

# Unlocking Blue Potential: Evaluating the Role of Employment Opportunities in Shaping Youth Engagement in Sustainable Fishing in Zanzibar

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## Abstract:

Zanzibar's fisheries could absorb its growing youth cohort, yet participation lags. This mixed-methods study examined how perceived employment opportunities drive youth engagement in sustainable fishing. A questionnaire of 141 coastal youth (94 % return) produced a four-item Employment Opportunities Index ( $\alpha = .81$ ;  $M = 3.01$ ) and a Youth Engagement Score ( $\alpha = .83$ ). Job attractiveness scored highest ( $M = 3.31$ ), while local support rated low ( $M = 2.74$ ). Chi-square tests revealed a significant link between high opportunity perception and active engagement ( $\chi^2 = 8.27$ ,  $p = .004$ ); in an OLS model, perceived opportunity remained the strongest positive predictor ( $\beta = +0.41$ ,  $p < .001$ ). Twelve interviews and three focus-group discussions exposed an "aspiration-information" gap: youth imagine upgrading dug-out canoes to GPS-guided boats yet lament "silent vacancies" and onerous loan criteria. Findings suggest that job-creation schemes must be paired with real-time vacancy platforms, mentorship pipelines, and youth-tailored credit if Zanzibar is to unlock its blue-economy potential.

**Keywords:** Blue Economy, Youth Employment, Sustainable Fisheries, Employment Opportunities

## 1. Introduction:

The twenty-first-century discourse on sustainable development increasingly converges on the blue economy the idea that oceans and coasts can fuel inclusive growth, poverty alleviation, and ecological stewardship when managed responsibly (United Nations, 2012). Far from being a niche concern, small-scale fisheries alone generate roughly 44 % of global landed value and underpin one in every twelve livelihoods worldwide (Basurto et al., 2025). Yet the sector's demographic engine young people often remains idle, especially in developing regions where structural barriers and policy inertia blunt the appeal of maritime careers.

Africa encapsulates this paradox. The continent hosts more than 12 million artisanal fishers, but its youthful majority is conspicuously absent from higher-value blue-economy niches such as eco-certified capture, post-harvest processing, and marine tech (African Union Commission, 2019). Analysts attribute this under-representation to a triad of challenges: chronic finance deficits, inadequate vocational pipelines, and governance frameworks that rarely translate policy rhetoric into predictable support (OECD, 2016; Siringi, Ikutwa, & Chepkemboi, 2019).

Zanzibar, an Indian-Ocean archipelago with a coastline of just 885 km, mirrors these continental

dynamics in microcosm. Ocean-based activity is estimated to contribute about 29 % of the islands' GDP, yet artisanal practices remain technologically rudimentary, and youth account for *fewer than 15 %* of registered fishers (Ministry of Blue Economy & Fisheries, 2023). Local scholarship points to prohibitive start-up costs, outdated training curricula, and opaque grant criteria as primary culprits (Gurumo & Mbilinyi, 2019; Misaki, 2022). Consequently, a generation that could inject innovation and sustainability into Zanzibar's fisheries is largely watching from the shore.

Within this mosaic of constraints, employment opportunity emerges as a pivotal variable. *Human Capital Theory* maintains that individuals invest in skills when the expected labour-market return is clear (Becker, 1964). *Institutional Theory*, by contrast, warns that even lucrative prospects may fail to mobilise participation if rules, norms, and support systems are misaligned (Scott, 2014). The coexistence of moderate educational attainment 62 % of coastal youth hold at least a diploma (MoBEF, 2023) and modest engagement therefore raises a critical question: *Do young Zanzibaris perceive fisheries as an attractive, credible career path, and if not, why?*

Addressing this question requires unpacking the "opportunity signal": not simply the existence of jobs, but their visibility, income potential, and the local support structures that convert interest into uptake. Global studies show that well-advertised, upwardly mobile roles galvanise youth participation in marine sectors (Jones & Williams, 2021), while unclear career ladders have the opposite effect (Feng, 2022). Yet empirical evidence specific to Zanzibar linking perceived opportunity to actual engagement remains scant, leaving a gap in both scholarship and policy design.

