

**IMPLEMENTATION OF DRESSING CODE AT MOROGORO
MUNICIPAL COUNCIL**

**IMPLEMENTATION OF DRESSING CODE AT MOROGORO
MUNICIPAL COUNCIL**

**By
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in for the Requirements to undertake the Field Study (in Semester 3) for the
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University.**

2016

CERTIFICATION

We, the undersigned, certify that we have read and here by recommend for acceptance by the Mzumbe University, a dissertation entitled Implementation of Dressing Code in Morogoro Municipal Council: A Case of Morogoro Municipal Council, in fulfilment of the requirements for award of the degree of Master of Public Administration of Mzumbe University

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DEDICATION

I would like to dedicate this dissertation to Almighty God for His abundant blessing onto my life. To my beloved Mother Eneck Sakamala and my daughter Rachael, for their love and moral support. I am proud of you, and therefore, this work is your reward.

LIST OF ABBREVIATIONS AND ACRONYMS

DEO	-	District Executive Officer
HRO	-	Human Resource officers
MBA	-	Master of Business Administration
MED	-	Municipal Executive Director
MMC	-	Morogoro Municipal Council
MPA	-	Master of Public Administration
MU	-	Mzumbe University
REO	-	Regional Executive Officer
SOPAM	-	School of Public Administration and Management
SPSS	-	Statistical Package for Social Sciences
UK	-	United Kingdom
URT	-	United Republic of Tanzania
USA	-	United States of America

ABSTRACT

The aim of this study was to examine the implementation of dressing code at Morogoro Municipal Council. Specific objectives were: to identify if there is clear interpretation on acceptable dresses at MMC; to determine acceptable dresses awareness among employees at MMC; to examine the supervision provided by the employer on Dressing Code implementation at MMC. The study was guided by modest and immodest theories which are relevant to the study.

This study employed case study research design, the sample of the study consisted of 80 respondents who were sampled using convenience and purposive sampling techniques. Data collection methods were observation, interview, questionnaires and documentary reviews. Analysis was done systematically and was used to answer the research questions.

The findings of the study indicated that most of employees at Morogoro Municipal Council lack clear interpretation of what constitutes acceptable dresses. Consequently, most of employees wear unacceptable dresses which violate revised dress code of 2007 despite the levels of awareness they have and supervision provided by employers on issues of dressing code implementation. Some of challenges mentioned were: young generation were reluctant to abide by dress code; and fashion and style created in the globalised world hinder full implementation of dress code among public employees.

The study proposed that the duty of dress code implementation is for all people from family level to the national level. One of the effective ways solve the problem is to educate people or to raise public awareness. Moreover, the government needs to formulate laws that could be strong enough to deal with the situation of dress code implementation. The government also has to be closer and collaborate with employers and employees so as to facilitate effective dress code implementation because some employees are reluctant to change. Therefore, by doing so Tanzania and Morogoro Municipal Council will be able to implement effectively the dressing code at workplaces.

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CHAPTER ONE

PROBLEM SETTING

1.0 Introduction

This chapter consists of nine sections, namely background of the problem, statement of the problem, objectives of the study, research questions, significance of the study, limitations of the study, delimitation, definition of the key terms and organisation of proposal.

1.1 Background to the Study

Each organisation must determine its own definition of acceptable dress and grooming standards. This process should weigh the organisation's operating environment, industry norms, safety considerations, management's overall philosophy, the nature of the job, //s being performed, and the currently acceptable business dress standards. Many employers provide basic guidelines (as in the Model Policy) and rely on their employees' judgment and their supervisors' enforcement of the policy. Some organisations list specific acceptable and unacceptable clothing and grooming habits. Others establish committees to create standards and settle disputes. Whatever approach the employer chooses, it should attempt to set a dress code that conforms to the needs of the operation and is applied uniformly

A Code of Ethics and Conduct for the Public Service was issued for the first time since our independence in 1961. During the colonial rule a Code of Ethics and Conduct was inherent in different laws and regulations. This approach continued even after independence. Since these laws and regulations were not easily available to all public employees, people were generally unaware of expected ethical conduct (URT, 2005). To counter that shortcoming this code has been widely distributed so that public service employees can clearly understand what is required of them in terms of ethical conduct and standards of performance which are acceptable in the Public Service. Besides

stipulating clearly the standard of behaviour, the code also aims to enhance ethical performance and to regain public confidence.

The Government of Tanzania takes initiative to ensure that dressing code is implemented by enacting different laws, policies, regulation so as to make it a valuable asset to both employee and employer. Code of ethics and conduct number 2 subsection (e) of 2005 of civil service address the issue of dresses to civil servants which states that public servants shall find it their responsibility to provide excellence in services, they shall maintain personal hygiene, dress in respectable attire in accordance with acceptable office norms (URT, 2005).

