusiness (ICA, 2022). Lastly but not the least, youth had opinion that, members of the AMCOS are parents whose age are older than youth with a t-core of 49.35 (p-value of 0.000) and a mean difference of 3.34. This implies that members are mostly household heads, children are participating in production but they are not members. This also was supported by the argument raised by the board member of Chinamili with the argument that “youth do not own land, therefore it is difficult to be members of the AMCOS; parents do own land, then they are the members” (23 march

2023). This implies that, land ownership is still a problem among youth; this can be attributed by inheritance problems and absence of capital to purchase land. ICA-Africa (2020) and Maghimbi (2010) argued that, cooperative members especially in agriculture based are having a problem of aging. Aging problems in agricultural cooperatives call for having a deliberate intervention to expand youth membership. Also, BoT (2020) and URT (2000) recognizes the contribution of cooperative in national economic development and raising the national GDP, however, the contributions that is done by such aged group needs assistance from the succession plans that embedded youth participation

The available strategies by AMCOS on youth participation in agriculture: This was the second objective of this paper, the assessment was made on there are available strategies among AMCOS on succession plan for youth participation. Youth occupies more than 50% of the Tanzanians population that aged between 18 to 40 (National bureau of statistics, 2022). These sub groups of population are potential if they engage in agriculture. Five items was used to measure the succession planning strategies using a five index scales, measured by index summated scales. The findings are indicated on Table 2.

Table 2: Strategies by AMCOS on youth participation in agriculture

Variables on strategies	t-score	p-value	Mean Difference
Access to agro input among youth for agriculture mechanization	23.931	.000	3.16000
Local government credit scheme of 2 % to youth to invest in agriculture	22.450	.000	2.40000
Youth membership to join the AMCOS	23.275	.000	2.44000
Youth engagement with parents in cotton farming for AMCOS business	25.529	.000	3.58000
Availability of youth programs on strengthening farming as business	32.757	.000	3.86000
Total Score	48.906	.000	15.82927

The findings in Table 2 indicate that, all variables were statistically significant with p-value of o.000. This implies that, the variables were strongly enough to measure strategies by

AMCOS on youth participation in agriculture in cotton growing areas. Also, the extent of prevalence of succession plans among AMCOS to engage youth had a mean

difference of 15.82 (63.28%). This implies, AMCOS had significant strategies that are above average (50%) on attracting youth participation. Youth membership to join the AMCOS was among the strategy that had higher score with a t-score of 23.931 and a mean difference of 3.16 (63.2%). This implies that, youth as a sub group of the population are welcomed to acquire some assistants on agro credit where they can use it on cotton farming, I turn they may become members of the AMCOS through cotton marketing. This was supported by the argument raised by one board members from Kanadi who said that “sometimes youth acquire agro-credits from NGOs such as Word Vision, Vision fund and other donor agency” 18 March, 2023). This implies that, as the credit scheme extends, can lead to more youth engagement in cotton farming, hence increase youth membership in cotton AMCOS in Tanzania. According to Mruma (2014) and TCDC (2021) provide evidence that, agro credits supports trough credits and agricultural inputs attracts increase in production capacities, the rising capacities increases participation on agriculture where youth are among them distributions of agro input among communities where youth are part of the community. Strategies such as youth engagement with their parents who are members of the AMCOS had a t-score of 25.529 with a mean difference of 3.58 (65.6%). Indicating that some parents are doing cultivation with their children, this makes children to understand the importance of cotton farming that can raise their intention to join the cooperative societies. Similarly, youth programs on strengthening farming as business through IGAs based on agricultural groups models that are youth based with a mean difference of a t-score of 32.75 and a mean difference of 3.86 (77.2%). This implies that, these strategies make youth engagement

in agriculture where the outputs are sold via primary AMCOS where they may become members. Based on literature by ICA (2022) Rwekaza and Said (2022) argued that, mentorship programs that starts from the household level are the best proactive to attract non-participants. Youth as a sub group of the population, though parents’ mentorship can become members on the cotton cultivation hence become AMCOS members. However, some strategies were found to have low performance. These were such as Local government credit scheme of 2 % to youth where some invest in agriculture that had a t-score of 22.45 with a mean difference of 2.4 (48%). This implies that, youth do not get enough access to the local government credit schemes that thy might invest in agriculture among other youth investments. This was supported by the district community development office in Bariadi district council who said that “government has stopped the provision of the credit scheme that was 10% of their own sources until further notice’ (23 march, 2023). This implies that, credit schemes that was supporting youth had a potential impact in developing youth IGAs that some of them went for agricultural engagement. According to ICA (2022), WOCCU (2012) and ICA (1995) agreed on the component of credit guarantee scheme for marginalized group to empower youth for their engagement on cooperative business. This is should be given based on deliberate plans that are embedded in institutional strategic plans. Also, BoT (2021) and Bwana & Mwakujonga (2013) agreed on the credit scheme as a solution to community empowerment since capita for centuries had becomes a problem among different community groups’ categories. Similarity, youth membership to join the AMCOS had a low prevalence with a t-score of 23.27 and a mean difference of 2.44 (48%). This implies

that, strategies to welcome youth as members were found to be very low. According to Rwekaza (2021) cooperative societies especially the AMCOS, youth engagement are scantily being members; cooperative societies had members with an average age of 61 years. This indicates low level of youth member's hence low employment level among youth in the agricultural cooperatives. Also Laurence et al., (2022) provide the argument that, with education in cooperatives that addresses soft investments and attractive capital guarantee scheme, youth can be members of the AMCOS

CONCLUSION

AND

RECOMMENDATIONS

Conclusions: The perception of youth towards participating in AMCOS were found to be not feasible, the paper concludes that youth membership needs a deliberate effort by different intervention to make them attractive to cotton business that are payable. On strategies by AMCOS to youth participation in agriculture, the paper concluded that more interactive strategies are still needed that are participative and that are integrated with youth preference which can make youth to be inclusive in agriculture for leveraging the level unemployment in the sector.

Recommendations: The paper recommends the following: Primary AMCOS are required to develop tangible strategies that are integrated to youth preference such as offering agricultural credits, providing agro inputs that can help youth engagement on cotton farming and marketing; Local government loans on youth should target youth groups which are doing agriculture since these groups have tangible activities that can be assessed even on their viability in business development, and these youth groups can be members of the primary AMCOS; Tanzania Cooperative

Development Commission and Tanzania cooperative movement should have programs on youth participation and engagement on cooperative business that are agricultural based. This will enhance the breath and worthiness as well as sustainability of the cooperative sector on youth employment creation.

Contribution of the study and Policy relevancy:

This study is in line with national and international development agendas; the sustainable development goal (SDG) agenda 2030(8), Africa development Agenda 2063 (1), Tanzania Development Vision 2025, National Five Year Development Plan 2021/22-2025/26 Item 2.5.2 and 5.2.1. Basing on this agriculture cotton production among cotton producing areas will become a source of employment and improve small holder rural economic livelihood through agricultural co-operative. Also, the study in line with Tanzania by 2025 development vision seeks to convert a robust and resilient middle-income economy that competes favorably in global competition; this is by extending employment opportunities among rural communities in extending employment creation through cooperatives. Similarly, the findings will assist in attainment of the African development agenda 2063 goals which focuses on ending poverty and hunger, achieving food security, promoting sustainable agriculture and decent work and economic growth by increasing the chance of youth employment proposed by members of the cooperative societies.

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