Against this backdrop, the present paper evaluates how employment prospects shape youth engagement in sustainable fishing on Unguja Island. By isolating this driver, the study aims to inform youth-centred labour strategies that align

with Sustainable Development Goal 8 (*Decent Work*) and Goal 14 (*Life Below Water*). The sections that follow review pertinent literature, outline a convergent mixed-methods design, present findings anchored in the Employment Opportunities Index, and discuss policy implications for Zanzibar's evolving blue-economy agenda.

## 2. Literature Review:

### 2.1 Global Perspectives

The international evidence base shows that visible pathways to decent earnings and the structure that underpins them strongly shape young people's willingness to enter marine careers. Jones and Williams (2021) examined Australia's coastal labour market and found that when technical certification in ocean sciences was embedded within secondary-school curricula and linked directly to apprenticeships, youth retention in maritime jobs doubled over five years. Their quasi-experimental design further revealed that mentorship programmes acted as a "glue": students who shadowed seasoned skippers or marine-tech engineers were 46 % more likely to stay in the sector after graduation. By contrast, areas that lacked clear advancement ladders saw talented entrants drift toward urban service industries, underscoring the role of career visibility.

Parallel findings emerge in Asia. Feng (2022), analyzing three Chinese coastal provinces, showed that opportunity must be both perceptible and accessible. Although government subsidies expanded the absolute number of start-up licences in aquaculture, youth uptake remained anaemic because internships were scarce and micro-credit criteria opaque. Interviews revealed a vicious cycle: banks viewed inexperienced youth as risky, and youth interpreted the financing bottleneck as proof that the sector offered little future. The Organization for Economic Co-operation and Development (OECD, 2016) synthesizes these patterns into a broader conclusion: specialized training and transparent income trajectories are not optional luxuries but foundational incentives

in attracting the next generation to blue-economy niches.

## 2.2 Regional Insights

African coastal economies replicate the global script but add an institutional twist. Perception of opportunity pulls youth only when governance mechanisms reinforce that perception with tangible support. Siringi, Ikutwa and Chepkemboi (2019) surveyed youths in Kenya's Mombasa, Kilifi and Kwale counties and found that entrepreneurial optimism in value-added seafood explains 37 % of variance in sector participation *but only among respondents who could access cooperative equipment loans*. Those without collateral, despite similar optimism, largely stayed out of fishing, illustrating Institutional Theory's contention that incentives succeed only within credible rule systems (North, 1990).

Senegal offers a cautionary corollary. Niang and Ba (2018) observed that many young fishers knowingly exceeded catch limits, not out of ignorance but due to the absence of remunerative alternatives. Their ethnographic work revealed that government extension officers issued sustainability directives without concurrent job-diversification schemes, eroding compliance legitimacy. Where institutional scaffolding is weak, even visible opportunities morph into "high-risk gambles," leading to ecological overreach a dynamic equally relevant to the Western Indian Ocean.

## 2.3 Local Evidence from Zanzibar

Zanzibar's scholarship mirrors these international and regional currents but surfaces unique archipelagic nuances. Semba (2020) quantified that reliance on *ngalawa* canoes and aging nets reduces catch quality by 28 %, pricing youth out of premium hotel supply chains even as demand for ecolabelled seafood surges. The study concluded that outdated gear depresses both income expectations and actual earnings, undermining Human-Capital incentives for skill upgrading. Hafidh (2023) added a governance dimension: 58 % of surveyed youth felt excluded from BMU decision-making, interpreting shifting

permit requirements as signs of patronage politics rather than fair regulation.

Despite these challenges, pockets of success illuminate the conditions under which opportunity perception blossoms into engagement. Zakiya and Mbilinyi (2023) documented youth-led seaweed cooperatives on Paje Beach that quadrupled member income within two harvest cycles after partnering with an NGO for market intelligence and cash-flow loans. Crucially, the cooperative's transparent dividend policy and mentorship network fostered a sense of ownership absent in state-run grant schemes. These micro-successes confirm the larger lesson: opportunity alone is insufficient without supportive training, finance and credible governance.

## 2.4 Synthesis and Research Gap

Two broad conclusions emerge. First, employment opportunity acts as a catalytic "pull," but only when signalled through clear earnings trajectories, structured training and accessible finance. Second, these signals are amplified or muffled by the reliability of local institutions. Where rules are transparent and resources aligned, youth flock to blue-economy roles; where they are opaque, enthusiasm fades, or worse, diverts into unsustainable practices.

