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Private employers' awareness on sustainable development goal 8 and its implications for well-being improvement in Dodoma capital city, Tanzania

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**PRIVATE EMPLOYERS' AWARENESS ON
SUSTAINABLE DEVELOPMENT GOAL 8 AND ITS
IMPLICATIONS FOR WELL-BEING IMPROVEMENT
IN DODOMA CAPITAL CITY, TANZANIA**

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**MASTER OF ARTS IN DEVELOPMENT STUDIES
THE UNIVERSITY OF DODOMA
DECEMBER, 2021**

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DEVELOPMENT GOAL 8 AND ITS IMPLICATIONS FOR
WELL-BEING IMPROVEMENT IN DODOMA CAPITAL CITY
TANZANIA**

**BY
NGOLLY HONESTA**

**A DISSERTATION SUBMITTED IN FULFILMENT OF THE
REQUIREMENTS FOR MASTER OF ARTS IN DEVELOPMENT
STUDIES**

**THE UNIVERSITY OF DODOMA
DECEMBER, 2021**

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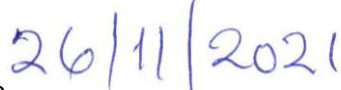
A handwritten signature in blue ink, appearing to read 'J. Honesta', with a period at the end.

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CERTIFICATION

The undersigned certify that they have read and hereby recommend for acceptance by the University of Dodoma a dissertation entitled “*Private Employers’ Awareness on Sustainable Development Goal 8 and its Implications for Well-being Improvement in Dodoma Capital City, Tanzania*” in fulfillment of the requirements for the degree of Master of Arts in Development Studies of the University of Dodoma.

Dr. Edwin Ngowi

 Signature  Date

Supervisor

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DEDICATION

This work is dedicated to my husband Mr. Nsobifor his love, support, and encouragement in all times when I was undertaking my studies.

ABSTRACT

The purpose of this study was to assess private employers' awareness on Sustainable Development Goal 8 (SDG 8). The goal that promotes sustainable and inclusive economic growth, full and productive employment and decent work for all. This goal confirms the relationship that exists between decent work and well-being improvement. Specifically, the study focused on the assessment of private employers' awareness on the SDG 8 and its implications for well-being improvement in Dodoma Capital City, Tanzania. The study adopted a cross-sectional research design. Purposive and random sampling techniques were employed to select the representative sample. Data collection methods comprised of surveys, key informants' interviews, and documentary review with the private employers' influenced by Autonomy and Decision Making Theory. A total of 100 individual private employers and employees were directly administered with questionnaires. Descriptive and inferential statistics, such as Chi-square was used to test for significance of data and regression analysis employed to assess the impact of private employers' awareness of SDG 8 on well-being improvement.

Generally, the findings show that overall, 53.3% of the employers are not aware of the labour right due to lack of enough knowledge on the SDG 8. This is correlated with the employers' unawareness of the SDG 8 which has influence on the protection of labour rights. The regression estimates on the impact of employers' awareness of SDG 8 on well-being improvement indicates that the knowledge awareness and work experience among the employers were statistically significant. This demonstrate that the wellbeing improvement are mostly contributed by factors such as employers and employee's knowledge and awareness of SDG 8 and work experience. The study concludes that despite many progresses in the private sector, not all the workforce is enjoying decent work. In terms of policy, the study recommends an integrated approach that addresses the goals of well-being improvement, which requires employees' knowledge awareness and inclusiveness in order to achieve SDG 8. That is the policy priorities for achieving many of the other SDGs depends on progress under the SDG 8. Finally, mobilizing the policy priorities, supporting knowledge access and skill building for SDG 8-related interventions is therefore, crucial for well-being improvement. The success of the SDG 8 depends largely on the initiatives of the public and private sectors.

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LIST OF ABBREVIATIONS OR ACRONYMS

DCC	Dodoma Capital City
ILO	International Labour Organization
PPP	Purchasing power parity
SDG 8	Sustainable Development Goal 8
SPSS	Statistical Package for Social Sciences
NBS	National Bureau of Statistics
EU	European Union
GDP	Gross Domestic Product
EES	Employment and Earning Survey
TZS	Tanzania Shillings

CHAPTER ONE

INTRODUCTION TO THE STUDY

1.1 Overview

Six years after the implementation of the Sustainable Development Goals (SDGs), dependable information on the way private employers are working to contribute to the SDGs remains sparse. As such, this study focused on employers' awareness of Sustainable Development Goal 8 and its implication for well-being improvement. This goal promotes "sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all". It repeats the mutual kind of relationship between economic, social and environmental policies, full employment and decent work (Loewe and Rippin, 2015). For this reason, this study assessed the employers' awareness on the relationship between decent work and well-being improvement in Dodoma Capital City, Tanzania.

According to ILO (2013), decent work is a way of attaining reasonable, all-encompassing and supportable change. The study thrives on the conviction that confirms the relationship between decent work and well-being improvement. Developing economies in Africa have enjoyed the well-being improvement and diversification, while other countries have dropped behind because of limited decent work. Numerous countries in Africa failed to deal with inclusive and sustainable well-being improvement. Regardless of many progresses, still not all the countries manage to enjoy decent work. Thus, this chapter aimed to introduce the topic which is studied, background to the study, research objectives, research questions and rationale of the study.

1.2 Background to the Problem

Labour productivity in many parts of the world is increasingly drawing attention to its production capacity. The economy in the global perspective is growing at a slow rate as a result adversely affecting the productivity gap of low income and middle income countries (ILO, 2013:2018). More progress must be evident for decent work creation for everyone, such as creating employment opportunities that could affect young people, decreasing informal employment and inequalities that exists in the labour market and the ability to promote safe and secure working environments (ILO, 2012).

Six years ago in September 2015, 193 UN member states adopted the 2030 agenda for Sustainable Development and its seventeen (17) Sustainable Development Goals as the primary framework to move the world towards a more prosperous, equitable & sustainable future. The Sustainable Development Goal 8 (SDG 8) is one of the agenda that promotes “sustained, inclusive and Sustainable well-being improvement, full and more extensive employment and decent work for all”.

It is based on the mutual supportive relationship among economic and social policies, complete employment and decent work (ILO, 2018). The framework based on 10 practical elements which includes employment opportunities, adequate income and creative work, decent working time, relevant work, family and individual work, individual life in the stability and security of work, equal opportunity and creative employment, improved working environment in the basis of social security system and related dialogue for both employers and workers (ILO, 2013). These elements are related to the pillars of decent work agenda, International labour standards, fundamental rights and principles of work (ILO, 2012).

Through implementation of SDG 8, It is becoming increasingly difficult to ignore the decent work concept which was adopted by the ILO since 1999. For example, the ILO Global Jobs Pact is based on the decent work agenda which calls for full employment, wage recovery, social security and social protection meant to also cover precarious workers (ILO, 2012). Why decent work has been placed emphasis upon is because of the importance of work which should be productive, provide organizational and participation space in decisions that affect workers as well as equality of opportunities.

The decent work agenda has been a response to neoliberal policies that have been in operation in the last five decades. According to Harvey (1989), capitalism faced the crises of hyper inflation, economic stagnation, fall in profitability, unemployment etc. in the 1970s. To rectify the anomaly, social, economic and political transformation led to the reorganization of work and labour, technological advance, reduced state role in the economy, trade liberalization and financial deregulation. The result has been the market led economy which privileges capital at the expense of labour thereby reversing all the gains of labour under Fordism and Keynesianism to

the end that precarious workers located in the periphery of the labour market have been subjected to insecurity (Harvey, 1989).

Several studies have revealed that neoliberalism is global in nature as it has polarized the labour market resulting in the reduction of the labour force found in formal employment (Bieler *et al.*, 2008; Gallin, 2001; Webster, 2005). The employees in private sector can be defined as a social group characterized by insecurity and a class in itself meaning that they are structurally distinct with peculiar circumstances when compared to other working class groups (Standing, 2011).

SDG 8 appeals on the worldwide community to support, sustainable well-being improvement, more creative work for employment and decent work for everyone, thus holds major economic themes which are toughly interlinked in economic advancement and decent work (Thirgood *et al.*, 2017; ILO, 2018). Decent jobs are closely related to be stronger towards more inclusive well-being improvement. The strong connection between decent work and economic advancement is one of the factor which affect the decision makers and investors. Considering the 2030 Agenda, in a current generation is the real change towards improvement of people's life (Manamba, 2014; UN, 2015; Thirgood *et al.*, 2017).

Decent work is a tool for marking the end of 2030 Agenda, in 2017 the gross domestic product (GDP) noted to increase from 2.5% to 2.4% with normal growth rate documented in 2010-2016. Labour output at world level, measured as output created per employee in terms of buying ability or purchasing power parity (PPP) from 2011 to 2017 attained 2.2% US dollars growth rate. Whilst in developing countries the growth rate for GDP in 2017 attained 1.8% , it is highly considered as a distinguished improvement over the normal growth of 0.1% from 2010 to 2016 (EU, 2017; ILO, 2019).

The United Republic of Tanzania is one of the developing countries with per capita GDP measured at constant rate of \$483.48-1379.63 in purchasing power parity (PPP) from 2005-2012 (Manamba, 2014). The private investors on the other hand played a great role in well-being improvement. Private investment in Tanzania brings technology, employment and new approaches of production while improving

production through competition in the economy. Private investment for instance in plants and machinery increases productivity by bring together new technology which fosters well-being improvement (Manamba, 2014: Manamba and Massawe, 2016: URT, 2017).

The decent work and well-being improvement both have connection with Tanzania National Development strategies. The recent National Strategies for Economic Reform of the United Republic of Tanzania strongly emphasized on the importance of increasing private Sector contribution in the economy. Efforts to attain well-being improvement have been laid down through various frameworks including Tanzania Development Vision 2025 targets to move the country to a middle-income country as well the five years development plan with a specific theme to enable the country attain a standard well-being improvement (Epaphraand Massawe, 2016).In the same line, the existing regulatory framework is intended to improve private sector in terms of infrastructure towards the Public Private Partnership (PPP), PPP Regulations 2011, and Public Procurement Act 2011 (URT, 2013).

The Private Sector is important to the economic development process of any country. In realizing this fact, the Government of Tanzania in 1986 declared that the Private Sector is an engine of economic development. In view of that, the Government has taken deliberate measures to develop the Private Sector as articulated in the Economic reforms like Privatization of State Owned Enterprises; Tanzania Development Vision 2025 (TDV), National Strategy for Growth and Reduction of Poverty (NSGRP I & II), Five Year Development Plan (FYDP I), and work on the Millennium Development Goals (MDGs). Furthermore, legal and institutional reforms were instituted. Cumulatively, the aim of these measures is to speed up the development of the economy which will facilitate the reduction of poverty and make Tanzania a middle income country with per capita income of USD 3,000 by the year 2025(URT 2013).

Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns,

organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men(ILO 2009).

The empirical evidence done at global level revealed that, there is positive association between protection of labour rights and well-being improvement, also the previous studies done in Brazil, Mexico, Chile and Argentina was getting the similar results but the study done on Germany, United Kingdom and Italy revealed that there is negative association between labour rights and well-being improvement. This findings are supported by the empirical evidence in Kenya and Uganda (Manamba, 2014; UN, 2015; Thirgoodet *al.*, 2017).

There has been a long discussion on the rationale of associating decent work and Economic Growth under SD8. Economic growth alone does not necessarily translate into more and better jobs, especially for the poor, vulnerable and those at risk of being left behind. Economic growth is a prerequisite for increasing productive employment; it is the combined result of increases in employment and increases in labour productivity. Hence, the rate of economic growth sets the absolute ceiling within which growth in employment and growth in labour productivity can take place. However, the pattern or nature of growth matters, too. The impact of economic growth on productive employment creation depends not only on the rate of growth, but also on the efficiency by which growth translates into productive jobs. The latter depends on a range of factors, such as the sector composition of growth and the capital/labour intensity of growth within the individual sectors. There is usually a need to increase both the number of jobs and the productivity as well as incomes from employment.

A review of economic development from an employment perspective should therefore assess to what extent economic growth has met the need for more jobs and for higher productivity/incomes. Such an assessment needs to be broken down by economic sectors to yield meaningful insights. The extent to which economic growth is associated with and driven by a productive transformation is of major importance to the sustainability of economic development in the medium and long term (ILO 2016)

For Tanzania to attain its Development Visions including that of 2025 private sector involvement is an avoidable. Reports indicate that, the extent of decent work agenda in private sector is low despite the fact that both international organs and nations was played the major roles on creating awareness to the private investors (NBS, 2014; 2016; LHRC, 2017). The labour Department is a catalyst for creating enabling environment for private investors through various laws and organs. Tanzania being a member of United Nation has ratified various ILO Conventions and through ILO for Sustainable Development on decent work and well-being improvement (ILO, 2014). For this reason, therefore, this study assessed the private employer's awareness on SDG 8 and its implication for well-being improvement.

1.3 Statement of the Problem

Employment and Earning Survey (EES) of 2015 piloted by the National Bureau of Statistics (NBS) in Tanzania, found that 2,334,969 persons were employed in formal sector establishments in Tanzania Mainland as compared to 2,141,351 observed in 2014, which is an increase of 9.0 percent over a period of one year. Out of those persons, 766,803 were employed in public sector and 1,568,165 were employed in private sector which had almost twice as much as the public sector. The share of males was 63.0 percent and that of females was 37.0 percent. The number of regular employees was 2,060,013 while that of casual workers was 274,956. It further reveal that Regular employees constituted 88.2 percent of total employment while casual workers accounted for only 11.8 percent. Out of the total regular employees, adult employees aged 36 and above years accounted for 68.7 percent which is almost twice as much as the proportion of total regular youth employees that is those of age 15-35 years with 31.3 percent. Within casual workers, employment in private sector accounted for a higher proportion of 95.8 percent compared to the public sector with only 4.2 percent.

In describing distribution of employment by sector it was revealed that education industry led by having the largest share of total employment which increased from 17.1 percent in 2014 to 19.6 percent in 2015. Manufacturing industry ranked second with a share of 18.1 percent of total employment in 2015, which decreased from 19.8 percent recorded in 2014. Real estate activities industry had the smallest share of only 0.2 percent of total employment. These data authenticate the potentiality of

private sector in employment and well-being improvement of the people in the Country. However, empirical research signify the reality that five years after the adoption of the Sustainable Development Goals (SDGs), reliable information on how private sector are working to contribute to the SDG 8 remains sparse (ILO, 2019; EU, 2016; URT, 2016). SDG 8 calls for promotion of sustained, inclusive and sustainable economic growth, full and fruitful employment and decent job for all remain in dilemma. Even as it highlights the value of labor rights for all, it also makes visible some significant tensions. As such, an urgent hurrying effort is obligatory to bring about transformative change in sustenance of SDG 8 in its three dimensions of sustained, inclusive and sustainable growth, full and productive economy and Decent work for all(ILO, 2019; URT, 2016).

Furthermore, in Tanzania literature suggests that decent work agenda is observed at a minimal level (ILO, 2019; ILO, 2018). In the work places still problems exist such as employers' failure to implement the SDG 8 on decent work for all. The foundation of decent work is strictly bounded with the employers' obligation on compliance with labour standards. The obtained data on research findings for assessing progress in the aspect of SDG 8 shows the occurrence of breeching labour rights, payment of under wages, restrictions on employees vacation as well as segregation on inclusive employment being part and parcel of private employers in Tanzania (ILO, 2019; EU, 2016).This is definitely lack of knowledge on SDG 8and Lack of decent work at large.