In 2007 the Government of Tanzania revised the Code of dressing circular no 3 so as to define the image of professionalism required for Organisation employees it is so exhaustive in explaining non acceptable dress in work place by mentioning examples of non acceptable dresses and interpreting what are the acceptable ones to remove contradiction which was built in mind of employees on what is acceptable dresses, hair style and the use of acceptable cosmetics in work place (URT, 2007). Also, Yambesi (2014) states that as public servants are supposed to obey and follow norms which guide us by mentioning examples of respectable dress and which are not contradictory to people when serving. Clothing is an essential part of one's identity, and adding style to it makes one classy and beautiful. Your clothes say a lot about your personality. Every environment and event differs from another, so it takes some effort to determine what is suitable for each occasion.

In Abraham Maslow's hierarchy of needs, warmth is regarded as a primary physiological need. Beyond the natural human need to cover the body and protect from extreme weather conditions, clothing also has social and cultural dimensions. Clothing is an important part of meetings, whether casual or business, because a person's appearance plays a great element in forming the initial impression about them (Godwin, 2014). According to Christian Hollingsworth, entrepreneur and blogger of

smartboysdesigns.com, your clothes and grooming speak volumes about you. Communication is also a key aspect of human life and clothing plays a crucial role in giving off information about one's persona. As a cliché goes, "You dress the way you want to be addressed", which implies that people are informed, without verbal communication, about our type of person merely by drawing inferences from one's clothes or dressing. It is, therefore, important to make a good impression through one's dressing. This does not negate the fact that a good character is of importance; after all, what would it matter if one dress well but has a bad character? Paying attention to exquisite style of dressing while neglecting to groom one's character amounts to mere window dressing

Workplace dress codes facilitate projection of a professional image, related to getting and keeping a job (Work your image, 2001). Freeburg and Workman (2008) found that proper workplace appearance was related to positive evaluations of job performance, including oral and written communication, initiative, and both quality and quantity of work. Norton and Franz (2004) reported that employees with more formal dress policies were more conscientious, time committed, intense, satisfied with their job, and less stressed. In a nationwide study of 1,000 office workers, 60% reported that business casual wear increased their productivity, and 58% said it improved on-the-job morale (National Casual Business wear, 2001). Open communication patterns between managers and employees have been attributed to casual clothing (Gutierrez and Freeze, 1999). However, in a survey of work-study student supervisors Hughes (2002) found that casual dress does not positively or negatively impact workplace performance.

Clothing serves a dual means in the workplace; enabling people to advertise themselves, and as a means of gaining approval. Because individuals are judged on their appearance and behavior, rather than exclusively on their performance, the significance of a professional image cannot be overlooked. Nothing exceeds success in the business world like the appearance of success, therefore one need to look the part in order to get an opportunity to fulfill the part (Cooper, 2003). The significance and importance of

professional image on one's career mobility should not be underestimated. Appearance gives you a competitive edge, and at the same time may not make up for poor performance it can positively affect an individual's career. This can include selection for participation on project teams, inclusion in social settings with customers or clients, selection for presentations, promotions to positions of greater responsibility, improved performance rating and overall competitiveness in numerous situations (Cooper, 2003).

Also, problem avoidance with a clear dress code helps employees avoid making inappropriate choices in dress that could cause a safety problem, Comfort and a professional impression on our customers and the public by portraying a positive image of our organisation and mission. This code of dressing balances our customers' expectations of professionalism with employee desires for comfort and individual expression (Durant, 2015).

Moreover, Ifedili (2013) in his research added that, dress Code has so many advantages some of them are: instilling discipline, helping to preserve moral standard by lowering sexual abuse and harassment; creating less distraction helping the employee to concentrate in his or her work; it shows sense of responsibility on the part of the employees; Decency, reputation and character formation are other benefits of dress code; it is all about acceptable image and prepares the workers for labor market by instilling in them the habit of good dressing. Employees are taught what sort of dress will serve them best professionally and socially.

To make sure that code of dressing implemented the Government decided to interpret unacceptable dress, hair and shoes to both women and men with pictures and employers make sure that those clothes are not worn in the workplace such as for women are Gowns or skirts hanging above the knees, transparent dresses of any kind, Tightly fitting clothes, and skin tights, Dresses exposing stomach, breasts, waist, tops. All kind of shorts and jeans should not be worn and unacceptable clothes to men are slovenly

looking clothes (mlegezo), Trousers and shorts which show the underwear, un-buttoned shirts, caps, all kind of shorts, branded clothes with political undertones or messages, T-shirt should be worn for special occasions with inscriptions of the name, motto or vision, unacceptable hair and shoes (URT, 2007).