Yet empirical work that quantifies these relationships for Zanzibar and triangulates numbers with youth narratives remains sparse. Existing studies either treat opportunity qualitatively or fold it into broader barrier frameworks, leaving its standalone contribution unclear. This paper addresses that lacuna by combining scale-based measurement of opportunity perception with statistical modelling of engagement, then enriching the picture through interviews and focus groups. The goal is to illuminate how, and under what institutional conditions, perceived employment prospects translate into real participation in Zanzibar's sustainable-fishing economy.

## 3. Methodology:

### 3.1 Research Design and Theoretical Lens

To explore how perceived employment prospects shape youth engagement in sustainable fishing,

the study employed a convergent mixed-methods design collecting quantitative and qualitative evidence concurrently and integrating the two strands at the interpretation stage (Creswell, 2014). The choice rests on the premise that numeric patterns alone cannot illuminate the lived textures of opportunity perception, while narratives without metrics risk anecdotalism. Human Capital Theory (Becker, 1964) furnished the micro-economic expectation that higher anticipated returns would translate into greater engagement, whereas Institutional Theory (Scott, 2014) directed attention to the formal rules, informal norms, and support structures that might amplify or mute that relationship. In practical terms, the design allowed the survey to test the statistical salience of perceived opportunity, while interviews and focus groups probed how information gaps, financing rules, or community norms shape those perceptions in everyday life.

### 3.2 Quantitative Strand

A structured questionnaire was administered to a purposive frame of 150 coastal youth aged 18–35 years drawn from major landing sites and training centres on Unguja. After data-cleaning checks for missingness and straight-lining, 141 usable cases were retained yielding a 94 % response rate, comfortably above the 80 % benchmark for cross-sectional field surveys (Dillman, 2014). The instrument comprised four parts: (1) demographics; (2) employment-opportunity perceptions; (3) structural and policy factors; and (4) self-reported engagement. Four five-point Likert items (1 = strongly disagree, 5 = strongly agree) captured the Employment Opportunities Index ( $\alpha = .81$ ), and three items formed the Youth Engagement Score ( $\alpha = .83$ ). Construct validity was verified through exploratory factor analysis

(principal-axis extraction, one-factor solution, loadings  $>.65$ ). Using SPSS 26, the study generated descriptive statistics (means, SDs) to profile perceptions, then employed Pearson chi-square tests to examine bivariate associations and an ordinary-least-squares model to assess the predictive weight of perceived opportunity while controlling for structural barriers and policy implementation.

### 3.3 Qualitative Strand

To contextualise the numbers, twelve semi-structured interviews were conducted with Ministry of Blue Economy and Fisheries (MoBEF) officials, Beach Management-Unit (BMU) leaders, micro-finance officers, and instructors from the State University of Zanzibar (SUZA) and the Karume Institute of Science and Technology (KIST). In addition, three focus-group discussions (FGDs) comprising 6–8 youth each were held in Kizimkazi, Paje, and Mkokotoni. Interview guides explored four domains: perceived job attractiveness, information channels, access to start-up capital, and institutional responsiveness. Audio recordings were transcribed verbatim, generating 38 600 words of raw text. Analysis followed Braun and Clarke’s six-step thematic protocol, facilitated by NVivo 14: open coding, axial clustering, and theme synthesis. Data saturation was deemed reached when the final two transcripts produced no new codes. Credibility was strengthened via member checks participants reviewed summary memos and intercoder reliability (Cohen’s  $\kappa = 0.81$  across 15 % of double-coded material).

## 4 Results:

### 4.1 Descriptive Statistics

**Table 1. Employment Opportunities Index (EOI)**

| Item   | Mean | SD   | Interpretation    |
|--|------|------|-------------------|
| Sufficiency of jobs                              | 3.12 | 1.17 | Neutral–agree     |
| Youth awareness of vacancies                     | 2.88 | 1.09 | Slightly disagree |
| Job attractiveness (income & growth potential)   | 3.31 | 1.04 | Agree             |
| Local employment support                         | 2.74 | 1.21 | Disagree          |
| <b>Composite EOI (<math>\alpha = .81</math>)</b> | 3.01 | 0.67 | Moderate optimism |

Source: Field Data (2025)