Webster et al (2008) define the lack of decent work as the “decent work deficit” due to general lack of security and coverage by labour legislation, a situation which particularly obtains for the informal economy. The Structuralism Scholar Moser (1978) highlights the prevalence of this deficit as it perceives the relationship between the informal and the formal economy as exploitative despite of being a strong link between the two. This contention is found to be connected with capital accumulation at the expense of labour thereby reducing protection and the absence of a counter ideology to neoliberalism resulting into worsened job security and social protection prospects for the private sector employees at large (Kalleberg, 2008). Whilst the United Nations Declaration of Human Rights views employment as a human, natural and economic right which is a prerequisite for social justice. The

constitution of The United Republic of Tanzania articulates the right to work as a human right for all. For that matter, it is imperative to get a better understanding on the part of private employers' awareness on SDGs, specifically on SDG 8 for the purpose of improving the well-being of people in Tanzania. This is because coherent awareness is needed, that is tailored to resonate with the inspired actions for a decent work and consequently for well-being improvement.

In the same vein, engaging with private employers is important for the realization of all sustainable development goals and targets but is of particular relevance to SDG 8. Private employers contribute to sustainable development and the achievement of SDG 8 by respecting workers' rights and contributing to decent job priorities through their day to day operations and investments. In some cases, the engagement of enterprises in a given country of operations can lead to the creation of public-private partnerships that address specific decent work deficits or identify decent work opportunities and might complement or lead to specific projects and programs (ILO, 2018). Likewise, Ackson (2009) points out that, in the wake of globalization and its pressures for deregulation and demands for flexible labour laws, there have been trends to water down standards of working conditions in a number of developing countries in order to go well with the demands of the "business world." This has led to commercialization of workplaces, a fact which has affected the workers severely especially in relation to the employer's independence to hire and fire. Workers are scared to demand their basic labour rights, they cannot demand better pay for work done, nor do they dare ask the employer to advance working conditions according to the labour laws.

Although the new labour laws in Tanzania, namely, the Employment and Labour Relations and the Labour Institutions Act both of 2004 are largely influenced by the International Labour Organization (ILO) Conventions, they still fall short of defending those on the periphery of the regulated labour market, those exterior formal employment. This is irrespective of the National Employment Policy of 2008 which defines employment very largely to partly mean the activities yielding an earning at least equivalent to the set sectoral minimum wage. It is further noted that a number of workers are paid very low take-home pay and are not protected by the legal administration; instead, they live and work at the mercy of their deceitful

employers. In these contexts the current study determined employers' awareness on SDG 8 with a special focus on private employers in order to understand their implication for well-being improvement.

1.4 Overall Objective of the Study

To determine employers' awareness on Sustainable Development Goal 8 with a special focus on private employers in order to understand their implication for well-being improvement in Dodoma Capital City, Tanzania.

1.4.1 Specific Objectives

Specifically the study aimed:

- i) To explore the private employers' knowledge of SDG 8
- ii) To examine the influence of private employers' knowledge of SDG 8 on labour rights protection for workers.
- iii) To assess the employers' knowledge of relationship between decent work and well-being improvement.
- iv) To determine the impacts of employers' awareness of SDG 8 on well-being improvement.

1.5 Research Questions

The study aimed to address the following research questions:

- i) What is the status of employers' knowledge on SDG 8?
- ii) How do the private employers' knowledge of SDG 8 have an influence on protecting labour rights for all workers?
- iii) What is the relationship between employers' knowledge of decent work and well-being improvement?
- iv) What are the impacts of employers' awareness of SDG 8 on economic growth?

1.6 Significance of the Study

The significance of the study is based on the three aspects as mentioned by Creswell (1994) this provides reasons on why and how this study increases value on the research and literature ground. In practice, the study sheds light on the recommendations to policy makers and decision makers on the meaningful synergy of employers' awareness on SDG 8 and its implication for well-being improvement in Tanzania. Furthermore, the study provides a good entry point for employers to think about the value of decent work and labour rights protection which improves peoples' livelihoods opportunities which is one among the indicators of well-being improvement of the country.

Likewise, the study adds new knowledge to existing frame of knowledge by identifying the potential areas to enhance employers' awareness on Sustainable Development Goals (SDGs) for improving the well-being in Tanzania. The 2030 Agenda calls for a built-in and transformative policies to tackle improvement challenges. Promoting extra and higher jobs is a central aspect that cuts throughout many of the Sustainable Development Goals with SDG 8 at its core.

This study affords analytical records on appealing the personal area on decent work, which in general responds to SDG 8 attention and its implementation. The study highlights the significance of engaging on respectable work in order to obtain sustainable development and wide-ranging increase and underlines how private employers are expected to make contributions to the new development agenda through in respect of workers' rights and engaging in decent work priorities through their operations and investments. In a way this study offers information on how the Private employers' office can support the work of the tripartite constituents to this effect. This is because the 2030 Agenda for Sustainable Development acknowledges that Private employers activities, investment and innovation are major drivers of efficiency, inclusive well-being improvement and job formation." As such, enticing with enterprises is necessary for the cognizance of all sustainable improvement goals and pursuits but is of specific relevance to SDG 8. The study also will help research scholars, regulators and international organizations to add new literature of the topic similar to this.

1.7 Organization of the Dissertation

This dissertation is divided into five chapters. Chapter one furnished the introductory facts of the study, background to the study, statement of the problem, objectives, research questions and rationale of the study. Chapter two gives theoretical and empirical literature evaluation upon one of a kind supportive statistic based on attractive with firms for the recognition of all sustainable improvement and pursuits however is of specific relevance to SDG 8, hence gave a room for the inquiry of this study. Chapter three provides the methodology used to carry out the study and precise description for research plan and the methodologies issues. The chapter also explains facts collection strategies and different statistical approaches that the study used in information analysis, organization and evaluation.

Chapter four provides a distinctive description of data presentation, analysis and discussion. It begins with description of socio-economic and demographic characteristics of the study sample size. This data is vital as it affords a foundation for the discussion and helping the findings of the study. The fundamental traits presented here encompass age, education status, marital status, time that respondents started working in the private firm. This information pave a way to understand the characteristics of respondents and how far they have experienced changes in the working environment, their awareness of the SDG 8 and its implication for well-being improvement at large in Tanzania. Last is Chapter five presents the summary, conclusion and guidelines and relates them to the empirical and theoretical standards used in the present study for future research in the similar study set up.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

The purpose of this study was to investigate employers' recognition on Sustainable Development Goal eight (SDG 8). The purpose that promotes sustainable and inclusive financial growth, productive employment and decent work for all. Building upon preceding studies, this chapter offers the theoretical and empirical foundations for this study. The goal of this chapter is to profile some of the preceding works that have been accomplished on enticing non-public employers on the recognition of SDG 8, with a view to imparting theoretical and empirical groundwork for this study. The evaluation presents a fundamental viewpoint to the exposition of this study, with the aim of synchronizing the core research goals with the stated research statements, while clarifying the lookup questions to be analysed. This literature review chapter starts with the definition of key concepts as used in the study proceeded by theoretical perspectives and empirical issues regarding the private employees' rights and contributing to decent work priorities in Tanzania. The conceptual framework is presented. This offers a basis for the enquiry that is being pursued in the present study.

2.1 Definition of Key Concepts

In social sciences, concepts do not have a universal definition. Therefore, the identical concepts may additionally be described in exceptional contexts according to the study priority. In order to have a common perception of the thought that surrounding the discussion, five standards have been defined to furnish the meaning as how they have been used in the study. These ideas are Sustainable Development Goals (SDGs), first rate work, financial growth, labour rights, and wage rate.

2.1.1 Sustainable Development Goals (SDGs)

According to Parris and Leiserowitz (2015) the Sustainable Development Goals are a collection of 17 global dreams designed to be a "blueprint to attain a better and extra sustainable future for all". The SDGs, set in 2015 by way of the United Nations General Assembly and intended to be executed through 2030, are phase of UN Resolution 70/1.

2.1.2 Decent work

Decent work refers to as international concept, with a foundation on the United Nations Declaration of Human Rights, which expressed the want for work as a vital aspect of human rights (Blustein et al., 2016). Decent work is described via the International Labour Organization as ‘productive work for female and guys in prerequisites of freedom, equity, protection and human dignity’ (European Union, 2018). It entails opportunities for work that is fruitful and provides a honest income, affords security in the administrative center and social safety for workers and their families; gives prediction for personal improvement and encourages social integration; offers human beings the liberty to articulate their concerns, and to organize and to participate in decisions that have an effect on their lives; and ensures equal possibilities and equal remedy for all(EU, 2018).Decent work consists of four inseparable, interrelated and together supportive strategic objectives: employment, necessary standards and rights a work, social safety (social protection and labour protection) and social dialogue. Gender equality and non-discrimination are cross-cutting issues (ILO, 2008).

2.1.3 Well-being improvement

Well-being improvement refers to as an increase of the potential of one economy to produce goods and services, using a comparison between two defined periods. The monetary increase would possibly be measured in nominal terms, which encompass inflation or, in actual terms, adjusted with inflation (Moroianu and Moroianu, 2012). The financial boom is a concept which grids both the governments’ and the regular people at the second of speech. The monetary boom is associated with the innovation part and with the technological changes. The monetary growth can be measured through the proportion changes of more than a few indicators GDP, GNP and GDP per capita.In the context of this study the assumption is that, the awareness of the employers on the SDG 8 have implications on the economy at large through good jobs, and consequently, impact on the well-being improvement.

2.1.4 Labour rights

Labour rights refer to entitlements that relate mainly to the role of being a worker. Some of these rights are exercised personally and others collectively. They can consist of a proper to work in a job freely chosen, a proper to truthful working

conditions, which may embody problems as diverse as a just wage or protection of privacy; a proper to be covered from arbitrary and unjustified dismissal; a proper to belong to and be represented through exchange union; a proper to strike (Mantouvalour, 2012). These rights may additionally be primarily based on different foundations, such as freedom, dignity or capability.

2.1.5 Wage rate

Wage rate refers to the rate of compensation for a worker, personnel fees and labour paid with the aid of an employer to an employee in alternate for work done. It shows the groundwork of making price to the workers, which may also relate to output foundation or time foundation such as an hour, a day, week or month before any deductions are made (URT, 2016). In the context of this study, the assumption is that the wage rate and the knowledge on SDG 8 of the employers have an implication on inclusive labour market.

2.2 Theoretical Framework of the Study

This section presents background information on the theory which guides the study and utilized as a systematic “eye” to the appreciation of the observable fact. Theories provide a conceptual model for research. In the utilized context, theories can be understood as interrelated thoughts about a range of patterns, concepts, processes, relationship or events (Berg, 2004). The theoretical viewpoint employed to investigate the employers’ awareness on SDG 8 emanate from the Autonomy and Decision Making Theory by Tryfos (1989) adapted by Parmigiani and Inoue (2009). This theory clarify the relationship that exists among the study variables.

2.2.1 Autonomy and Decision Making Theory

Autonomy in decision making is about mandatory power and the extent to which the employer can decide on its own about matters of significance to it. The level of employer autonomy in decision making is determined by the range and the extent of the agency’s decision-making competencies. Therefore, study draw on the concept elaborated in the Decision Theory developed by Tryfos (1989) and adapted by Parmigiani & Inoue (2009). This theory is one of the theories within the domain of economics research and appears to have applicability in awareness creation and potential learning for positive economic impact. Decision assumption asserts that,

decision-making under uncertainty is the role of possible states of the world, associated probabilities, utility function for these states of the world, potential learning, and a decision criterion rule according to which best option is chosen.

Autonomy in decision making is about discretionary power and the extent to which the employer can decide on its own about matters of importance to it. The level of employer autonomy in decision making is determined by the scope and the extent of the agency's decision-making competencies. Therefore, study will draw on the concept elaborated in the Decision Theory developed by Tryfos (1989) and modified by Parmigiani & Inoue (2009). This theory is one of the theories within the domain of economics research and appears to have applicability in awareness creation and potential learning for positive economic impact. Decision theory asserts that, decision-making under uncertainty is the function of possible states of the world, associated probabilities, utility function for these states of the world, potential learning, and a decision criterion rule according to which best alternative is selected.

States of the world show all possible related decision making actions which includes possible future labour market and likelihood of decent work. Therefore, the likelihood of decision actions is termed as subjective belief and affects possible alternative decision making process. The decision benchmark show in what way the decision maker create decision based on the state the world, likelihood its happening, related usefulness and knowledge.

Geared to the study, autonomy and decision theory contend about employers as normal economic proxy necessity in making decision under recognized state of the world such as being aware with the SDGs for potential well-being improvement of the country. Knowing the important function of SDGs, employers will learn on how to critically choice among a range of existing procedures to improve the working environment. According to Tryfos (1989), the Decision Making theory appears to be best as it has many outcomes on the well-being improvement of a country.

However, the theory is criticized based on its assumption that people have static and existing beliefs toward information provided outside their cultural context, abandoning the fact that employers will only apply the knowledge (i.e. SDGs

knowledge) basing on the belief they have on it. To increase the possibility of up taking the knowledge by the employers there should be arrangement that can involve capacity building development of such knowledge. Regardless of limitations, the theory contains useful premises useful for this study. Nevertheless, the theory concentrates only on knowledge use. While unsuccessfully the theory demonstrates the necessary processes for knowledge production to increase its usability.

2.3 Empirical Review

This sub-section provides a critical examination of scholarly works and be able to identify and provides a research gap as narrated by Creswell (1994). Concerning a review of the employers' knowledge on SDG 8; a review of the necessity for protecting labour rights; a review of the significance of employers' knowledge that influence the relationship between decent work and well-being improvement; and finally, the conceptual framework guiding the study is provided. This gives a justification for the current topic of study and more importantly provides knowledge of the scholarly research which has been advanced by previous studies in the similar field.

2.3.1 The Status of Employers' Knowledge on SDG 8

ILO (2018) suggested that in order to understand SDG 8 and its targets, all present and future employers need to enhance their knowledge and awareness about SDG 8, hence it has a well-recognized role of enabler for many areas under the SDG 8. Globally, the mapping of sustainability awareness covering the SDG 8 marks to 66%. Private employers' knowledge on SDG 8 appears to be low to most of private employers in Africa (ILO, 2018 :Carteron,2019).

A study by Erulkar, Shayo, and Matheka(2020)reveals that employers are not aware of SGD 8 and its indicators as many private works are characterized by excessive working hours, extremely low pay or no pay at all, and prerequisites that make the occupation exploitive in many cases.Also private sector employers often prefer younger employees because they are thought to be easier to control and manipulate, demand little or no pay, and lack awareness of their rights.

A lack of assets and labour inspectors has hampered efforts to tackle the trouble of secure work correctly Safe work environment as per SDG 8. The occupational fitness and security legislation has been reviewed and an organization has been established. However, the scarcity of group of workers and funds hinder its environment friendly functioning. The confusion of the roles of the labour officers in the Ministry of Labour has been resolved by way of the labour regulation reforms in 2004.