Code of dressing encounters problems in implementation because of a number of reasons such as modern fashion and changes from foreign countries, any code without an effective institution implementation is a challenge, weak legal framework to implement dress code, negative attitude and perception of employees, lack of awareness among employees made dressing code not be implemented as planned (Durant, 2015).

Due to importance of dress code in any organisation and Morogoro Municipal Council is the duty of everyone in authority to implement it, As the employee enters the work place, the written dress code should be given to the new employees during orientation, the new employee should be monitored by both the employer and administrative staff of the specific organisation because among problem encounters in implementation of dress code is lack of awareness among employee this could facilitate to create awareness to employee in Morogoro Municipal Council. The dress code should be properly managed by continuous creation of public awareness as reminder of what is expected.

Also, it is necessary to create strong supervision and agreement with those who are expected to implement dress code by interaction, suggestions and inspirations to create willingness to employee in implementing dress code in Morogoro Municipal Council. The purpose is to make employee wear acceptable dresses. Moreover, there is a problem to interpret what constitutes acceptable dress in workplace therefore is the duty of employers to provide clear interpretation on acceptable dress by prohibiting those who wear unacceptable one at Morogoro Municipal Council. The three things; awareness, supervision and interpretation of dress code are not known and there is no thorough study on dress code. These deficits make the researcher to have interest of investigating the implementation of dress code in Morogoro Municipal Council.

1.2 Statement of the Problem

Today the world experience tremendous deterioration of ethical behaviour in official place, academic areas and at family level in the matter of dressing. In 1971 the Government of Tanzania established code of dressing to public servants which was associated by TANU party guide with the objective of strengthening respect or dignity of Nation by making sure those public servants dress according to acceptable norms when serving citizen. That code identified examples of unacceptable dress for man and women, unacceptable hair style and unacceptable cosmetics (URT, 2007).

Since 1971 when code of dressing was established there has been greater changes in dress style, in hair style and cosmetics. The code address that if those changes in dresses style would continue to be dressed by public servants are against code of ethics and conduct no 2(e) of 2005 of civil service which states that public servants shall find it their responsibility to provide excellence in services, they shall maintain personal hygiene, dress in respectable attire in accordance with acceptable office norms.

Also, the code states that there was a problem to interpret acceptable clothes in work place. Therefore, government of Tanzania decided to provide clear interpretation of what are the acceptable clothes in work place. According to code of dressing 2007 respectable clothes depends on norms and values of responsible society. When those clothes are worn they should not show the inner part of the body, they should not be tight and should not have drawings which are against duties of government (2007). Examples of those dresses are tops, tight, miniskirt, transparent clothes, slippers, games and sports shoes, excessive cosmetics and clean and short hair.

In spite of the Government efforts to establish code of dressing in 1971, to insist in code of ethics and conduct of public service no 2 (e) of 2005, and to revise code of dressing in 2007 in order to provide clear interpretation of the meaning of acceptable dresses to both employer and employees, there are still many public employees in Tanzania who serve people while are in unacceptable manner of dressing. They are used to dress

unacceptable dresses which are too short and tight, jeans, t-shirt, transparent clothes, dresses that expose sensitive part of the body.

The failure of employees to wear acceptable dress in work place it has raised questions whether the employees are willing to implement dress code; whether they are aware on it? Or education has been provided concerning importance of dress code and whether there is any clear interpretation on what constitute dress code. Therefore, from 2007 to 2015 is enough time to see whether dress code is implemented or not in Morogoro Municipal Council through paying attention on the key questions. How do employees interpret what constitute acceptable dresses in Morogoro Municipal Council.

1.3 Objectives of the study

This study intended to examine the implementation of dressing code at Morogoro Municipal Council. Specifically, the study aims:

1. To identify if there is clear interpretation on acceptable dresses at Morogoro Municipal Council.
2. To determine acceptable dresses awareness among employees at Morogoro Municipal Council.
3. To examine the supervision provided by the employer on Dressing Code implementation at Morogoro Municipal Council.

1.4 Research questions

The following were the research questions of the study

1. How do employees interpret acceptable dresses at Morogoro Municipal Council?
2. How is the awareness of unacceptable dresses among employees at Morogoro Municipal Council?

3. How is dressing code supervision done by responsible officials in implementation of Dressing Code at Morogoro Municipal Council?