Table 1 compiles respondents’ ratings on four Likert-scaled items that together form the Employment Opportunities Index (EOI). The composite mean of 3.01 sits just a hair above the neutral midpoint of the five-point scale, signaling only *moderate* optimism about career prospects in Zanzibar’s fishing economy. Disaggregating the items reveals why: youth clearly find the work itself appealing “Job attractiveness” posts the highest mean at 3.31 but the supporting ecosystem falters. “Sufficiency of jobs” lands at 3.12, indicating that openings feel merely adequate, not abundant; “Youth awareness of vacancies” slides below neutral to 2.88, suggesting an information gap; and “Local employment support” bottoms out at 2.74, reflecting perceptions of weak mentorship, placement services, and cooperative backing. Together, these figures depict an opportunity landscape in which the *content* of the job appeals, yet the *visibility* of openings and the *infrastructure* that converts interest into uptake remain under-developed.

The psychometric strength of the index bolsters confidence in these inferences. A Cronbach’s alpha of .81 confirms that the four items cohere as a single construct, while the relatively tight standard deviation on the composite score (SD = 0.67) indicates that most respondents share this middling assessment. Practically, the table underscores a policy imperative: enhancing youth engagement is not merely a matter of creating more jobs; it also requires better signaling through real-time vacancy boards, career fairs, and mentorship pipelines and stronger local support mechanisms such as apprenticeship grants and cooperative incubators. Without those complementary inputs, the motivational pull of attractive, future-oriented roles will continue to be diluted by uncertainty and informational blind spots.

## 4.2 Bivariate Association

The chi-square value of 8.27 with a p-value of .004 signifies a statistically robust association between the Employment Opportunities Index (EOI) and the Youth Engagement Score (YES). Put simply, when respondents rate job prospects in the fishing sector as above the median, they are far more likely to classify themselves as highly engaged whether that means operating a boat, managing a seaweed plot, or participating in a Beach Management Unit. Because the test collapses both variables into “high” versus “low” categories, its strength lies in highlighting directional tendencies rather than fine-grained gradations; the significant result therefore affirms that perceived opportunity is not merely a background sentiment but a decisive sorting mechanism within the youth cohort.

Practically, this finding suggests a threshold effect: once employment prospects cross a perceptual tipping point becoming visible, credible, and attractive participation rises markedly. Conversely, if opportunity signals remain muted, even motivated youth hesitate to commit scarce time and capital to the sector. The chi-square evidence thus complements the regression analysis by showing that opportunity does more than nudge engagement upward on a linear scale; it delineates a categorical divide between active participants and sideline observers. Policy interventions that sharpen these signals through vacancy portals, apprenticeship guarantees, or success-story campaigns could therefore shift a sizeable segment of “low-engagement” youth into the high-engagement column, amplifying both economic and conservation dividends for Zanzibar’s blue economy.

## 4.3 Multivariate Influence

**Table 2. OLS Regression Predicting Youth Engagement (YES)**

| Predictor                | $\beta$      | SE   | t     | p     |
|--------------------------|--------------|------|-------|-------|
| (Constant)               | 1.12         | 0.34 | 3.29  | .001  |
| Employment opportunities | <b>+0.41</b> | 0.09 | 4.63  | <.001 |
| Structural barriers      | -0.37        | 0.08 | -4.53 | <.001 |
| Policy implementation    | +0.29        | 0.07 | 4.14  | <.001 |

Source: Field Data (2025)

Table 2 presents the ordinary-least-squares (OLS) model that quantifies how three explanatory blocks perceived employment opportunities, structural barriers, and policy implementation predict the continuous Youth Engagement Score (YES). The model's diagnostics point to exceptional explanatory power: an adjusted  $R^2$  of 0.56 means these variables jointly account for 56 % of all variation in youth engagement, a sizeable effect for social-science research. The omnibus  $F$ -statistic ( $F = 42.37, p < .001$ ) confirms that, taken together, the predictors improve model fit far beyond what would be expected by chance. Multicollinearity checks (not shown) returned variance-inflation factors below 2.0, indicating that the three blocks capture distinct, non-redundant facets of the opportunity landscape. The intercept of 1.12 represents a hypothetical baseline engagement score when perceptions of opportunity, barriers and policy support are at zero—rare in practice but a necessary anchor for the regression line.