Previously, labour officers had been required to conduct labour inspections and investigations and when necessary, prosecute employers in courts of law and, on the other hand to chair conciliation boards and provide decisions binding on employers. The functions of labour officers are now separated from those of the mediators and arbitrators. However, there is still want to do extra recruitment of labour officers in order to reach maximum administration of labour standards to employers and employees and enhance adherence to legislation (ILO, 2010).

2.3.2 The employers' knowledge of SDG 8 have an influence on protecting labour rights for all workers

It was stated by the UN, (2007) that, the 21st Century economic, social and cultural rights have to be in vicinity based on resources, wealth and knowledge available among private employers. Thus, private employers should have to obey the global agreements on safety of labour rights at work. A study by Rai, Shirin, Brown, Benjamin, & Kancha, (2019) on Decent Work argues that creative employment and respectable work for each men and female by using 2030 agenda desires consideration of the worth costs of social reproduction. They further argue that gender mainstreaming should be connected with SDG 8 if its promise of inclusive, sustainable and first rate work is to be understood.

In Uganda investments are growing much, compliance to labour rights remain to be dishonored and efforts to implement compliance and protection of workers' rights through legal means regularly encounter political meddling (Devina, 2018). It also found that the many of workers in private sectors were unaware of their legal rights, are unable to comply to codes of conduct pay for the cost of compliance by offering, compliant suppliers premium prices or increased orders, suppliers can recover the cost of compliance. In reality, however, such burden sharing practice is almost non-

existing. Growing empirical studies suggest that human resource innovations (e.g. selection, incentives, training, job enrichment, participation, teamwork, job security etc.) have positive impacts on firm performance (Ichinowski et al., 1997; Shaw, 2006). Factory managers may well see productivity-enhancing effects of compliance with labour standards

Report by ILO, (2016) entail that, decent work comprises opportunities that are fruitful and convey a truthful income and security in the workplace, social safety for families, healthier forecasts for individual enchantment and social integration, freedom for humans to express their concerns, prepare and take part in the choices that affect their lives and equality on danger and conduct.

ILO (2013), report shows that Decent Work can be beneficial to reflect about well-being improvement as well-defined by extra jobs formed, quality of employment and job conditions. ILO came with four strategic helps of a first rate work agenda mainly full and productive employment, rights at work, social protection and promoting of social dialogue.

In many parts of the World SDG 8 Compliance is still very low. Recruiting marketers in the United Arab Emirates usually abuse the female who become migrant home employees via casting off their passports, bodily ill-treatment restrained to the households and failure to pay the full wages are normal practice. Equally, domestic workers are overworked by excessively long hours without breaks or days off, denial to enough meals and living conditions.

Koetl (2009) noted in Katto, (2019) Contends that there are giant intersection with exploitation considering the fact that monetary vulnerabilities that force fatalities to be given unfair work engagements. This mistreatment is generally spoken through social and labor laws, however, it is mainly spoken via criminal law. All types of mistreatment have contrary effects on equity and effectiveness and are therefore issues to expansion. Some international locations such as Bahrain, Qatar and Saudi Arabia, it is hardly ever feasible for a migrant worker, in particular domestic servant, to locate work some place else when her business enterprise bodily abuses her.

In addition, it is equally not possible for a migrant construction employee to find work of their choice when his enterprise forces him to work 12 hours per day in 100-degree weather. Many domestic employees depart their home country after having been promised a decent wage and hoping to ship the returns home. However, domestic employees regularly locate themselves given wages at a less-than-subsistence level, or can even have their wages completely withheld for up to years at a time. Indeed, younger female locate themselves sold into sex slavery upon arrival, compelled into overcrowded and unsanitary labor camps lacking easy water or decent food.

According to Trumkaetal, (2016) mentioned in Katto, (2019), collective bargaining agreements signed between private employers and trade unions is serious chance to freedom of association and collective bargaining in Mexico. This is important element to compliance with the labour laws and SDG 8 at large.

According to Black, (2005), the heightened recognition of children employed as domestic employees and their need for safety scheme from the agencies and researchers involved with this hidden type of labor exploitation, and from advocacy on their behalf. As a result, the change of possible programme and mission actors, from small community based businesses to large NGOs and authorities departments, now not forgetting the role of UN Agencies such as UNICEF, ILO or IPEC, has expanded, alongside with understanding and sensible experience. Despite the boom in concern for child domestic people is heartening and has helped to spotlight their problems, it does now not always imply that this type of child labor is on the decline. On the contrary, prevailing patterns of social and monetary development tend to promote the commercialization of domestic work. Demand for low-priced household labor has grown as families come to be greater nucleated, working patterns change, and there are fewer spare fingers to do the home chores.

According to ILO (2012), regardless of the truth that income earned by domestic workers is for themselves and their families the inner challenge is the motivation of home employees when offering their labour. Literatures show domestic work is among the lowly paid occupations in any labour market. However, experience has shown that many employers of domestic workers do not accord most of the labour

law rights to employees due to poverty. Often the employers of domestic workers receive minimum wages and therefore failed to afford to provide minimum wages to their own domestic workers. Another reason is because some employers of s workers are ignorant of the law as well as domestic workers themselves being unaware of their employment rights, therefore fail to claim these rights.

The Government of the United Republic of Tanzania in consultation with social partners has made assessment and accommodation in the national laws, regulation and practice with a view to ratification and implementation of ILO Convention No. 189 UN WOMEN (2014). Employment and Labor Relations Act of 2004 (ELRA) under Section 15 (6) requires the provision of significant written particulars at the opening of employment. In this regard, the Act stipulates absolutely related to employees' rights to be furnished with facts on terms and conditions of employment, safety of wages, freedom of movement, their proper to maintain in their possession their tour and identification documents (ILO, 2012).

2.3.3 Employers' knowledge on relationship between of decent work and well-being improvement

Few studies have been done on the relationship among employers' knowledge on Decent Work and Well-being improvement. EMPEA, (2018) concluded thatSDG 8 have direct relevance to the private sector. It is believed that in the developing countries, the population of middle class is increasing rapidly contributing to high demand of basic services through involvement of private sector particularly private employers.

Through an SDG 8, private employers plays potential roles in identifying profitable working systems while building businesses that contribute to social and well-being improvementand prosperity in developing markets. Private sector work are business oriented and regarded amongst the lowest status work of all occupations and the most ill paid throughout the world. Henceforth they are totally beneath the complete manage of employers who do now not always have their quality activity as a foremost concern. Workers in this zone and their families face unique boundaries that in most of the cases are undocumented and the full enjoyment of their labor and human rights are frequently at risk.

In spite of their significance to their employers, household workers are among the most exploited and ill-treated people in the world. They are frequently overworked, underpaid, insecure, working in non-public residences and unseen from the public eye, domestic people are at chance of a surprising array of abuses, which includes physical, psychological and sexual abuse; non-payment of wages; excessively long working hours with no rest; food deprivation; and compelled confinement as properly as denied of education (Erulkar, 2014; Nitze, 2013 cited in Katto, 2019). However, the current research involves a multiple range of private employers for authenticity and validity of the findings.

2.3.4 The Impacts of Employers' Awareness of SDG 8 on Well-being improvement

Globally, the employer's awareness of SDG 8 has provided stakeholder reviews at different levels of all targets and common analytical framework for all countries and regions and well-coordinated interventions to strengthen employers' awareness (ILO, 2018). A study conducted by ILO (2011) reveals that Decent Work can stand as the backside of risky work which involves unstable burden and tasks from boss and to employee. This results into more insecure and indeterminate employment relationship to persons. As such evident itself in the form of impermanent positions, random hours, lack of contact to social protection and benefits, difficulties to shared negotiation and low pay.

Adenugba and Adewumi (2010) claim that In Nigeria, majority of people looks to be conscious of their rights as people as they had been in a position to pick out a broad range of rights. This excessive stage of recognition demonstrates that the employers' economic situation is not ill as they are protected and provided relevant labour laws which adheres to SDG 8.

The Empirical Survey of employees in the United Republic of Tanzania has pointed that there are is a large variety of people are worried in personal zone who work barring necessarily being widely wide-spread as workers and thus, failed to experience labour rights (Erulkar, Shayo, & Matheka , 2020). Empirical research reviewed on rights and working stipulations of non-public personnel indicates that there are a lot of challenges that are encountered by means of each global and

national human rights performers have been in a non-stop efforts to address them. According to the Universal Declaration of Human Rights 1948 Article 23: 1, three states that,

“Everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment” and that “Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection”(Apsel, 2008).

Also, Article 6:2, states that,

“The States Parties to the present Covenant recognize the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts, and will take appropriate steps to safeguard this right(Apsel, 2008)”.

According to HRW (2014), some woman workers in the private sector of United Arab Emirates have first rate and responsible employers. This embraces appropriate working conditions, collect their full wages ion time, and are able to disburse money to their family members.

2.4 Theoretical and Empirical Gap on the Private Employers’ Awareness on the SDG 8

At theoretical and empirical levels it has been shown that, limited knowledge awareness of the SDG 8 affects negatively the well-being improvement of the country. This is because empirical literature suggests that there is a gap on the efficaciously enticing the personal sector in attaining the SDG 8 aims which requires a public legislative and coverage framework favorable to the sustainable expansion of enterprises. Private sector engagement and development are two facets of a coin. Governments are thus called upon to bridge the gap and put into region an enabling policy framework in order to promote personal sector development as a skill to promote greater and higher jobs.

However, limited studies have been conducted for on assessment of private employers' awareness on SDGs for the well-being improvement in Tanzania. Likewise, decent work in private sector and well-being improvement has been inadequately determined and related to each other. Therefore, the study fulfil this knowledge void through scientific enquiry.

A study done by Lisakafu (2014), on the assessment on the public sector employees' awareness on labor laws revealed that there was low awareness of Employment and Labour Relations Act on employees. Also, Ackson (2009) in her paper presented at ILO on regulating working conditions in the Globalizing a case of Tanzania reveals that, employers do not comply with the good Tanzania legal system so that they don't affect their completions and productivity. Therefore, the current study found worth to conduct this research using mixed methods approach to assess employers' awareness on Sustainable Development Goal 8 with a special focus on private investors in order to understand their implication for well-being improvement in Dodoma Capital City (DCC), Tanzania.

2.5 Conceptual Framework

A conceptual framework is a description and presentation of variables to be studied and hypothetical relationships between and among the variables. The worth of the conceptual framework is essentially envisioned on its ability to provide the purpose of formulating and growing the structure of logical connection and association between the variables that will be used in the study. Svinicki (2010) described conceptual framework as a unified set of thoughts or theories and functions about a unique as it is linked to its parts. Hence, conceptual framework is a network scheme or connection of assumptions, anticipations and beliefs.

The conceptual framework (Figure 1.1) was developed to guide the study. The framework considers the employers' awareness of the SDG 8 as the reference point, where the knowledge of SDG 8, understanding of labour rights, familiarity with decent work, and inclusive labour market interacts have either positive or negative impact on well-being improvement. These variables are likely to be influenced with the background characteristics such as education level, occupation and gender of the respondents involved in the study.

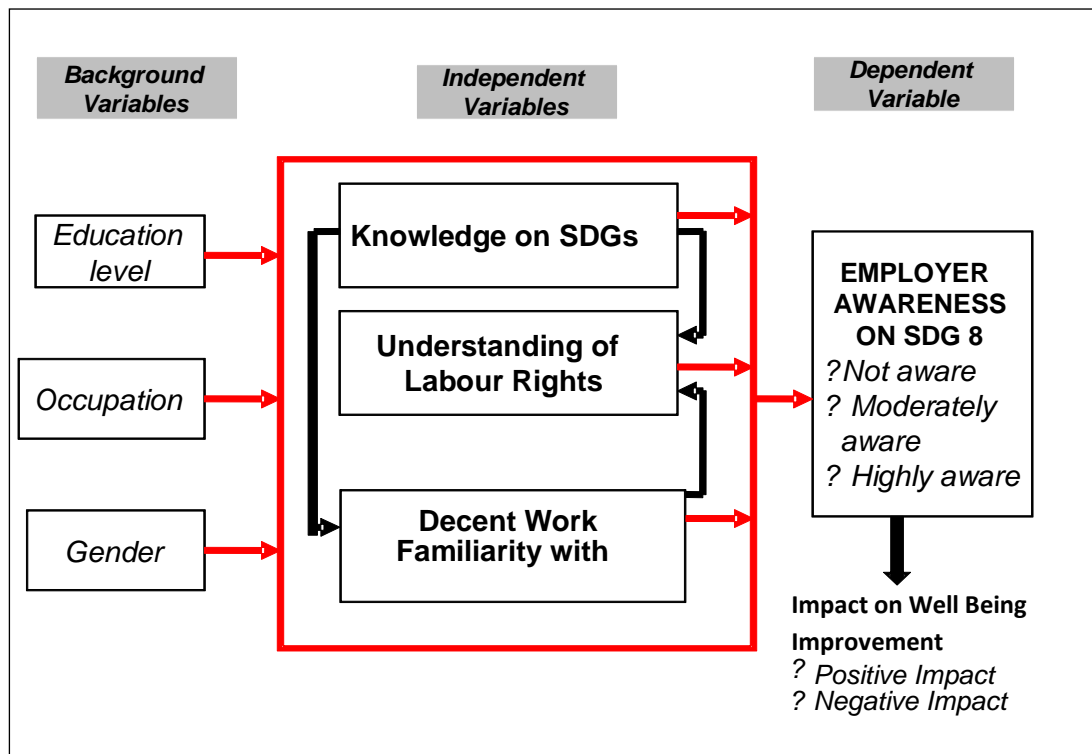


Figure 2. 1: Conceptual Framework on “Employers’ Awareness on SDG 8 that has Impact on well-being improvement”

Source: Researcher’s Own Construct, (2020)

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter focuses in particular on supplying the methodology used in this study; it highlights the exclusive motivations that form the basis for the study, the methods used at special tiers of the investigation. The term methodology means the system of clear rules and measures in which research is founded and in contradiction of which claims of information are appraised (Ojoet *al.*, 2003). A lookup methodology is a systematic system for solving the lookup problem, understood as a science of analyzing the research scientifically (Creswell, 1994; Kothari, 2004).

To set the context for the methodology, the chapter begins with the aid of offering the vicinity of the find out about and its descriptions. The chapter then turns to the lookup system by means of describing the sampling procedures, research tools, strategies of facts generation and processing. The chapter ultimately discusses methods for data analysis, validity and reliability issues that have been applied and finally and ethical considerations.

3.1 Study Location and Justification for its Selection

The location of the study is the area at which data or information is collected (Creswell, 1994). The study was conducted in Dodoma Capital City with special focus on private employers. The criteria for selection of study area is based on the fact that Dodoma Capital City of the United Republic of Tanzania and attraction center to investors to meet current demand of different services. Furthermore, the City has various construction projects, for instance, roads, houses, railway (SGR) which requires services from private investors. The government projects have opened up opportunities for employment in the private sector.

Dodoma City was selected as national capital of Tanzania considering its history that since 1974 when it was delared a capital city for Tanzania it has not been so until 2017 when the president of United Republic of Tanzania announced and implemented movement of government offices from Dar es Salaam to Dodoma. Dodoma is about 300 miles (480 km) inland (west) from the Indian Ocean. Situated at an elevation of 3,720 feet (1,135 metres) in a sparingly populated agricultural

region, it is a market centre for peanuts (groundnuts), castor beans, sunflower seeds, gum, corn (maize), rice, wheat, coffee, tea, tobacco, and sorghum. The region is bordered by Dodoma includes Singida, Morogoro, Iringa and Manyara.