1.5 The significance of the study

The study is significant in different ways as follows:

The findings will generate new knowledge and skills to researchers to develop theories, laws, principles which later should guide their studies concerning the issues of dressing code implementation, because there is little emphasis on dress code implementation despite the fact that failure to implement it affects performance and makes people engage in bad behaviour and the Nation unfastened dignity and respect.

The findings of the study will provide useful guidelines to policy makers and planners at various levels including local government office in Morogoro Municipal Council the importance of implementation of dressing code in the work place. The study will provide useful information and knowledge to academicians, government and private sectors regarding the importance of implementation of dressing code.

1.6 Scope/Limitation of the study

The study was conducted at Morogoro Municipal Council, it is expected to start from January 2016 and end up on June 2016. The period covers introduction to the field distribution of questionnaires, conducting interview observation cases, data collection, data analysis and reporting.

Due to wide coverage of activities the study encounters time shortage, financial challenges for preparing questionnaires, financial constraints on transport for making follow up of data collection because the study involved respondents who were mostly busy with official matters.

Also, the study encountered the problem during interview and filling of questionnaires due to the fact that many respondents were hiding the truth or hiding their behaviour. Also, little

has been written concerning Dressing code in Morogoro Municipal Council and other part of the world therefore it was a challenge in literature review.

1.7 Delimitation of the study

The researcher was aware of how the difficulties in learning human behaviour, so keeping the study under control the researcher decided to involve different methods of data collection including observation going to the ground in order to get data which was correct for the research problem, interview and questionnaire. Also, the researcher used high convincing power to ensure that questionnaires and interview were conducted as planned by finding ample time to respondents who were mostly busy with job and making strong follow-up to key respondents. Moreover, the researcher used the available time and funds efficiently and effectively so as to accomplish the research activities early.

1.8 Definitions of key terms

Dress, the term dress has been defined by dress scholars like Roach and Joanne (1992) as the total arrangement of outwardly detectable body modifications and all material objects added to it in the form of body supplements. Dress is also a universal human behaviour in that there are no societies wherein individuals do not engage in dress.

Dress Code: to the context of this study are rules and regulations relating to workers' mode of dressing within the work place as contained in Section (e) number 2 of the Code of ethics and conduct and code of dress of 2007 of the public service. The Dress Code stipulated the kind of dresses workers should not wear within the work place. The Dress Code forbids any workers from wearing the following dresses, Dresses that expose sensitive and vital parts of the body (example miniskirts, Body Hugs, tops, jeans games and sports shoes and excessive makeup, dresses that do not cover the knees, dresses that are tight, dresses that reveals the contour of the body, dresses that are transparent and see-through dresses, T-shirts with obscene captions, dresses that does not distinguish between natural sexes of the wearers.

1.9 Organisation of Report

Chapter one; This chapter is the introduction chapter, which explains the background of the study as well as statement of the problem, furthermore explain the research objectives as well as research questions, significance of the study, limitation and delimitation of the study and finally report provides definitions of the key terms that much were being used in this report study and also the organisation of report as well.

Chapter two; This is literature review chapter, thus on this included theoretical literature review, concept of dress code, modest theory as well as immodest theory, literature review from early studies, conceptual framework and synthesis. This chapter is all about what others have reported and researched and have written previously on matter pertaining dress code.

Chapter three; This chapter presents full explanation in details about methodologies that were being used in this research report that are research design, area of the study, unity of inquiry, sample size and sampling techniques, types and sources of data, data collection methods and also a data analysis issues.

Chapter four; This chapter is data findings analysis that the way respondents answered different questions through data collection method presented in chapter three. This chapter provides results on demographic characteristics of the respondents distributed by age, by gender, by level of education, variables interpretation of unacceptable dresses, awareness as well as supervision provided by employers that support implementation of dressing code at Morogoro Municipal Council.

Chapter five; This chapter presents a summary of the study, findings, conclusion and also the recommendations of the study. Also there are references tables, figure and appendences.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter consists of three sections; theoretical literature review, literature review from early studies, and synthesis.

2.1 Theoretical Review

2.1.1 Concept of Dress Code

Dress code is a set of standards that companies develop to help provide their employees with guidance about what is appropriate to wear to work (Susan, 2015). Dress code, according to Pauly (2008), is a set of rules, as in a work place, indicating the approved manner of dress. Dress Codes are written and, more often, unwritten rules with regards to clothing. Clothing like other aspects of human physical appearance has a social significance, with different rules and expectations being valid depending on circumstance and occasion.

Dress Codes function on certain social occasions and for certain jobs. All military and paramilitary institutions have specified uniforms. Officers are only allowed to dress in mufti when they are not on duty or when situation demands. Other formal organisations also maintain dress codes that are in line with their profession (bankers, airways, lawyers and doctors) (Asaju, 2013).