Turning to individual coefficients, employment opportunities emerge as the strongest positive driver ( $\beta = +0.41, p < .001$ ): every one-point rise on the five-point EOI scale lifts engagement by roughly four-tenths of a point, all else equal. Structural barriers exert an almost mirror-image brake ( $\beta = -0.37, p < .001$ ), underscoring how finance, equipment and skills deficits can neutralize even robust labour-market signals. Policy implementation, though rated low on average, still delivers a meaningful boost ( $\beta = +0.29, p < .001$ ), suggesting that predictable, youth-friendly governance amplifies the motivational pull of attractive jobs and partially offsets material constraints. Collectively, the coefficients delineate a clear hierarchy of influence: credible opportunities *pull* youth toward sustainable fishing; entrenched barriers *push* them away; and effective policy *tilts* the balance, acting as a lever that can magnify or dampen the other forces. For policymakers, the table translates into a strategic blueprint: pairing job creation with barrier-reduction and

governance reforms is essential if Zanzibar hopes to convert latent enthusiasm into widespread, sustainable engagement.

#### 4.4 Qualitative Insights

Two recurrent motifs illuminate the numbers:

##### 4.4.1 Heritage–Horizon

The phrase “*The tide carries our history, but the future rides on engines and cold rooms*” encapsulates the dual identity that Zanzibar’s youth assign to the sea. On one level, fishing is a cultural inheritance: knowledge of tidal rhythms, reef topography and moon phases is passed down in families much like heirlooms. Yet the same young fishers also envision a *horizon* of modern entrepreneurship skiffs equipped with GPS plotters, blast freezers that lock in sashimi-grade freshness, and export pathways that leapfrog local middlemen. This ambidextrous mind-set validates Human-Capital Theory: it shows that traditional know-how can be upgraded, not abandoned, when credible returns are visible. It also explains why “Job attractiveness” scored highest within the Employment Opportunities Index; youth perceive that fisheries can be both heritage-honouring and future-proof, provided the right tools and markets are in play.

At the same time, the motif clarifies why the composite EOI settled at only a moderate 3.01. While the *idea* of a technology-enabled fishing career is enticing, many respondents said the requisite ‘engines and cold rooms’ remain beyond reach. Banks ask for collateral that artisanal households cannot provide, and training on HACCP or outboard-motor repair is offered sporadically, if at all. Consequently, the symbolic horizon stays distant for most, dampening the full motivational pull that attractive jobs might otherwise exert. Bridging the gap between heritage and horizon, therefore, is less about changing youth aspirations and more about aligning credit lines, training calendars and cold-chain infrastructure with those aspirations.

##### 4.4.2 Information Void

The lament that “*Vacancies are silent; noticeboards are from last year*” brings numerical

findings into human focus. Survey data showed that “Youth awareness of vacancies” was the only EOI item to dip below the midpoint ( $M = 2.88$ ), and qualitative accounts pinpoint why: job openings circulate through informal whispers, if at all, while official bulletin boards display yellowed postings for expired grants. Many young respondents rely on WhatsApp groups that share more rumours than verified leads, making it difficult to gauge when or where to apply. In Institutional-Theory terms, the information channel the ‘soft infrastructure’ that should connect labour supply to demand has gaping holes, raising transaction costs to prohibitive levels.

The void has behavioural consequences. Focus-group participants described taking seasonal construction jobs while “waiting to hear” about fisheries apprenticeships that never materialize publicly. Others reported missing grant deadlines announced with less than a week’s notice. Such experiences reinforce a feedback loop of disengagement: if opportunity signals are faint, youth interpret silence as scarcity and redirect their energies elsewhere. Thus, the information deficit effectively neutralizes the positive coefficient for perceived opportunities found in the regression model. Addressing this blind spot through real-time vacancy portals, SMS alert systems, and community career fairs could rapidly elevate both awareness and participation, translating latent enthusiasm into tangible, sustainable engagement.

## 5. Discussion

The study’s first insight corroborates Becker’s (1964) core premise that individuals calculate the economic return on human-capital investments before committing effort and resources. “Job attractiveness” the EOI item that captures wage potential and career mobility earned the highest mean (3.31) and the strongest narrative support, with youth speaking of exporting fillets and operating GPS-equipped skiffs rather than clinging to subsistence fishing. This mirrors WorldFish’s depiction of African youth as an

“innovation engine” once tangible earnings are in sight (Arulingam & Woldegiorgis, 2021) and echoes findings from Kenya’s coast, where expected income uplift explains a sizeable share of youth retention in value-added seafood chains (Siringi, Ikutwa, & Chepkemboi, 2019). In short, visible returns ignite ambition an encouraging signal for policymakers hoping to harness demographic dividends.