The switch of the national capital from Dar es Salaam to Dodoma began in the early 1980s and was once done in 2017, however, solely the legislature typically assembled here. The populace is principally agricultural and is engaged in small-scale farming carried on in instantaneous proximity to residential quarters. Dodoma is populated by using different ethnic groups due to the fact it is a government administrative centre, though the indigenous ethnic companies are the Gogo, Rangi, and Sandawe. Most industries produce wooden and furniture, beverages, processed food, milled rice and flour, soap, and oil.

3.2 Research Design

Research design provides a combination of processes to inquiry, facts series strategies, and information analytic strategies chosen for the use in a study (Levitt et al., 2018). The study employed a cross-sectional research design to assess employers' awareness on SDG 8 with a special focus of on the selected private employers. The research design aimed at obtaining reliable data at one point in time, that make feasible to generate sturdy conclusions and create new guidelines for in addition research (Zangirolami Raimundo, Echeimberg, & Leone, 2018).

Among the motives of using cross-sectional research design includes; the ability to interview respondents at a single point in time and its ability to support a variety of analytical techniques including qualitative and quantitative analysis. Also, it allows flexibility for comparison of different variables at the same time, and finally, it is economical in terms of scheduled resources (time and money) (Setia, 2016).

3.3 Research Approach

The study used a mixed approach that focused on the use of qualitative and quantitative research approach as suggested by Mohr, Riper, & Schueller, (2018). This approach allowed for the description of the numerical data in tables or figures. The qualitative was used because it include direct experience in the field work and describe a phenomena at hand. This study require more elaboration of the situation

rather than the number. The study also employed quantitative approach which involve quantifications of the information from the respondents' point of view.

The methodological positions of qualitative lookup are typically unique from these of quantitative lookup (Setia, 2016). However, the two paradigms are now not basically opposed to every other. Therefore, the study makes use of each by using triangulation to fit the goals of the study (Zangirolami-Raimundo, Echeimberg, & Leone, 2018).

3.4 Target Population

In research work implies the total number of elements like people or objects identified for study (Palaniswamy, 2006). The population for study involved employers and employees from Security Guard, Private Schools, Construction Companies and Local Industries operating in Dodoma Capital City (DCC). The aspect of employers included Human Resource Managers (HRMs) and Accountants while employees involved the employed staff from the selected companies and local industries. The scientific justifications of taking employers and employees is the fact that the employers is the one who implementing the labours laws and regulation in organization while employees is the one who treated with respect to labour laws and regulations.

3.5 Sample size and Sampling Techniques

3.5.1 Sample Size

Kothari (2014), describe sample size as the amount of substances to be chosen from the universe to establish a pattern which is a respondent to the research. The sample size of this study involved employers and employees of private sector Company such as Security Guard, Construction Companies and Local Industries operating in Dodoma Capital City (DCC). The working sample for this study used to be calculated via the usage of components by Yamane (1967). This component considers 95% self-assurance degree and marginal of error (e) = 0.05;

$$n = \frac{N}{1 + N(\epsilon)^2}$$

Where;

N = Population Size

n = Sample Size

\mathcal{E} = Level of precision (5%). Coefficiency

This formula offers the degree of accuracy of the sampling technique. It gives an thinking as to how many samples have to be studied taking into consideration the sampling error. Therefore the sample measurement calculation via the formulation for this study was;

Where;

$$n = \frac{N}{1+N(\mathcal{e}^2)}$$

$$n = \frac{280}{1+280(0.05^2)}$$

$$n = \frac{280}{1.7}$$

n = 164 Respondents

Table 3. 1: Study Population and Sample Size Proportional method

S/n	Company Names	No. of Companies Selected	No. of Employees	Population	Sample size for each company	Sample size
1	Security Guard Companies	5	30	150	88	164
2	Construction Companies	2	50	100	59	
3	Local Industries	3	10	30	17	
Total Population				280	164	

Source: Respective Offices (2020)

The sample size was divided proportionally to get sample size through stratified sampling for each company/private investors. In order to draw the proportional sample per each company, a sampling fraction (n/N i.e. $164/280=0.59$) obtained in order to calculate an appropriate sample size for each private employer undertaking.

Security Guard Companies $150 \times 0.59 = 88$

Construction Companies $100 \times 0.59 = 59$

Local Industries $30 \times 0.59 = 17$

Therefore, when added together ($88+59+17 = 164$) they make a total of the sample size i.e. 164. However, because of the data saturation study sample stopped at the sample size of 100.

Table 3. 2: Key Informants from Private Employers

S/n	Company Names	Department/ Office	No. of Companies Selected	Selected staff	Sample size
1	Security Guard Companies	HRM and Accountant	5	2	10
2	Construction Companies	HRM and Accountant	2	2	4
3	Local Industries	HRM and Accountant	3	2	6
Total					20

Source: Respective Offices (2020)

3.5.2 Sampling Procedures

Sampling technique consists of a methods of choosing pattern classified as chance sampling and non-probability sampling (Kothari, 2014). The study applied likelihood sampling. In probability sampling the study applied stratified techniques according to their prior knowledge and were given questionnaires to fill. The researcher used distinct understanding, skill or prior knowledge around certain group to choice subjects to represent the population (Kothari, 2004; Setia, 2016) and elements within the stratum were randomly sampled whereby each single individual in the sampled strata had known and non-zero chance of being nominated into the sample. It is the perfect and most useful single stage simple random sampling (Setia, 2016).

Through this lottery method every member of the population was assigned a unique number, the mixed in a small chalk box and shook. Respondents were asked to pick numbers and those who picked numbers combined with letters was be involved in sample. This sampling method was used to select employees from the private companies such as Security Guard, Construction Companies and Local Industries operating in Dodoma Capital City. For non-probability was convenience sampling technique. Purposive sampling was also used where by administrators and managers were selected (Setia, 2016).

3.6 Data Collection Methods

According to Issa (2011) and Leedy & Ormrod (2013), defines data collection method as mechanisms the researchers apply to gather, manipulate or understand data. For the purpose of gathering reliable information in the study, the researcher used three data collection methods and tools which are questionnaire tools for survey, interview guides for interviews, and documentary review checklists for documents review. This is due to the truth that, there is no single research technique and tool that is enough in itself in collecting legitimate and reliable records on a specific problem (Setia, 2016).

Primary Data

3.6.1 Questionnaire Tools for Survey

In this study, the structured questionnaire guide was applied to gather records from employees in the study area. Questionnaire is a sheet consisting several questions to be responded by respondents after he/she has read and understood well what the questions need and answer in their own by writing down a relevant answer in a space provided (Kothari, 2004; Leedy & Ormrod, 2013).

In this study, the structured questionnaire guide was applied to gather records from employees in the study area both open and close-ended questions were inquired so as to reduce non response and permit the respondent to say opinions without being prejudiced by the researcher and deliver more clarification for the matter rose. Likert scale was developed to assess the level of awareness for instance, Binary scale (YES/NO), If answer is YES then follow Ordinal scale that is whether awareness knowledge is low, average or high.

3.6.2 Interview Method

This involve verbal interaction between the researcher and informants for the purpose get information, views, sights and feelings from the key informants (Kumar, 2011). The method aided in gathering qualitative and quantitative data from Managers and administrators. This was employed to grasp qualitative information about the status of employers' knowledge of SDG 8 since this method explored more information through unstructured interview. Also quantitative information about the

employers' awareness in connection with SDG 8 through structured interview so as to obtain ordinal information.

Secondary Data

3.6.3 Documentary Review Method

Together with questionnaire and interviews, the study employed documentary review by analyzing written documents and reports to draw out data on the impact of employers' awareness on SDG 8 on well-being improvement because the objective need reliable information from already researched data (see Appendix III).

A documentary review is an organized method which enables the researcher to grasp, analyses and interpret the information obtained from literatures (Tumuhairwe & Ahimbisibwe, 2016). For the case of SDG 8, the study mainly focused on different reports which have worldwide information's so as to obtain information about success and achievement of SDG 8 in working places. This tool is useful when concrete and vital information are researched data. Katto, (2019) as we as Shariff, (2018) are researcher who used it in different fields of research and found it worth for studies which needs documentary review.

3.7 Data Analysis

Three stages namely, preparation, analysis and interpretation of data were used in order to get meaningful conclusion. This is supported by Bajpai, Singh, & Madaan (2012), who outlined data analysis process to involve closely connected operations that are completed with the intention of summarizing the gathered information and organizing primarily based on the effects of lookup questions which meet objectives.

3.7.1 Qualitative Data Analysis

According to Flick (2013), qualitative information evaluation involves categorization and interpretation of linguistic (or visual) materials to make statements regarding implicit and specific dimensions and structures of that means making in the cloth and what is represented in it. In this study, qualitative facts analysis had been analysed via content analysis. Through content analysis it used to be handy to decide the presence of certain words or concepts inside texts or units of texts working although many text passages and evaluation of frequencies (Philipp, 2014). In this study,

researcher quantify and analyze the presence, meanings and relationships of the words and concepts.

3.7.2 Quantitative Analysis

Qualitative data analysis involved the procedure of making experience from lookup participants' views and opinion of situations, corresponding patterns, themes, classes and regular similarities (Cohen et al., 2007). In this learn about quantitative information analysis used to be carried out by means of the support of IBM laptop software program properly recognized as Statistical Package for the Social Science (SPSS) model 25.0. To examine the awareness level of SDG 8 and its influence on well-being improvement scales were developed. The type of scale to assess the level of awareness included; Binary scale (YES/NO), If answer is YES then follow Ordinal scale i.e. whether the awareness knowledge is low/not aware; average/moderately aware; or high/highly aware. At ordinal level, mean and standard deviation (plus and minus) were analysed to categorise the level of awareness into low, medium and high categorize. And at higher level, Ordinal Logistic Regression (OLR) was used to model the factors affecting the level of employers' awareness. OLR is used to predict an ordinal dependent variable (employers' awareness) classified according to the order of magnitude given one or more independent variables. The following single equation model was used;

$$\ln Y_i = \beta_{\theta,1} + \beta_{\theta,2}X_{2i} + \dots + \beta_{\theta,k}X_{ki} + \varepsilon^{\theta}_i = x'_i\beta_{\theta} + \varepsilon^{\theta}_i$$

Where Y_i is the dependent variable ($Y_i = \text{prob}(\text{score} \leq j)/(1 - \text{prob}(\text{score} \leq j))$).

$X_{2i} \dots X_{ki}$ are independent variables, ε^{θ} stochastic disturbance term for conditional ordinal, and i the i th observation.

In the case under consideration, Y denotes employers' awareness on SDG 8 (Ordinal scale: *Not aware, Moderately aware, Highly aware*), $\beta_{\theta,1}, \beta_{\theta,2}, \dots, \beta_{\theta,k}$ are regression coefficients for conditional ordinal and X represents independent variables;

X_{1i} = Empowerment (Dummy: 1 = Yes, 0 = Otherwise)

X_{2i} = Gender (Binary scale/Dummy: 1 = male, 0 = female)

X_i = Education level (Binary scale/Dummy: 1 = hold university degree, 0 = otherwise)

X_{ii} = Knowledge on SDGs (Binary scale/Dummy: 1 = Yes, 0 = No)

X_{ij} = Understanding labour rights (Binary scale/Dummy: 1 = Yes, 0 = No)

X_{ji} = Familiarity with decent work (Binary scale/Dummy: 1 = Yes, 0 = No)

X_i = Knowledge on inclusive labour market (Binary scale/Dummy: 1 = Yes, 0 = No)

X_{2j} = Occupation (Continuous)

3.8 Data Validity and Data Reliability of the Research Methods

Validity refers to the extent to which a test measures what we actually wish to measure so that accurate and appropriate inferences can be made (Kothari, 2004). To guarantee validity and reliability of data, a researcher was used the triangulation method whereby three methods of data collection were used. These methods include questionnaires, interviews, and documentary review. Besides, the researcher was conducted a pilot survey to measure the applicability of methods used, the accessibility, and obtainability of respondents, the existence of the hypothesized variables and the possible limitations that may hinder the smooth conduction of the study to find appropriate solutions for them.

3.8.1 Data Validity

Validity is defined as a degree that provide room for the tools to measure the facets it intend to measure (Opie, 2019). The main purpose of using validity is to test the measure used in this study and the ability to measure the aspect as intended to measure. The major intention is to validate the concept as intended in this study. The study used two relevant types of validity such as content and construct validity. The content validity was basically relied to the application of questionnaire already reviewed by the expert of development to improve content related to the study major theme. Construct questions formulated in this study were subjected to piloting before its actual collection of data.

3.8.2 Data Reliability

Reliability is defined as one of the measurement tool which assume that the result are consistency once repeated in trials (Chiarotto et al., 2018). Reliability is related to the internal or external context of the measure. It is termed to be external once is focused

on the production of consistent results (Creswell, 2017). The correlation coefficient tend to be computed the higher the coefficient the higher the reliability. The internal reliability shows the consistent of the instrument in itself and on its items that used to collect data (Fidel, 2007).

Table 3. 3:Cronbachs’alpha

Cronbachs’ Alpha	Number of items
0.842	19

Source:Study Findings

3.9 Ethical Consideration

Ethical issues are very enormous to be placed into attention to the lookup excellence. In order to take a look at the research ethics in this study, the following codes of ethics as outlined through Creswell (2014) had been adhered to.

Firstly, the researcher obtained permission that introduced her to Regional Administrative Secretaries of Dodoma region which also stated the purpose of her study from the University of Dodoma before going into the field (before commencing data collection) (see Appendix G).

Besides, the respondents were asked for their consent after being conversant about the reason of the study and which means of their participation, prior permission used to be taken from each participant and their participation used to be voluntarily.

Respondents’ right was observed especially on confidentiality and secrecy of their personal information.

Therefore, ethical interest arrays over the entire research procedure prior to conducting the study; starting a study; data collection and records evaluation stage; and in reporting, sharing, and storing the data(Creswell, 2014).Respondents were protected from harm and did not include the respondents in case of any serious illness and mental sickness, especially during the particular time of data collection.

The researcher also asked for the respondents’ permission to file them during the interview. furthermore, the researcher ensured that plagiarism is avoided by

acknowledging and citing all the sources that was used for obtaining relevant information for the study

3.10 Chapter Conclusion

The chapter addressed the description of the study based on the methodological settings, research design, research approach, study area, target population, sampling procedures and sample size. This has presented the methods of data collection, data analysis and the validity and reliability. Moreover, research ethics has been presented. The chapter provides data presentation, analysis and discussion of the findings.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.0 Introduction

This chapter presents the data and discusses findings that are obtained from the presentation, analysis and discussion of the findings. The findings are discussed based on the findings generated by the research objectives that were generally based on the private employers' awareness on Sustainable Development Goal 8 and its implications for well-being improvement in Dodoma Capital City (DCC), Tanzania. The chapter is organized and presented as subheadings based on the study themes.