Also, public institutions specify certain mode of dressing for their workers. In most tertiary institutions in Nigeria, dress codes are maintained to ensure that students maintain certain level of decency in their mode of dressing within the school environment (Ifedili, 2013). A public employee style of dress could be reflection of the individual's preference; however, such preferences must be selected within the constraints of reasonable rules and appropriate standards that are consistent with the

maintenance of an effective working atmosphere and good personal hygiene. It is expected that each employee attire and grooming promote a positive, safe and healthy environment for working.

Dress is one of the most powerful mediums of communication and expression as it serves as a reflection of the individual's inner consciousness. Dress affects the wearers and the observers by sending visual messages, or symbols to every person interacted with. The resulting ideas and expectations formed may influence the nature and extent of the relationship going forward. These clothing symbols are a language of sorts, which, like verbal and written language also send various complex messages (Storm, 1987). The context in which the clothing messages are communicated adds further complexity to the framework of daily work life, especially for women because more attention is generally paid to what women wear compared to their male counterparts (Stidder, 2011).

2.1.2 Modesty Theory

Modesty means appearance appropriate to the occasion. Many want to limit immodesty to clothing that is sexually stimulating or very expensive. Modesty conveys the idea of external appearance, principally in dress. The first requirement for modest clothing is that is orderly, appropriate and that it does not draw attention to the wear (Kittel, 2010). It describes one who disciplines himself and who may thus be regarded as genuinely moral and respectable, self controlled, disciplined well mannered (Kittel, 2010). Being moderate in dressing and more covered up for less attraction of unwanted attention.

Modesty Theory suggests that people wear clothing to conceal the private parts of their bodies. Moralists believe that one's innate feelings of guilt and shame from being naked, led to clothing itself. This theory, called the biblical theory, stems from the story of Adam and Eve and the fig leaf (Ozipek, 2012).

More over Kaiser stated that modesty theory suggests that people first wore clothing to cover their bodies to hide their shame. They wanted to cover their bodies. The modesty theory according to Kaiser (1990) is derived from the Christian biblical explanation of

clothing. Coverings were initially worn by Adam and Eve to cover their nakedness, because of intuitive shame. This theory is based on the idea of morality relates to the decorative use of clothes and other forms of appearance modification for purposes of display, aesthetic expression (Kaiser, 1990). The modest theory is usefulness to the study implementation of dressing code at work place because helped researcher to come up with the view that why people wear clothes according to Christian biblical point of view and also explain in deeply the modest habits of clothes and due to modest theory helped researcher to come up with valid data from the field. Modest theory encounters problems and challenges due to changes taking place day to day in this era of globalization because new fashion and style change which hinder full implementation of modest theory. Modest theory have critics because it is subjective to Christian biblical point of view in explaining dress while the theory applied to all people and did not talk on other side to those who are not Christian and those have different perception on style of dress.

2.1.3 Immodest theory or sexual attraction theory

Immodesty Theory: This theory argues that clothes are worn to draw attention to certain parts of the body. Selection of clothing is a result of the decision for the appropriateness of the amount of the body exposure. Immodesty dress has been appropriately called “advertising for sex” whether or not you actually intend this; you may be practicing it if you wear scanty, short, tight/form, transparent and skin showing. This fad can be a challenge for parents to manage their family, since the internet, coupled with books, television, music videos and movies have all inundated the youth with seductive images and inappropriate suggestions (Ozipek, 2012). The immodesty or sexual attraction theory, proposes that individuals wore clothing in order to attract attention rather than to conceal sex organs (Kaiser, 1990).

Researchers have documented that dress influences our views of ourselves. Two social psychologists, Hannover and Kuhnlen (2002) studied whether what people wear

influences how they think about themselves. They reasoned that clothing styles would influence self-descriptions because certain clothing styles might be related to specific trait categories. They found that participants described themselves in a way that was consistent with how they were dressed. Thus, the clothing worn by these individuals influenced their thoughts about themselves.

The modest theory is relevant to the study implementation of dress code because the purpose of government to establish dress code since 1971 in work place is to make employees serve their customers while they are in acceptable manner of dressing on other side they define the image of professionalism in the work place.

On the other hand Immodest theory is relevant to the study because many employees in work places, in academic areas such as higher learning institutions now days tend to wear unacceptable dresses so as to draw attention of other people to look on them sexually, specifically women who wear skirts and gowns above knees, tops, tight, transparent clothes, high heels shoes so as to attract men sexually. The usefulness of Immodest theory is that explain in deep to researchers and responsible officers on how dress code should be implemented although there are such thoughts of employees to wear clothes so that to attract men sexually and through that fail to implement dress code at work place. Also help to prevent employees from sinning. Critics of immodest theory is not all people were immodest clothes for the purpose of drawing attention and attracting men sexually other wear immodest just a fashion so it is to general on that. Therefore both modest theory and immodest theory helped more researcher to come up with good report on why public servants failure to adhere to dress code.