Yet ambition alone is not self-fulfilling. The composite EOI rests at a merely moderate 3.01, reflecting diluted opportunity signals. Interviews exposed “silent vacancies” and “out-of-date noticeboards,” symptoms of an information architecture unable to broadcast openings or success stories at scale. This finding resonates with Australian evidence showing that the absence of structured career guidance halves the retention effects of otherwise attractive marine jobs (Jones & Williams, 2021). Institutional Theory clarifies why: formal job-creation initiatives lose traction when informal norms opaque recruitment channels, elder-centric patronage networks filter or distort the message (Scott, 2014). Without reliable conduits for labour-market intelligence, even robust employment growth can leave young job-seekers unmoved.

Structural barriers intensify this dampening effect. The regression coefficient of  $\beta = -0.37$  for the Structural Barriers Index indicates that deficits in finance, modern gear, and certified training can override optimistic earnings expectations. This aligns with AfDB (2021) data showing that 40 % of African micro- and small enterprises face credit rationing despite favourable market signals. Qualitative accounts turned the statistic into lived reality: loan applications rejected for lack of collateral, motorized dhows priced beyond four years of savings, and training centres located six hours away by bus create tangible walls that enthusiasm alone cannot breach. Such findings confirm that opportunity and capacity must rise in tandem; otherwise, the promise of decent work remains theoretical.

Governance quality emerges as a critical hinge. Although the Policy Implementation Index

averaged a discouraging 2.48, its regression coefficient of  $\beta = +0.29$  shows that even modest improvements in predictability clear timelines, functional grant portals, and transparent scoring rubrics magnify the pull of opportunity. This result dovetails with Tanzania's ongoing Beach Management Unit reforms, which embed youth quotas and publish annual budget scorecards (International Climate Initiative, 2025). In governance terms, trust is a force-multiplier: when rules are transparent and services reliable, youth interpret opportunity signals as actionable, not illusory.

Taken together, the findings depict a calibrated equation for boosting youth engagement in Zanzibar's sustainable fisheries. Attractive wages spark interest, but that spark must leap across a bridge of accessible finance, modern gear, and localized skills before it ignites sustained participation. Policy, in turn, acts as the bridge's load-bearing arch: credible, youth-inclusive governance can amplify opportunity and neutralise friction. For practitioners, the implication is clear bundled interventions that pair concessional credit with competency-based training and embed these within transparent, youth-friendly institutions are not optional embellishments; they are the structural preconditions for converting demographic enthusiasm into a resilient, innovation-driven blue economy.

## 6. Conclusion and Policy Implications

This study demonstrates that perceived employment opportunity is the single most powerful "pull" factor drawing Zanzibari youth toward sustainable fishing, yet its motivational force evaporates when information channels are patchy, credit is rationed, or policy delivery is erratic. Job attractiveness wages, growth prospects, and entrepreneurial latitude nudges engagement upward, but finance, gear, and skills gaps can negate that momentum, and shifting grant criteria corrode trust. The data therefore confirm a tripartite logic: opportunity ignites ambition, capacity turns ambition into enterprise,

and credible governance cements the pathway. Ignoring any one pillar renders the other two fragile, underscoring that youth participation is not a linear function of job creation alone but a systems problem requiring coordinated fixes.

Policy makers should respond with bundled interventions that lock these pillars together.

**Information infrastructure** real-time vacancy portals, SMS job alerts, and quarterly career fairs can make hidden opportunities visible, tightening the link between labour supply and demand.

**Youth-targeted credit lines** concessional loans released in tranches tied to competency milestones would turn perceived prospects into fundable business plans, especially for first-time boat owners and value-added processors.

**Local support hubs** staffed by community liaison officers can broker mentorships, troubleshoot regulatory hurdles, and connect youth to exporters and eco-certifiers.

Deployed as an integrated package, these measures can transform Zanzibar's latent blue potential into a resilient, youth-driven engine of inclusive growth advancing both SDG 8 (Decent Work) and SDG 14 (Life Below Water) while safeguarding the archipelago's marine heritage for generations to come.

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