The chapter begins by presenting the demographic information of employers and employees. The second part of the chapter presents data and discusses findings on the status of employers' knowledge on SDG 8. The third part of the chapter presents employers' knowledge of SDG 8 which have an influence on labour rights protection for all workers according to the literature review presented. The fourth part of the chapter affords and discusses the findings on the employers' expertise of the relationship between the respectable work and well-being improvement. The fifth part of the chapter gives findings on the influences of employers' awareness of SDG 8 on well-being improvement. Most of these outcomes are in tables and figures showing frequency counts and percentages, empirical literatures are stated the place fantastic in order to corroborate some of the findings. Finally, the chapter discusses the consideration for the theoretical framework in this learn about and presents the chapter conclusion.

4.1 Demographic Information of Employers and Employees

The principal characteristics presented here encompass sex, age, training patterns, marital status, and work experience. This fact has far-reaching implications for perception the background of the respondents, as this sheds light on the understanding and awareness of SDG 8 that has far-reach implications on the monetary growth. Such statistics is also relevant for retaining the drift of argument in the study. As such, Table 4. 1 shows bio data of employers and employees. Generally, employers above 35 years accounts for 24/32 (75.0 %) while employees are represented with 14/68 (20.6%). Majority of employers are degree holders 46.9% (15/32) while employees in their large numbers are in Diploma qualifications 44.1 %

(30/68) and secondary school holders 27.9% (19/68). The number of married individuals is large for employers 71.9 % (23/32) as opposed to employees who are single in their marital status 58.8% (40/68), followed by married which is 33.8% (23/68). The majority of employers have working experience of more than five years 78.1% (25/32) whereas the majority of employees have working experience of less than five years 63.2% (43/68) (Table 4.1). This finding is similar to the previous studies conducted elsewhere in most parts of African countries with similar demographic information (ILO, 2012).

4.1.1 Respondents Distribution by Gender

This section present the information from 100 respondents who were involved in the study surveys in Dodoma Capital City. This information helps to know the type of sample used in the study. It labels the respondents based on the socio-demographic information for both employees and employers. The results in Table 4.1 show that a higher proportion of male employers 68.8 % (22/32) were interviewed in this study compared to 50% equal gender distribution of employees in the organizations surveyed..This finding shows that majority of the respondents are male in both employers and employees categories, compared to female counterparty. These findings are similar to Thirgoodet *al.* (2017) who implied that male are the majority of employees and employers compared to female, simply because of disparity of resource accessibility and education status in most of the developing countries.

4.1.2 Respondents' Distribution by Age

Findings in Table 4.1, shows large proportion 24 (75%) of employers are in the age group above 35 years followed by 8 (25%) of employers belong to age group category of less than 35 years. These findings imply that employers are matured enough to share relevant information on the awareness of Sustainable Development Goal 8 and its implication for well-being improvement.

While more than half 54 (79.4%) of employees are less than 35 years followed by 14 (20.6%) who are above 35 years. These findings imply that employees in the Security Guard, Construction Companies and Local Industries operating in Dodoma Capital City are in working age group. This finding is similar to the previous studies conducted elsewhere in most parts of Africa (Manamba, 2014; Thirgoodet *al.*, 2017).

These studies recognizes the similarities in age groups and the input made by enterprises to sustainable development through their business life.

Table 4. 1: Demographic Information of Respondents

EMPLOYERS			EMPLOYEES		
Variables	Frequency	Percent	Variables	Frequency	Percent
Sex of respondent					
Female	10	31.3	Female	34	50.0
Male	22	68.8	Male	34	50.0
Age category					
Variables	Frequency	Percent	Variables	Frequency	Percent
Less than 35 years	8	25.0	Less than 35 years	54	79.4
Above 35 years	24	75.0	Above 35 years	14	20.6
Education level					
Variables	Frequency	Percent	Variables	Frequency	Percent
Primary level	5	15.6	Primary level	9	13.2
Secondary level	5	15.6	Secondary level	19	27.9
Diploma level	7	21.9	Diploma level	30	44.1
Degree level	15	46.9	Degree level	10	14.7
Marital status					
Frequency	Percentage		Frequency	Percentage	
Married	23	71.9	Married	23	33.8
Single	7	21.9	Single	40	58.8
Widow/ widower	1	3.1	Widow/ widower	2	2.9
Divorced	1	3.1	Divorced	3	4.4
Working experience					
Frequency	Percentage		Frequency	Percentage	
Less than 5yrs	7	21.9	Less than 5 yrs.	43	63.2
More than 5 yrs.	25	78.1	Above 5 yrs.	25	36.8

Source: Survey Data (2020)

4.1.3 Respondents' Distribution by Education Level

Table 4.1 depicts the distribution of the respondent's levels of education in the study area. The findings show that large proportion 15(46.9%) of employers have a bachelor degree; compared to 7 (21.9%)who had diploma, while about 5(15.6%) had secondary education and a small proportion 5(15.6%) had primary education. These findings are similar to Manamba (2014) who implied that employers are literate enough to share relevant information for the successfully engaging the private employers in achieving the SDG 8 targets and its implication for well-being improvement.

On the other hand about 10 (14.7%) of the employees are educated to bachelor degree, compared to 30 (44.1) with a diploma qualifications, this is followed by 19 (27.9%)who had secondary education and a small proportion 9 (13, 2%) had primary education. These findings imply that employees are aware to share relevant information on the awareness on Sustainable Development Goal 8 with a special focus on private investors in order to understand their implication for well-being improvement in Dodoma Capital City (DCC), Tanzania.

4.1.4 Respondents Distribution by Marital Status

The results in Table 4.1 demonstrate that about 23(71.9%) of employers are married compared to 7(21.9%)who are single, this is followed by 1(3.1%) who are widow/widower and a slight minority 1(3.1%) divorced. This finding is similar to the previous studies conducted elsewhere in most parts of Africa (Manamba, 2014; Thirgoodet *al.*, 2017). These studies recognize the similarities in marital status and the contribution made by enterprises to sustainable development through their business operations. These findings imply that majority of employers are married and have family responsibilities with reliable literacy in such a way that could be in the position to implement the SDG 8 on decent work for all.

Findings on the side of employees show that about 23(33.8 %) are married, compared to 40(58.8%)who are single,this is followed by2(2.9%) who are widow/widower and a slight minority 3(4.4%) are divorced. These findings imply that employees are responsible in terms of family that is why majority are married, this provide opportunity in the position to implement the SDG 8 on decent work for all.

4.1.5 Respondents Distribution by Working Experience

The results in Table 4.1 show that respondents distribution by working experience, whereby majority 25 (78.1%) of employers had experience above 5 years compared to 7(21.9%) who had experience of less than 5 years. The findings are similar to Epaphra and Massawe (2016) who reported that employee experience is important for providing relevant solutions for an organization but also for understanding and fulfilling employees' experiential knowledge of decent work. As such, the findings imply that employers have enough experience to share information on the awareness on Sustainable Development Goal 8 and its implication for well-being improvement in Dodoma Capital City (DCC), Tanzania.

On the other hand, majority 43 (63.2%) of the employees have experience less than 5 years, compared to 25 (36.8%) of the employees who had experience above 5 years, that could be used as a catalyst to speed up the employees' awareness of Sustainable Development Goal 8 with a special focus on private investors in order to understand their implication for well-being improvement in Dodoma Capital City (DCC), Tanzania.

4.2 The Status of Employers Knowledge on SDGs 8

This section presents the first specific objective that sought to examine the status of employers' knowledge on SDG 8, this attempted to address the knowledge on SDG 8.

4.2.1 The status of employers' knowledge on SDG 8

The Sustainable Development Goals (SDGs) is a international conventional developmental agenda, and it is anticipated that everybody in all places in the world would be conscious, knowledgeable and be willing to contribute to its attainment (Omisore et al., 2017). Similarly, the SDGs represents 17 goals (more comprehensive agenda than the MDGs), with 169 ambitions and properly over 200 indicators. The SDGs involves a 5 "Ps" agenda: people, prosperity, planet, peace and partnership and the 5 "Ps" are for all international locations and peoples of the world. Global discussions between more than a few organizations/sectors such as governments, civil society organizations, the instructional sector, scientists, academicians and man or woman residents had been made earlier than the SDGs have been put in place.

Thus, the personal area was not left out of its components (Omisore et al., 2017; ILO, 2017). Moreover, it is plausible that if the stage of public expertise is high, a number investors from varying sectors can undertake authorities to implement international improvement plans national (ILO, 2017).

With regard to findings on the knowledge on SDG 8 obtained through interviews show that majority of informants (employers) have little awareness and minimal knowledge on SDG 8 and do not have enough information on SDGs 8. This is confirmed during an interview session with an employer who asserted that:

To the best of my knowledge and understanding I know nothing about how Decent Work is and I have never heard about this in my supervision position (Security Guards Supervisor A).

Likewise, it was also noted that the adoption framework of SDG 8 by private sector employers is not very well clearly stipulated and implemented. This is because administrators of the private enterprises are not practicing in their work places despite of being well known to them. This is evidenced with the following assertion;

“In here, we are working according to the rules, regulations and laws of the country. In private sector firm we are mainly concerned with profit at the fore front, however, some practices are operated in consideration with the laws of the country” (Manager A).

The assertions above show that smart private firms are important for the awareness and attainment of all sustainable development goals and pursuits but are of specific relevance to SDG 8. Enterprises make a contribution to sustainable improvement and the fulfillment of SDG objectives in principle by regarding workers’ rights and their contributing to respectable work priorities by means of day day operations and investments. In some cases, the engagement of firms in a given operations like in Tanzania can lead to the advent of public-private partnerships that tackle specific respectable work deficits or become aware of decent work opportunities and would possibly complement or lead to particular projects and programmes. For instance, the status of employers’ knowledge on SDG 8, it was noted that managers and

administrative officers are knowledgeable. This was contended as follows during an interview with the program manager;

“In our enterprise all administrators knows this agenda of Decent Work and in practice they normally adhere to a substantial number of indicators” (Manager B).

Furthermore, it was also noted that private employers’ knowledge of SDG 8 have an influence on protecting labour rights for all workers. This was evidenced by the respondent who admitted to experience labour rights from their employers and the also shared to other workers as part of the administrators’ practices.

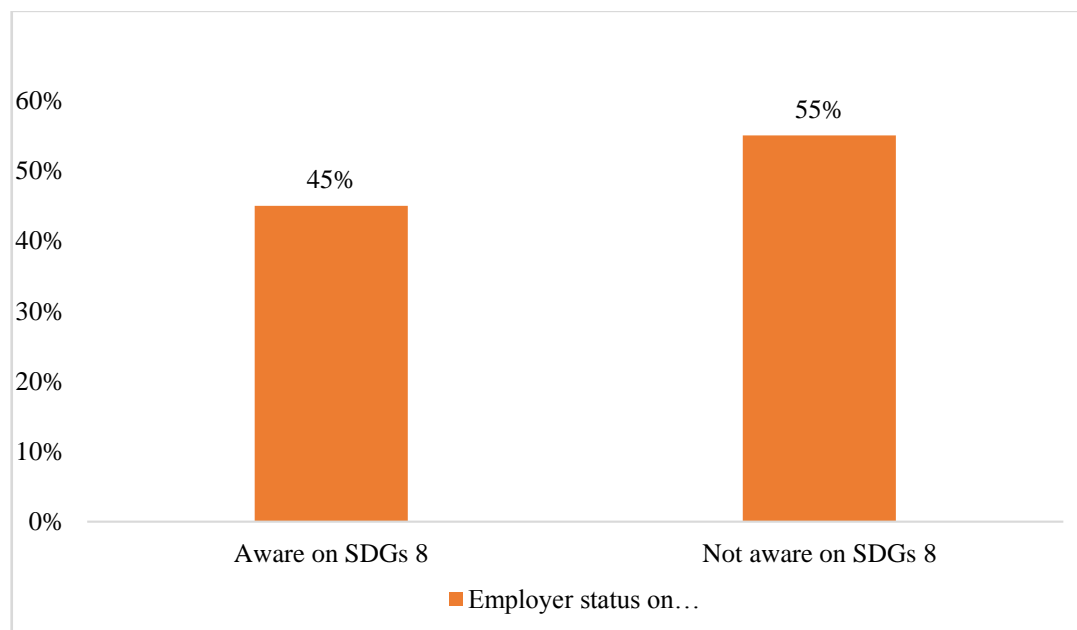
“We give contracts to our workers, we provide them with 28 days of leave we also pay them some allowances as per requirements... But government is thus called upon to put into place an enabling policy framework in order to promote private sector development as a means to promote more and better jobs.” (Manager B)

The responses above are supported by a study done by Porri (2018) on the “Roles of the Organization in Achieving Decent Work agenda in Tanzania at NBC Bank”. The findings from Porri (2018) indicated that, majority of the people do not understand the concept of decent work as a global agenda as evidenced by not being able to express what it means by decent work. However, some of people in the study reported that their organization provides a decent work environment in their enterprises. Moreover, others were neutral in opinion on the availability of initiatives within the organization through their policies, strategies and programs to promote decent work.

4.2.2 The General Awareness of the SDG 8 among the Respondents

The status of employers’ knowledge on SDG 8 was also supported by findings from the general survey whereby direct administered questionnaire was used to collect information from the respondents. Variables scores were computed to get an average score, whereby those variable below the mean were termed as not aware on SDGs 8 and those variables above the mean were termed as aware on SDGs 8. Therefore, with aspect to knowledge, the findings show that majority of informants (employers)

are unaware and do not have informants on SDGs 8, amounting to 55.0 %, only 45% of the informants (employers) had good knowledge of SDGs as show in figure 1.below.



Source: Survey data, (2020)

Figure 4. 1: Employer Status on SDG 8

The findings obtained through both interview and questionnaire above on (employers) are supported by a study by Bello *et al.* (2019) who did a study in Nigeria on the sustainable development goals (SDGs) as the latest intervention focused on ensuring global development. The study reported a better level of awareness and average knowledge of the SDGs up to 50% from the employers on SDG 8. This entails a better step in the proper direction and that will perhaps lead to the achievement of the SDGs when equaled to the MDGs. Bello *et al.* (2019) hence, endorsed the introduction of SDGs in the programme of health workers to facilitate accomplishment of the goals and targets sets. They also reported on the importance of creating good knowledge of SDGs the male gender; thus, the need for intensive efforts focused on educating female health workers on the programs in Nigeria.

Similarly, a study done by Tikly (2019) argued that awareness creation and regular education is frequently perceived as an important policy programmes which playing a transformative role for realizing sustainable development and the SDGs on the

continent. The supposition according to Tikly (2019) is based on an inadequately serious understanding of the historical role of awareness creation and regular education in backing up unsustainable development. The study by Tikly (2019) provided a serious explanation of the relationship among education policy and sustainable development in Africa as a feature of the after colonial circumstance. It is well known that if education is to play a transformative function in connection to sustainable development at that time education policy needs to be basically reoriented and yoked to wider processes of economic, cultural and political transformation in the welfares of social and environmental justice.

The information on SDG eight has resulted on improvement of the software of the SDGs which has been fairly throughout countries, goals, and targets. According to the Africa SDG Guide and Dashboard 2019, the quality graded country, Mauritius, had a collective score of 66.19 suggesting that the United States is, on average, 66 percentage of the way to the excellent possible result throughout the 17 SDGs.