2.2 Literature review from earlier studies/Empirical Literature Review

According to Rykrsmith (2012), what you wear affects others' perception of you. The clothes we wear put us on a different mindset. It is therefore necessary to dress in the image one wants to portray oneself. Freeburg, Workman, and Lentz-Hee (2010), suggested that through dress code, the universities establish rules governing students'

appearance. Adebayo (2013) advised that the African society is founded on a moral heritage that must be preserved and so the dress code should be observed with sheer determination and moral will through employee knowing well the interpretation of what constitutes dress code so as to implement it well.

PCMH refer Standards of dress and appearance are communicated to position applicants during the interview process and to newly hired employees as a part of the PCMH orientation program and as a part of the specific department orientation program failure to comply with these standards or specific department dress codes will result in progressive disciplinary action. Also this organisation ensure implementation of dress code by making all levels of management, including Department Managers and supervisors are responsible for teaching, role modeling, and enforcing the Standards of Professional Dress and Appearance through consistent application of progressive Corrective action. Managers and supervisors evaluate staff compliance with dress and appearance standards in the Work Habits section of the Performance Appraisal. Managers and supervisors may prohibit staff members from working until they change into appropriate attire or make other adjustments necessary to comply with standards. The employee may be required to leave the hospital without pay until returning in appropriate attire.

Watt (2010) wrote dress code policy in Sheffield Teaching Hospitals UK the policy insisting on dress code implementation in work place by categorizing the responsibility of implementation as: Employees are responsible for following the standards of dress and appearance laid down in this policy and should understand (be aware of) how this policy relates to their working environment; health and safety, infection control, particular role and duties and contact with others during the course of their employment. Managers and all staff are required to comply with the principles of the Dress Code Policy. Failure to adhere to the Trust's standards of dress and appearance may constitute misconduct and may result in formal disciplinary proceedings

Fayokun (2009) conducted study in Nigeria known as moral crisis in higher institution and dress code phenomena. In his study, he identified factors that led to failure in the implementation of dress code namely: weak moral background from home, absence of procedural and legal structures for enforcement and sanctions, negative influence of foreign cultures through moral pollution of the mass media, lip service paid to the issue of dress code by the authorities but knowing the importance of implementation of dress code in university of Lagos, Nigeria and Kampala authorities came out frankly and took a stand when it was observed that some female and male students were dressing indecently on campus, even to lectures these dress were too tight, too short and expose sensitive parts of the body. Institutions felt that indecent models of dressing do not reflect the seriousness, dignity and character molding nature of the academic enterprise. The institutions were convinced that loose dressing could result in general lowering of moral and academic standards in the university. In the view of the fact that this phenomenon portends serious danger to realising the sincere goals of training reliable, decent-minded, well mannered workforce and leaders for the future, the study recommended that: (1) all hands be put on deck by all the stake holders within and outside campuses to stem the dangerous tide; (2) well designed structures be laid down for enforcing the rules and penalizing non-compliance; and (3) regular counseling programmers be mounted all over the campuses and in the communities utilizing agencies like the parents, the teachers, the religious bodies and the media so as to implement dress code in universities.

Ifedili (2013) conducted study on the implementation and management of student's dress code in Nigerian universities, the paper looked at the present mode of dressing in many Nigerian universities which has become a big concern to education stakeholders. Data collection was done through questionnaires, also randomly and stratified sampling techniques employed. The research specifically looked at how acceptable dress code is implemented. The major findings were that there was high rate of indecent dressing in Nigerian universities although 76% of students indicated willingness to abide by the dress code if implemented; only 68% of staff was ready to implement it. Based on the

findings, it was recommended that university management should create public awareness on the importance of dress code and also have a dress code which should be properly managed for the success of the universities

UBS Company (2010) recognises the importance of dress code and states that Respect for the Dress code dictating a neat appearance and a correct presentation helps to communicate our values and our culture. We pass through this what we mean donations specifically by the concepts of truth, clarity and performance: a stewardship, responsibility and integrity, conscientiousness, reliable and consistent, and respect of the highest professional standards. Our style of dress often reflects our mode of action. Individuals are primarily judged on their appearance. The color dark anthracite, black and dark blue symbolize the co jurisdiction, the formality and seriousness. A flawless appearance can bring inner peace and a sense of security. By taking into account the fact that the first impression-constituted skills a factor that was proposed today Dress code developed. This underlines the professionalism of our bank. Therefore through that dress code need to be implemented in every organisation because possessed essential goal to any organisation and to individuals.