Similarly in accordance to (ILO, 2014) any other pinnacle performers include Botswana, Ghana, and Rwanda. However, 18 nations (of forty six total) in sub-Saharan Africa are, on average, much less than 50 percent on the way closer to assembly the nice viable effect on all SDGs. Overall, at the indicator level, these international locations are off music on most of the SDGs, reiterating the urgency for international locations and global partners to at the same time speed up reforms and implementation Tikly (2019).

But studies which exceptionally focused on some on the next generation of employers, seems to be conscious of SDG like a learn about carried out by using Jati et al. (2019) on the awareness and information assessment of sustainable improvement goals amongst university college students in Universities Muhammadiyah Yogyakarta, Indonesia who are expected to be part of employers or employers in few years to come. The study cautioned that the assessment of individual's attention and expertise on SDGs is of dominant importance to support any succeeding actions. The cognizance of SDGs is higher compared to the previous agenda MDGs only in precise growing countries; henceforth, it wishes better advancement in extra than three years of its formation taking college students, as the

mediator of changes, are hypothetical to have upper level of consciousness and noticeably expertise than average. According to Jati et al. (2019) once the college students have a sound cognizance and superior knowledge on SDGs, they can vigorously donate to support, promote, and achieve the improvement goals through making use of their academic background. The findings exhibit majority of students are conscious and numerous students have excessive expertise about SDGs. Students' knowledge was observed affected by using the openness of data and students' focus is linked to no longer solely openness of information but also sexual category. Both cognizance and information are now not affected through students' contribution in the institute (Jati et al., 2019).

Further, Jati et al. (2019) insisted that gender roles, conducts, activities, characteristics and chances that any society considers suitable should be made an integral part of the decent work. This is because ILO (2012) stipulates the importance of promoting decent and productive work for girls and men in stipulations of freedom, equity, safety and human dignity. That is all workers have the proper to decent work, no longer solely those working in the formal economy, however additionally the self-employed, casual and informal economy workers, as well as those, predominantly women, working in the care economic system and non-public households' (Manandhar et al., 2018) Therefore, these supportive empirical opinions suggests that modern struggles for recognition and rights around respectable work continue to evolve over time specifically in sub-Saharan Africa where Tanzania is inclusive.

4.2.3 The Gender Awareness on the SDG 8

The narrative in section 4.2.2 on the general awareness of the SDG 8 has shown that gender equality is a cross-cutting feature of remodeling our world. The 2030 agenda for sustainable improvement is a key in realizing women's and girls' rights and catalyzing development across all SDGs.

In this study therefore, it was found that majority of women are aware of SDG 8 and its indicators amounting to 53.3 % and 46.7% are not aware of SDG 8 than men who accounts for 58.2% being not aware and 41.8% are aware.

Table 4. 2: The Association between Gender of the Respondents and Knowledge on the SDGs 8

Sex of the respondents	Knowledge on SDGs 8		Total
	Not aware on SDG 8	Aware on SDG 8	
Female	46.7% (21/45)	53.3%(24/45)	100.0%(45/100)
Male	58.2%(32/55)	41.8%(23/55)	100%(55/100)

Source: Survey data, (2020)

The findings in Table 4.2 above concur with the information in a study done by Kim (2017) about the awareness on SDGs by gender particularly, SDG 5, “Achieve Gender Equality and Empower All Women and Girls” (UN 2016). This suggests that in underlying motives for inherent and decided gender inequality we have to enhance extra culturally mentioned and contextualized procedures in the SDGs to handle gender disparity. Gender disparity is basically now not suited in the world where semi- of the world’s populace are not imparting with the identical rights as the different half of as majority of ladies are wakeful on SDG issues.

It is also reasonably much less productive to depend on only half of the world’s work force to assist dispose of poverty. Education, employment, and full empowerment of women and girls need to be a priority for the SDGs especially SDG 8.

Equal distribution and allocation of activities and a harmonious business enterprise between men and women are insecure to their welfare and to that of their family members and to the alliance of equality. The attainment of gender equality necessitates a scenario in which guys and girls collaborate, and work and family errands are shared. As gender mainstreaming developed the putative framework for action to acquire and realize gender parity, an interest arose in the position of guys and boys as a counterpoint to women-specific methods. There is indication that taking “masculinities” (men’s attitudes, ambitions and worries) into contemplation is vital in scheming procedural frameworks, all-inclusive techniques and profitable tools to give up sex discrimination and comprehend equality amongst men and women (García and Gruat, 2003).

The gender approach then permits for explanation of the roles typically linked with being male or woman in neighborhood and in personal life, preliminary in childhood, combining all through youth, into the maturity authenticity of “men’s jobs” and “women’s jobs”. Stereotyping stays to location increased prominence, as properly as greater worth, on the function of guys in neighborhood existence and in the office, as adversarial to women’s position in unpaid family labour, caregiving and public work. Analysis of the variances between ladies and men in activities assigned, activities undertaken, get right of entry to and manipulate over resources, as well as in decision-making, affords the groundwork for excellent policy decisions when inequalities are recognized (UN, 1995).

A re-examination of current strength relations between women and men with a view to their working jointly toward gender equality is now known as for. Overcoming resistance – by using each ladies and men – in transferring gender family members that are supportive of men’s positive position in gender equality is essential, mainly in the workplace. Optimistic basics of equality penalties for men have to be encouraged. Policy and supervisory procedures, sensible legislation, inducements and awareness raising, as well as cooperation amongst employers and people and different institutional troupes to eradicate stumbling blocks to place of work gender equality, will be imperative (ILO, 2009).

The ILO’s rights-based and efficiency-based gender equality argument applies here,. Education and gender equality have long been recognized as imperative human rights. The financial affectivity motive for empowering girls via training is similarly compelling, for women’s achievable as key contributors to improvement depends on their get right of entry to education. The purpose of gender parity in primary education has been done in 118 countries. However, many of these already had the right to free compulsory education. In 2005, about one-third of international locations mentioned parity in each fundamental and secondary education; in 2008, fifty four international locations still fell brief of the mark and are at risk of no longer reaching it.

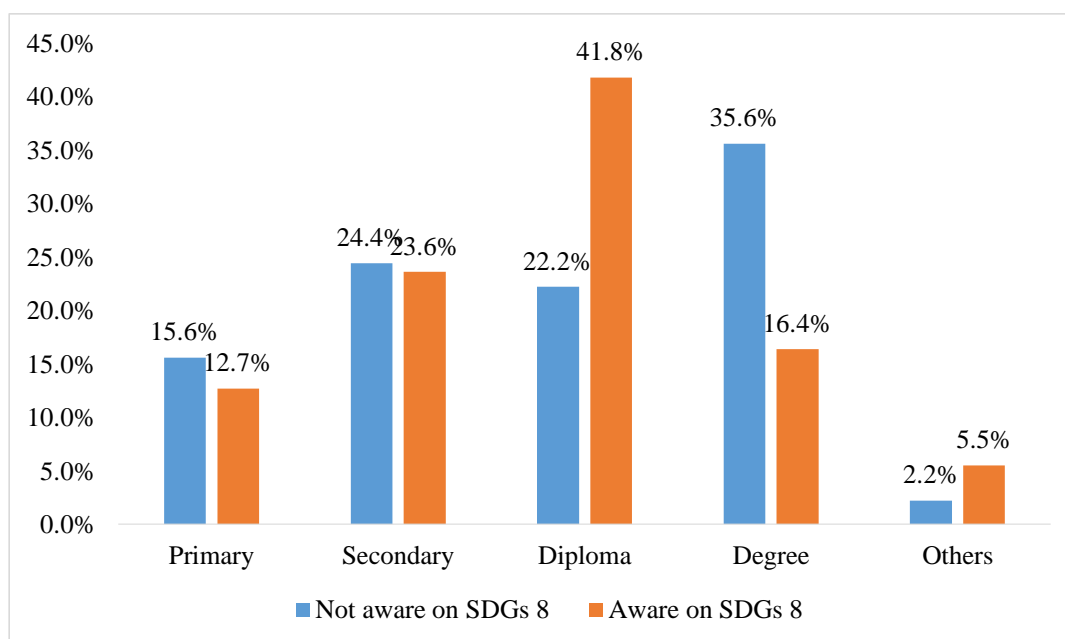
4.2.4 Education Level and Awareness on the SDGs 8

This subsection presents the association between education level of respondents and their awareness of the SDGs 8. The data sets are separated into two groups of those who are aware and those who are not aware.

Table 4. 3: The Association between Education Level and Awareness of the SDGs 8

Educational level	Awareness on SDGs 8		Total
	Not aware on SDG 8	Aware on SDG 8	
Primary	15.6%(7/45)	12.7%(7/55)	14.0%(14/100)
Secondary	24.4%(11/45)	23.6%(13/55)	24.0%(24/100)
Diploma	22.2%(13/45)	41.8%(23/55)	33.0%(33/100)
Degree	35.6%(16/45)	16.4%(9/55)	25.0%(25/100)
Others	2.2%(1/45)	5.5%(3/55)	4.0%(4/100)

Source: Survey data, (2020)



Source: Survey data, (2020)

Figure 4. 2: The Association between Education Level and Awareness of the SDGs 8

Table 4.3 and Figure 4.2 above shows that Diploma qualifications accounts for 41.8 % were aware followed by those who are in secondary education level qualifications

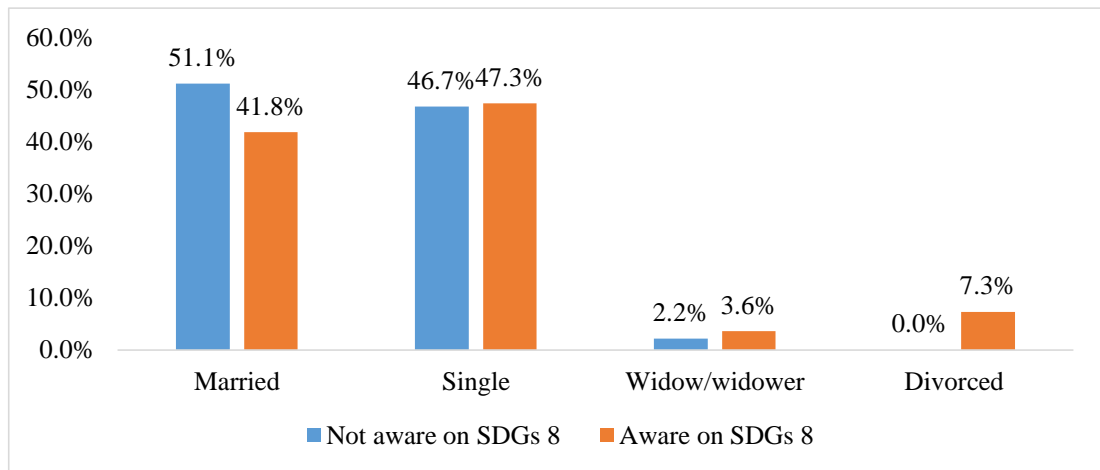
23.6% while the degree level respondents are presented with 16.4%. In the same vein, primary education level amounts 12.7% and other qualification possess 5.5%. Contrary 35.6% of degree holders, 24.4% secondary education level holders and diploma holders 22.2% are not aware of SDG 8 with its indicators followed by 15.6% of primary education level and lastly 2.2% of other education qualification level were not ready to invest their time and efforts in learning more about the SDGs. This tells that, majority of the respondents have good education qualifications from high learning institutions yet still failed to understand the knowledge behind the concept of decent work. During the study it was realized that numerous private employers have put into vicinity policies to eliminate discrimination in the workplace or made public commitments to this effect. Therefore, understanding these data and advocacy campaigns that target corporations can inspire recognize for the rights of susceptible people in a similar fashion to the findings pronounced by means of Devina (2008).

4.2.5 Marital status and Awareness on the SDGs 8

This sub-section presents the marital status of the respondents and their awareness on the SDG 8. The findings are separated into groups' awareness and not aware on the SDG.

Table 4. 4: The Association between Marital Status and Awareness on the SDG 8

Marital status of Respondents	Awareness on SDGs 8		Total
	Not aware on SDG 8	Aware on SDG 8	
Married	51.1%(23/45)	41.8%(23/55)	46.0%(46/100)
Single	46.7%(21/45)	47.3%(26/55)	47.0%(47/100)
Widow/widower	2.2%(1/45)	3.6%(2/55)	3.0%(3/100)
Divorced	0.0%(0/45)	7.3%(4/55)	4.0%(4/100)



Source: Survey data, (2020)

Figure 4.3: The Association between Marital Status and Awareness on the SDG 8

Table 4.4 and Figure 4.3 above, depicts that 51.1% of the married people are not aware of SDG 8 while 41.8% are aware of SDG 8. The persons living single accounts for 46.7% being aware and 47.3% are not aware of SDG 8 followed by 7.3% divorced who are aware, widow/widower take 3.5% and 2.2% who are not aware. This implies that most of the respondents are not married with one partner and so flexibility at work becomes easier and even though decent work agenda is still not common, this does suggest that once awareness is increased and the agenda is implemented then the married group will be good beneficiaries of it.

The findings are comparable to ILO (2009) that good number of countries have adopted active labour market policies with a maternity and family component. In other developing countries, girls informal financial system workers might be hindered in their get right of entry to livelihoods during maternity. For example, the requirements for the software of maternity safety provisions may additionally be very worrying in law and practice and eliminate ladies agricultural workers. 16 The ILO considers it vital to take account of the availability of such measures in the casual economy, the place many women are concentrated in seasonal and brief labour forces (ILO, International Labour Conference, 2009).

4.2.6 Work Position and Awareness on the SDG 8

The findings in Table 4.5 present the relationship between work position and awareness on the SDG 8. The presentation considered respondents awareness and those who are not aware on the SDG 8.

Table 4. 5: The Relations between Work Position and Awareness on the SDG 8

Working Position of the Respondent	Knowledge awareness on the SDGs 8		Total
	Not aware	Aware	
Manager	20.0%(9/45)	18.2%(10/55)	19.0%(19/100)
Supervisor	33.3%(15/45)	32.7%(18/55)	33.0%(33/100)
Teacher	8.9%(4/45)	14.5%(8/55)	12.0%(12/100)
Personal secretary	11.1%(5/45)	25.5%(14/55)	19.0%(19/100)
Human resources officer	11.1%(5/45)	3.6%(2/55)	7.0%(7/100)
Accountant	6.7% (3/45)	3.6%(2/55)	5.0%(5/100)
Security Guard	8.9% (4/45)	1.8%(1/55)	5.0%(5/100)
Total	100%(45/100)	100%(55/100)	100%(100/100)

Source: Survey data, (2020)

Table 4.5 above displays that 32.7% of supervisors are aware of SDG 8 and 33.3 % are not aware of SDG 8; personal secretaries 25.5% and 11.1% are not aware. Also, managers account for 18.2% being aware and 20% are not aware; teachers who are aware account for 14.5% and 8.9% are not aware; accountants 3.6% are aware while 6.7% are not aware of SDG 8.

Findings above are similar to a learn about completed via Pereira, Dos Santos, and Pais (2019) which targeted on work prerequisites for these people no longer benefiting from respectable work circumstances, and what is necessary for the being of decent work. Study consisted ordinarily of workers from unique sectors and countries. The outcomes of this evaluation show that empirical research on first rate work is grounded in a number disciplines and is nonetheless in its early stages. Additionally, most research file respectable work deficit and do no longer cover the complete decent work concept. Medium, low, and very low development countries are under-researched.

There is a want to broaden the scope of occupations and contexts included with the aid of lookup in line with the Decent Work DW agenda. Additionally, the determinants are more than one and their identification will make a contribution to enriching the notion and typically to designing interventions to promote Decent Work. Considering the aforementioned interdependence resulting from globalization, the need to learn about the roles played by using the different stakeholders, whether or not outdoor or interior organizations, looks also relevant. Furthermore, solely a few studies were devoted to the Decent Work impact, but none have regarded the influence on the exceptional spheres of workers' lives (e.g., family, friends) or on society in general. These are additionally components that be studied in the future.

4.3 Employers' Knowledge on the SDG 8 and their Influence on Labour Rights Protection for all Workers

This section present the second specific objective that sought to determine whether employers' knowledge on the SDG 8 have an influence on labour rights protection for all workers. This findings was important because numerous employers have put into place insurance policies to do away with discrimination in the workplace or made public commitment to this cause. Information and promotion campaigns that goal agencies can inspire recognize for the rights of susceptible workers.

4.3.1 Employers Knowledge on SDG 8 in Protecting Labour Rights

This sub-section present the private employers' knowledge of SDG 8 have an influence on protecting labour rights for all workers.

Table 4. 6: The Association between Knowledge on the SDGs and LabourRights

Awareness on SDG	Labour right category		Total	Chi-square	P-value
	Aware with labour right	Not aware with labour right			
Aware on SDG 8	46.7%(28/60)	42.5%(17/40)	45.0%(45/100)		
Not aware on SDG 8	53.3%(32/60)	57.5%(23/40)	55.0%(55/100)		
Total	100%(41/100)	100.0%(59/100)	100.0%(100/100)	0.168	0.06

*Note: *Significant at 5% level*

Source: Survey data, (2020)

The results in Table 4.6 show that overall 32(53.3%) of the employees are not aware on the labour right, compared to 28(46.7%) who are aware on the labour rights. This is not statistically significant between the two categories. These findings imply that employees are lacking knowledge on their rights as stipulated in the SDG 8. These could be an obstacle towards fulfilment of their rights.

About 23(57.5%) of the employers are not aware on the labour rights, compared to a slight minority 17(42.5%) who reported to be aware on the labour rights. These findings imply that more information need to be provided to employers regarding labour rights.

The findings concur with the find out about executed through Omisore, Babarinde, Bakare, & Asekun-Olarinmoye (2017) who did a study on cognizance and know-how of the sustainable improvement dreams in a university community in southwestern Nigeria, and effects shows that the attention of and attitudes to the SDGs was once simply fair. However, the degree of understanding used to be very low, and this has considerate bad implications for SDGs attainment. Pertinent person and population-level methods of enlightening people about the SDGs have to be put in place in academic settings; curricular changes are imperative.

In addition to that, Frey & MacNaughton (2016) who investigated a human rights lens on full employment and Decent Work in the 2030 Sustainable Development Agenda to validate that the MDGs and the SDGs have no longer chattered full employment and respectable work in a way that is reliable with the Decent Work Agenda of the ILO and worldwide human rights legal responsibilities of the UN member countries. It goes a ways through finalizing that the new 2030 improvement agenda unhappily deliver into line with market-based well-being improvement strategies as an alternative than the grasp of the human rights to full employment and respectable work for all.

4.3.2 Mean Distribution of LabourRights by Ranking

The findings in Table 4.7 present the labour rights by ranking, in considered mean, rank and decision.

Table 4. 7: Mean Distribution of LabourRights by Ranking

Decent work	Mean	Rank	Decision
Membership to association of Tanzania employers contributes awareness to decent work	4.51	1	A
Connection with other employers contributes awareness to decent work	4.30	2	A
Nature of industry affects employers awareness to decent work	4.27	3	A
Gender of employers contributes to familiarity with decent works	2.01	4	D
Use consultants, legal officers and Human Resources personnel’s contributes to familiarity of decent work	1.68	5	D
Level of education contributes familiarity with decent work	1.19	6	D

Source: Survey data, (2020)

Table 4.7 presents the assessment for each indicator using several evaluation statement and mean score were used as analysis technique. Interpretations are as follows; the highest score of the statement which stated that membership to association of Tanzania employers contributes awareness to decent work at work was

4.51. This implies that majority of the respondents strongly agreed in opinion hence making it rank in 1st position; Connection with other employers contributes awareness to decent work scored 4.30 ranking 2nd position, this denotes that many people agreed with the opinion; Nature of industry affects employers awareness to decent work scored 4.27 ranking 3rd position, this implies the respondents agreed with the opinion; Gender of employers contributes to familiarity with decent works scored 2.01 ranking 4th position, this implies the respondents disagreed with the opinion; Use consultants, legal officers and Human Resources personnel's contributes to familiarity of decent work scored 1.68 ranking 5th position hence implying the respondents fairly disagreed with the opinion and finally Level of education contributes familiarity with decent work scored 1.19 and ranking 6th position thus denoting that the strongly disagreed with the opinion.

4.4 The Employers' Knowledge of the Relationship between Decent Work and Well-being improvement

This section presents the third specific objective that focused on assessing the employers' knowledge of the relationship between decent work and well-being improvement.

Table 4. 8: Rotated Component Matrix

Decent work	Component	
	1	2
Use consultants, legal officers and Human Resources personnel's contributes to familiarity of decent work	.736	
Gender of employers contributes to familiarity with decent works membership to association of Tanzania employers contributes awareness to decent work	.732	.468
Level of education contributes familiarity with decent work	.500	
Nature of industry affects employers awareness to decent work		.776
Connection with other employers contributes awareness to decent work		.761
% variance	30.7	25.2

Findings generated in Table 4.8 for all factors under the use of principle components method in the extraction process. The four elements are calculated with eigenvalues than 1. The two trade much less markedly when the six elements are used. Therefore, 4-6 elements show up to give an explanation for most of the variability in the data. The proportion of variability is 30.7% explained by way of aspect 1 and 25.2% explained with the aid of element two.

According to the findings employers lack of information of the SDG 8 have no influence on the protection of labour rights for all employees (The initiative is to promote upright and fruitful employment with first rate conditions of freedom, equality, safety and human dignity). This can be traced lower back to indicators of sustainable well being improvement which are required to be developed to supply strong bases for policymaking at all levels and to underwrite to a self-regulating sustainability of combined surroundings and improvement structures.

Sustainable development at first was first was supposed to be a dynamic optimization hand of intergenerational equity. It was about safeguarding most effective ingestion that should be upheld in the long run with a disadvantaged of reducing the created (Pierantoni, 2004 cited in Bali Swain and Yang-Wallentin, 2020).

Since the early 1990s, multiple measures of sustainability have been developed and used through policy makers. These range from traditional measures of monetary performance, such as gross home product (GDP), to measures that goal to seize the sustainable development. Output measures like GDP, net domestic product and real consumption per capita are extensively used however solely capture the financial factor of development (Parris and Kates, 2003 mentioned in Bali Swain and Yang-Wallentin, 2020).

It is argued that realizing first rate work needs an ideological trade of 'traditional 'localities' work ethics and a cultural trade from communism and unselfishness towards individualism and stress on person rights (Pierantoni, 2004). Furthermore, regulatory implementation shortfalls and the insufficient role of the exchange union in enabling the progress of decent work at numerous levels. Also topics on decent work have to be mainstreamed as a fundamental phase of decent industrial members

of the family and eventually, decent social relations. It demands for a multi-level and multi-disciplinary approach to investigate the historical, political, economic, ideological and cultural context of particular nations in pleasurable the ‘Decent Work’ agenda (ILO, 2007).

An incredible number of countries have familiar to labour market policies with a maternity and household component. In other developing countries, female casual financial system employees may be delayed in their get admission to livings in the course of maternity. For instance, the requirements for the request of maternity protection requirements may also be very challenging in law and exercise and reject ladies agricultural workers. The ILO deliberates it noteworthy to take account of the accessibility of such procedures in the informal economy, where several ladies are centered in periodic and brief labour forces (ILO, 2009).

Another vital measure is linked to first rate working time, offering employees with the time and flexibility they need to deal with their family responsibilities. Family friendly measures want to be designed to enable mother and father – each girls and men – adequate time to care for their families on a day by day basis. By permitting humans to regulate their work schedules flexibly to meet imperative home obligations, household pleasant working-time benefits workers and their workplaces, as properly as society as a whole (ILO, 2007).

Workers in the informal financial system grieve from extra uncertain, much less every day and lower incomes than these in the official economy, grieve longer working hours and lack of mutual bargaining and illustration rights, and often have ambiguous or disguised employment status. Their physical and monetary susceptibility is enlarged by way of the very reality of working in the informal economy, which is frequently both left out from or successfully past the attain of social protection schemes or protection and health, maternity and different labour rights and protection law (ILO, 2019).

The essential aim of the ILO is the accomplishment of respectable work and productive work for female and men in conditions of freedom, equity, protection and human dignity (ILO, 1999, 2001, 2008 noted in Pereira, Dos Santos, & Pais, 2019). These four fundamental values are expressed through four strategic objectives:

- i. The advertising of standards and integral principles and rights at work, to make sure that workers' constitutionally protected rights to dignity, equality and fair labour practices are covered by fabulous criminal frameworks;
- ii. The promoting of employment creation and earnings opportunities, with the purpose being 'not just the advent of jobs, but the creation of jobs of desirable quality';
- iii. The get right of entry to and enchantment of social protection and social security, which is indispensable to the reduction of poverty, inequality, and the problem of care responsibilities; and
- iv. The promotion of social speak

4.5 The Impacts of Employers' Awareness of SDG 8 on Well-being improvement

This section present the second specific objective that sought to present the impacts of employers' awareness of SDG 8 on the well-being improvement.

4.5.1 Different Documents Reviewed on SDG 8 and its Implication on Well-being improvement

Apart from the interviews and questionnaire, the find out about utilized documentary evaluation (see Appendix III) so as to draw out data on issues concerning SDG 8. The purpose at the back of the use of documentary evaluation is that the aggregate of files with other sources for gathering facts helps to check the effects of employers' cognizance of SDG eight on well-being improvement.

Decent Work information on annual growth rate of real GDP per capita to employed individual in Tanzania designates that the country is doing true improvement; however, these need to be completed in terms of developing statistics indicators regarding the casual economic system that employs not less than 80% of humans in the country. Data exhibit certain enhancements to the advent of work opportunities, even though vast deficits remain. Information depends on statistical Decent Work Indicators (Tanzania's National Bureau of Statistics) and data on rights at work and

the criminal framework for decent work that is introduced in the shape of Legal Framework Indicators (ILO, 201;2016).

Tanzania ratified the Minimum Wage Fixing Convention of 1970 (No. 131), and has adopted the Labour Institutions Act of 2004, which prescribes minimum wages on a sectoral groundwork and the Employment and Labour Relations Act, which offers the modes, formulation and timing of price of wages. It has additionally mounted wage boards, which make hints on the value of living, amongst different things. Average monthly incomes in the non-agricultural zone increased significantly, though the expand used to be greater for adult males than for ladies and higher in city areas than in rural areas. The median monthly earning (low pay rate) rose by way of over 40%, and there was little alternate in the shape of revenue at the lower end of the spectrum. Despite high employment-to-population ratios, income are nevertheless inadequate for a giant share of the Tanzanian population, and are insufficient to pull a giant quantity of human beings out of poverty. The working negative stay a extensive challenge, with over one third of employees nevertheless dwelling in poverty¹. The situation is typically higher for those predominantly in paid employment, and expanding get right of entry to paid employment hence represents an essential policy challenge.

4.5.2 Field Data Ranked Well-being improvement against the Review Documents

Well-being improvement items were ranked according to their decreasing order. Those items above 2.50 mean are termed as aware and those below 2.50 are termed as disagreed (Not aware). Employees are able to provide balanced diet to family members daily, Employees are able to use public and private transport daily, Employees are able to form small business these are agreed terms (Table 4.9).

Factor analysis were done for variable reductions for well-being improvement items in which those variables rotated in the first component were considered to have large weight (% variance =46.9) and the average mean computed to obtain the single representable item of Well-being improvement (Table 4.9).

Table 4. 9: Mean distribution of Well-being improvement items by ranking

Well-being improvement	Mean	Rank	Decision
Employees are able to provide balanced diet to family members daily	4.29	1	A
Employees are able to use public and private transport daily	4.26	2	A
Employees are able to form small business	4.02	3	A
Employees are able to join informal social and economic groups like vikoba	1.82	4	D
Employees are able to take children to both public and private schools	1.31	5	D
Employees are able to rent houses with electricity and water supply	1.13	6	D

Table 4. 10 : Rotated Component Matrix

Well-being improvement	Component	
	1	2
Employees are able to provide balanced diet to family members daily	0.959	
Employees are able to use public and private transport daily	0.958	
Employees are able to form small business	0.933	
Employees are able to take children to both public and private schools		0.869
Employees are able to rent houses with electricity and water supply		0.833
Employees are able to join informal social and economic groups like vikoba		0.627
%Variance	46.9	31

The factors analysis were computed of six factors, the factors that are ranked first had weight of 46.9% means that contributed to the well-being improvement within this percentage. Compared to the second component factors which contribute only about 31%. These findings imply that well-being improvement are mostly contributed by factors such as employees are able to provide balanced diet to family members daily, employees are able to use public and private transport daily and employees are able to form small business.

4.5.3 The Impact of Employers' Awareness of SDGs 8 on Well-being improvement

Findings in Table 4.11 presents regression estimates on the impact of employers' awareness of SDGs 8 on Well-being improvement. Independent variables such as Knowledge awareness, sex, age and education level, marital status, work experience and work position of respondents. These variables were tested by using dependent variables as follows.

Table 4. 11: Regression Model on the Impact of Employers' Awareness of SDGs 8 on Well-being improvement

Model	Unstandardized		Standardized	t	Sig.	95.0% Confidence	
	Coefficients		Coefficients			Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	5.874	0.661		8.886	0.000	4.561	7.187
Knowledge awareness	0.005	0.008	0.070	0.665	0.508	-0.011	0.022
sex of respondents	-0.420	0.184	-0.234	-2.284	0.025**	-0.784	-0.055
age of respondents	-0.018	0.016	-0.166	-1.073	0.286	-0.050	0.015
education level of respondents	-0.090	0.093	-0.110	-0.967	0.336	-0.275	0.095
marital status of respondents	-0.013	0.129	-0.010	-0.098	0.922	-0.269	0.244
work experience	0.008	0.020	0.057	0.401	0.689	-0.032	0.049
work position of respondents	-0.104	0.042	-0.275	-2.467	0.015**	-0.188	-0.020

*Dependent Variable: Well-being improvement Minus sign indicates a negative change in Benefit of Multiple linear regression model: standardized coefficients were reported; ** Significance at the 95% confidence level; Benefit.....: R2 =0.374 (Adj. R2 =0.074), DF=4; F=2.134, overall P<0.048 at 5% significance level.*

The study results show that a number of factors had estimates on the impact of employers' awareness of SDGs 8 on Well-being improvement. The regression estimates on the impact of employers' awareness of SDG 8 on well-being improvement indicates that the knowledge awareness and work experience among the employees were statistically significant. Meaning that the well-being improvement are mostly contributed by factors such as employees' knowledge awareness of SDG 8 and work experience.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter affords the summary, conclusion, and recommendations of the find out about primarily based on the aspects in the findings. Basically, this chapter offers a brief account of the find out about whilst summing-up the dialogue concerning the theme at hand. The area of guidelines also is further divided into two subsections: coverage primarily based hints and the suggestions of the areas for further studies.