Chukwudi (2011) conducted research this study was conducted to find out the relationship between indecent dressing and sexual harassment amongst undergraduates of Nasarawa State University, Keffi in Nigeria. The study involved 200 undergraduates within the age range of 16 – 30 who were randomly selected. One way analysis of variance was used in testing the hypotheses formulated for the study. The result revealed among others that indecent dressing has an influence on the sexual harassment of undergraduates.

It was suggested that public enlightenment programmes, seminar and conferences should be organised to highlight and discourage the demeaning consequence of indecent dressing prevalent among students in the higher institutions of learning as well as address the adverse effect of sexual harassment in the society

Colbert (2014) conducted study the impact of work attire on employee behavior in Argosy University in Nigeria, the primary focus of this study was the effects of casual work attire on human behavior, identity and perceptions. This was done by observing and identifying the different effects work attire has on employees in a non-consumer facing environment.

The methodology for this study was grounded theory. The researcher collected data by interviewing 40 full-time employees and conducting field observations. Data analysis was completed by identifying emerging themes and patterns, the results of this study helped determine that employee perceptions and experiences led to the belief that casual work attire has a neutral impact on attitude, behavior, productivity, and performance in a non-consumer facing work environment. The results of this study provide further insight into the effects of work attire on organisational behavior and productivity. In contrast, some research suggests that casual dress codes have a negative impact on employee attitudes and organisational images (Badola, 2010).

Robertson (2007) conducted a study methods of data collection was done through interview and questionnaires and found that implementing casual dress codes positively impacts productivity, because employees are able to focus better when they are dressed comfortably. The results of this qualitative study were consistent with Robertson's findings in regards to employees feeling more relaxed and less stressed when wearing comfortable attire. Employees claimed to feel more positive and upbeat when dressed comfortably, instead of professionally. Therefore awareness by the employees concerning casual dress code is low.

On the other hand, Franz and Norton (2004) on their study in Indiana University in India found that employees who dress professionally have more positive feelings and report higher job satisfaction. They are also more committed to achieving organisational goals. Franz and Norton's results were also reflected in this study because employees felt that they lacked center and felt less professional when dressed casually. Therefore, there was

a decrease in productivity and performance. Although employees reported more positive feelings when dressed comfortably, their performance increased when dressed professionally. According to Badola (2010), “if employees don’t dress properly for a job, others assume they don’t take their responsibilities seriously”. Research studies suggest that work attire can impact the functionality of the workplace, as well as interactions between employees (Sklar, 2010).

Rafaeli and Pratt (1993) suggest that organisational attire influences several organisational Dynamics. Their research shows that work attire affects the extent to which employees fulfill role requirements, indicates credibility, influences organisational image, and helps identify authority within organisations.

Therefore concluded that casual dress code if supervision done well by system can create a positive work environment and encourage employees to be more productive.

Walters (2012) in his article Instituting a Dress Code That’s legal and appropriate for your work place in USA states that handling dress code violation can be a sensitive issue. Have any complaints alleging an improperly dressed employee directed to you or to an appropriate supervisor.

Then proposed measures to take that employee they should observe in order to implement dress code. Supervisor should advise employee’s who dress inappropriate, explain what is unacceptable about the employee's attire according to the policy standard and determine whether you want the employee to go home to change clothes. See if there are ways to allow the employee to come into compliance with the dress code without going home. Make it an informative discussion, not a critical one.

Peluchette, Karl, and Rust (2006) conducted a study on MBA students in the Midwest and South-eastern parts of the United States of America (USA) to determine the significance of attire in their working lives. They found that attire was of importance to people in senior and executive positions, and that those who dress for success believed that this had a positive impact on their careers. The purpose of workplace dress policies

is to diminish any personal differences in order to bring awareness on dress code implementation to the aspects that are most important in the workplace: authority, credibility and responsibility.

Research conducted in business management in the field of dress and dress style in United State indicate that the way a person presents themselves ultimately determines the way in which they are perceived. Authors Peluchette, (2006); Rafaeli , (1997); Rafaeli and Pratt, (1993); and Schmalz, (2000), agree that the daily choice of apparel has multiple implications for the individual. Business dress forms part of the daily act of an individual's performance in the workplace, and untimely become a means by which individuals convey information about themselves and their competence to others. Individuals need to be aware of the messages they are communicating through their clothing therefore implementation of dress code in any organisation is important because it is the agreed policies on what kinds of attires are acceptable and non acceptable in work place through that policies interpret decent clothes and indecent clothes in work place.