5.2 Summary of the Study and the Key Findings

The reason of this study was to check employers' recognition on Sustainable Development Goal 8 (SDG 8). The intention that promotes sustainable and inclusive financial growth, productive employment and first rate work for all (that is, the goal that confirms the relationship between respectable work and monetary growth).

Specifically, the study focused on the assessment of private employers' awareness on the SDG 8 and its implications for well-being improvement in Dodoma Capital City (DCC), Tanzania. The study adopted a cross-sectional research design. Purposive and random sampling strategies have been employed to select the consultant sample. Data series techniques comprised of surveys, key informants' interviews, and documentary review with the private employers' influenced by Autonomy and Decision Making Theory. A total of 100 individual private employers were directly administered with questionnaires. The data were analyzed using SPSS 24 version and MS-Excel computer software to summarize the facts. The study adopted a cross-sectional research design. Purposive and random sampling strategies have been employed to select the consultant sample. Data series techniques comprised of surveys.

Generally, the findings show that overall 53.3% of the employees are not aware of the labour right due to lack of enough knowledge on the SDG 8. However, this is not statistically significant between the categories of employees. This is because employers' lack of knowledge of SDG 8 and have no influence on the protection of labour rights. The regression estimates on the impact of employers' awareness of SDG 8 on well-being improvement indicates that the knowledge awareness and work

experience among the employees were statistically significant. Meaning that, the well-being improvement is mostly contributed by factors such as employees' knowledge awareness of SDG 8 and work experience.

From the findings was noted that status of employers knowledge on SDGs 8 are reported by majority of employers who lack enough knowledge on the SDG 8 on contrary to the managers and administrative officers who appreciate the agenda of decent work. A large proportion are diploma holders amounting 41.8 % were aware, secondary education level staff 23.6% degree holders 16.4%. In the same vein, primary education level amounts 12.7% and lastly 2.2% of other education qualification level were not ready to invest their time and efforts in learning more about the SDGs. The findings on the employers knowledge on SDG influence labour rights noted that about 32(53.3%) of the employees not aware on the labour right, while about 23(57.5%) of the employers not aware on the labour rights, more information are provided to employers regarding labour rights. The highest score of the statement which stated that membership to association of Tanzania employers contributes awareness to decent work at work was 4.51 that rank in 1st position.

Furthermore, the use of principle components method involved four factors calculated with eigenvalues of more than 1. The two change much less markedly when the six factors are used. Therefore 4-6 factors appear to give an explanation for most of the variability in the data. The proportion of variability is 30.7% defined by component 1 and 25.2% explained with the aid of factor two. Decent Work statistics on annual boom rate of real GDP per capita to employed character in Tanzania designates that the nation is doing good improvement; that employs not less than 80% of people in the country. Well-being improvement items were ranked according to their decreasing order. Those items above 2.50 mean are termed as aware and those below 2.50 are termed as disagreed (Not aware). Employees are able to provide balanced diet to family members daily, Employees are able to use public and private transport daily, Employees are able to form small business these are agreed terms. Factor analysis were done for variable reductions for well-being improvement items in which those variables rotated in the first component were considered to have large weight (% variance =46.9) and the average mean computed to obtain the single representable item of Well-being improvement. The factors analysis were computed

of six factors, the factors that are ranked first had weight of 46.9% means that contributed to the well-being improvement within this percentage. Compared to the second component factors which contribute only about 31%.

5.3 Conclusions

This study provides empirical and theoretical evidence on various aspects of knowledge and awareness of the SDG 8 for a more decent work in Tanzania. It examines the different awareness creation of the SDG 8 and their limits to the well-being improvement in Tanzania. The study generally concludes that despite many progresses in the private sector, not all the workforce is enjoying decent work. This is because it was noted that the status of employers knowledge on SDGs 8; as worldwide conventional agenda of development need every one in the world to be able and willing, knowledgeable to contribute. The majority of employers lack enough knowledge on the SDG 8. The private sector employers have not adopted the SDG 8 in the working places despite of being present.

The education is to play a transformative function in connection to sustainable development at that time education policy needs to be basically reoriented and yoked to wider processes of economic. This is due to the fact numerous private corporations have put into place insurance policies to put off discrimination in the workplace or made public commitments to this effect. Information and advocacy campaigns that goal firms can encourage recognize for the rights of prone workers. For instance, gendered strategies permits for rationalization of the roles generally linked with being male or lady in community.

The education qualifications from high learning institutions yet still failed to understand the concept of decent work in the gendered conceptualization. As such, the study further inspire the non-public zone to make a contribution to advancing gender equality via striving to make sure women's full and productive employment and first rate work, equal pay for equal work or work of equal value, and equal opportunities, as nicely as protecting them towards discrimination and abuse in the workplace. The flexibility at work becomes easier and even though decent work agenda is still not common, this does suggest that once awareness is increased and

the agenda is implemented then the married group will be good beneficiaries of it. The decent work is grounded in various disciplines and is still in its early stages.

Employer knowledge on SDG 8 influence labour rights employees are lacking knowledge on their rights as stipulated in the SDG 8. These could be an obstacle towards fulfilment of their rights. More information need to be provided to employers regarding labour rights. The highest score of the statement which stated that membership to association of Tanzania employers contributes awareness to decent work at work hence making it rank in 1st position.

Employers lack of know-how of SDG 8 and have no influence on the safety of labour rights for all people (The initiative is to promote decent and productive employment with decent stipulations of freedom, equality, security and human dignity). This can be traced again to warning signs of sustainable improvement require to be developed to deliver stable bases for policymaking at all ranks and to underwrite to a self-regulating sustainability of mixed environment and improvement structures.

Decent Work data on annual boom charge of real GDP per capita to employed person in Tanzania designates that the country is doing precise improvement; however, these want to be achieved in terms of developing records indicators concerning the casual financial system that employs not much less than 80% of human beings in the country.

Employees are able to provide balanced diet to family members daily, Employees are able to use public and private transport daily, Employees are able to form small business these are agreed terms. Factor analysis were done for variable reductions for well-being improvement items in which those variables rotated in the first component were considered to have large weight to obtain the single representable item of Well-being improvement.

The well-being improvement are mostly contributed by factors such as employees are able to provide balanced diet to family members daily, employees are able to use public and private transport daily and employees are able to form small business.

5.4 Recommendations and Policy Implications for the Findings

It is apparent from the findings that effectively engaging the non-public area in achieving the SDG 8 ambitions requires a public legislative and policy framework conducive to the sustainable development of enterprises. Private area engagement and private region development are two facets of the equal coin. Tanzanian government is for this reason known as upon to put into area an enabling coverage framework in order to promote private zone improvement cognizance of the SDG eight as a capability to promote greater and higher jobs.

In terms of policy implications the find out about recommends an integrated method that addresses the goals of monetary growth, for economy, which requires employees' expertise cognizance and inclusiveness in order to achieve SDG 8. This is due to the fact in phrases of coverage priorities, achieving many of the different SDGs depends on development underneath the SDG 8. Finally, mobilizing the coverage priorities, assisting information access and ability building for SDG 8-related interventions is consequently critical for well-being improvement. Engaging with personal organizations is vital for the consciousness of all sustainable development desires and objectives but is of unique relevance to SDG 8 Private agencies make a contribution to sustainable development and the fulfillment of SDG targets first and foremost, via respecting workers' rights and contributing to first rate work priorities thru their day to day operations and investments. In some cases, the engagement of non-public businesses can lead to the creation of public-private partnerships that address specific decent work deficits or discover decent work opportunities and may complement or lead to particular tasks and programmes. Sustained, inclusive and sustainable monetary increase is critical for prosperity. Building dynamic, sustainable, progressive and people-centered economies and advertising first rate work for all is therefore central to the new development agenda and is the focus of SDG eight

To this end therefore, the management and administrator should organize private sector employers and employees for the purpose of providing knowledge and awareness on the SDG 8. This is needed to emphasize sustainable development and well-being improvement through decent work. The ability of employers and employees to be aware is especially important to promote general understanding and

ability to provide and claim such rights. Government in the labour department, should exactly know that employers and employees awareness on the SDG 8 on the well-being improvement are better engine for the country development. This should be followed with planned program to induce respective awareness and understanding. Employers should seek general knowledge on the SDG 8 to proper improve the business and general understanding of the labour rights for decent work. This is especially important in changing world of work that need respective improvement. Finally, labour union should organize the training program for private employers and gain a reality knowledge to the development of work and creation of decent work. This is a required mechanism to the promotion of well-being improvement.

Finally, The SDGs provide a universal and understandable framework for addressing the challenges that require cooperation and action at National level. The SDGs cover a broad range of challenges such as economic inclusion, diminishing natural resources, geopolitical instability, environmental degradation and the impacts of climate change. Many companies face these challenges in their value chain and are already supporting the SDGs through their contribution to economic growth and employment, or as providers of financing, technology and innovation. Leading companies have begun to recognize that they can address better the complex challenges of the SDGs by scaling up their efforts through collaboration with peers, industry and sector organizations, customers, governments, nonprofit organizations and society. The success of the SDGs depends largely on the initiatives of the public and private sectors

5.5 Areas for further studies

This study assessed employers' awareness on Sustainable Development Goal 8. The goal that promotes sustainable and inclusive well-being improvement, productive employment and decent work for all. Specifically, the study focused on the assessment of private employers' awareness on the SDG 8 and its implications for well-being improvement in Dodoma Capital City (DCC), Tanzania. The study therefore identified three areas which could be the subject of further investigation by other researchers in the field:

- i. Decent work and well-being improvement – A gendered analysis
- ii. The impact of training on SDG 8 and awareness of employees benefits
- iii. The effect of SDG 8 on the working condition
- iv. The status of knowledge among the public sector employers on the SDG 8

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APPENDICES

Appendix I: Questionnaire Guide for Staff from Selected Companies in the DCC

My name is *Ngolly Honesta*, a student of Masters of Development Studies at the University of Dodoma (UDOM). I am currently conducting research in the Dodoma Capital City on “*employees’ awareness of Sustainable Development Goal Number 8: A Case of Private Investors in Dodoma City, Tanzania*”. I beg your assistance to fill in the following questions for that matter. It is assured that all the information you provide will be strictly confidential, and will only be used for scholarly research work.

PART 1: Demographic Characteristics of Respondents	
1	Sex of Respondents: a) Female () b) Male ()
2	Age of respondents a) 21-30 years () b) 31-40 years () c) 41-50 years () d) Above 50 years ()
3	Education level of respondents a) Primary education () b) Secondary education () c) Colleges () d) Universities () e) Others (if any).....
4	Marital status of respondents a) Single () b) Married () c) Widow () d) Divorced ()
5	Working experiences (in years) in your company a) Less than 1 year () b) 1-3 years () c) 4-7 years ()

	d) 8-10 Years ()					
	d) Above 10 years ()					
PART II: RESEARCH QUESTIONS						
6	What do you understand the term decent work? a) b).....					
7	What is the status of employers' knowledge on decent work? a) b).....					
8	What do you understand by labour rights?					
9	Does the employers' knowledge of SDG 8 have an influence on protecting labour rights for all workers? a) Yes () b) No ()					
10	If your answer is <i>Yes</i> in Qn 8 above, state how does private employers' knowledge of SDG 8 have an influence on protecting labour rights for all works? a) b)..... c)..... d).....					
11	Rate the level of employers' awareness on SDG 8? a) Not aware () b) Moderately Aware () c) Highly -aware ()					
12	Is there any relationship between the private employers' knowledge of decent work and economic growth? a) Yes () b) No ()					
13	Rate your level of understanding on employers' awareness on SDG 8 that has impact on economic growth" by using 1=strongly disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree					
	Statement	1	2	3	4	5
9	Knowledge on SDGs					

	i	Employers' knowledge on SDG 08					
	ii	Employers' education and SDG 8 awareness					
	iii	Contribution of occupation on SDG 8 awareness					
10	Understanding of labour rights						
	i	Level of education and understanding of labour rights					
	ii	Occupation and labour rights understandings					
	iii	Gender and labour rights understandings					
11	Familiarity with Decent Work						
	i	Level of education and familiarity of decent work					
	ii	Occupation and familiarity of decent work					
	iii	Gender and familiarity of decent work					
12	Inclusive labour market						
	i	Level of education and inclusive labour market					
	ii	Occupation and inclusive labour market					
	iii	Gender and inclusive labour market					
13	What are the impacts of employers' awareness of SDG 8 on economic growth? a)..... b) c) d)						
14	How does private employers benefit from being aware on Sustainable Development Goal 8? a)..... b) c) d)						
15	What are the challenges facing private investors on the implementation of Sustainable Development Goal 8?						

	a)..... b) c) d)
16	What are the strategies for effective implementation of private investors on the Sustainable Development Goal 8? a)..... b) c) d)

Appendix II: Interview Guide for Key Informants (Selected Employers)

My name is *Ngolly Honesta*, a student of Masters of Development Studies at the University of Dodoma (UDOM). I am currently conducting research in the Dodoma Capital City on “*employees’ awareness of Sustainable Development Goal Number 8: A Case of Private employers in Dodoma City, Tanzania*”. I beg your assistance to fill in the following interview questions for that matter. It is assured that all the information you provide will be strictly confidential, and will only be used for scholarly research work.

Discussion Issues

- 1: In your own way of understandings, state what is decent work?
- 2: What is the status of private employers’ knowledge on SDG 8?
- 3: Does the private employers’ knowledge of SDG 8 have an influence on protecting labour rights for all workers?
- 4: Is there any relationship between the private employers’ knowledge of decent work and economic growth?
- 5: What are the impacts of employers’ awareness of SDG 8 on economic growth?
- 7: What are the challenges facing private investors on the implementation of SDG 8?
- 8: What are the strategies for effective implementation of SDG 8?

Appendix III: Documentary Review Guide

My name is *Ngolly Honesta*, a student of Masters of Development Studies at the University of Dodoma (UDOM). I am currently conducting research in the Dodoma Capital City on “*employees’ awareness of Sustainable Development Goal Number 8: A Case of Private Investors in Dodoma City, Tanzania*”. I beg your assistance on providing relevant documents for that matter. It is assured that all the information you provide will be strictly confidential, and will only be used for scholarly research work.

Table 2: Documentary Review Checklist

S/n	Title/Office	Documents
1	International Labour Organization (ILO)	<ul style="list-style-type: none">• Annual reports• Decent work reports
2	Permanent Secretary PMO-LYED	<ul style="list-style-type: none">• Annual reports• Employment policy• Decent work policy• SDGs reports• Progressive reports
3	Human Resources Managers from Selected Companies and Local Industries	<ul style="list-style-type: none">• Annual reports• Progressive reports• Compliance reports
4	Accountants from selected companies and Local Industries	<ul style="list-style-type: none">• Annual reports• Progressive reports