Asaju, (2010) conducted study Assessment of Students' Perception of Dress Code in Tertiary Institutions in Nigeria. This study examines the reasons and consequences of student violation of the Dress Code in Federal College of Education Zaria. Both primary and secondary data were utilized and done by interview and questionnaires

Finding shows that the students' perception of the Dress Code was due to their family background and the influence of the school environment. The study also reveals that despite the high level of students' awareness of the Dress Code, and the efforts of the Students' Affairs Unit, Security Unit, and the lecturers to enforce the Dress Code, there is still a high rate of students' violation of the Dress Code. The reasons adduced for the above includes; disorganised implementation of the Dress Code by those responsible for the implementation, and lack of political-will on the part of the College management to ensure full implementation of the dress Code.

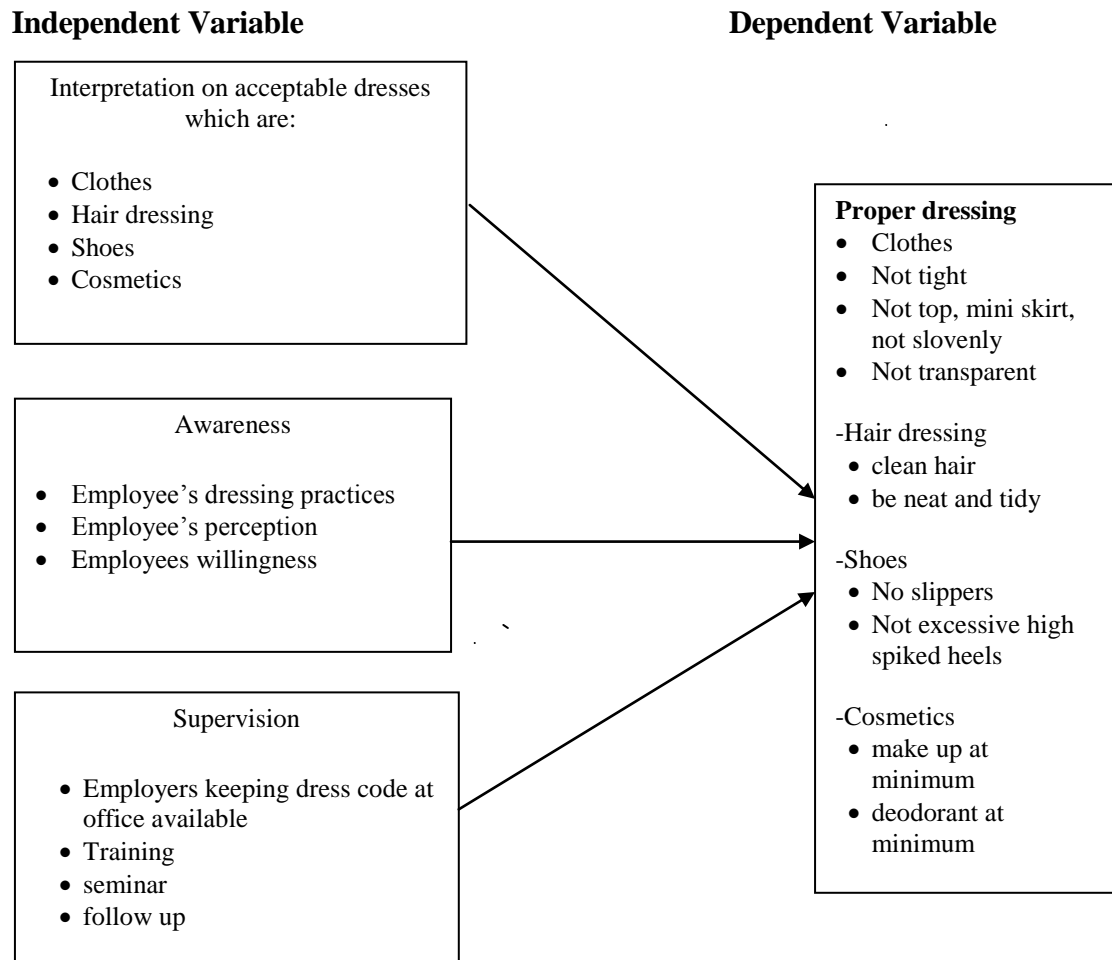
The study recommends that the College management should not interfere unnecessary in the activities of those shouldered with the responsibility of enforcing the Dress Code in the College. A symbiotic relationship between the College management is required to ensure the effective implementation of the Dress Code and other rules and regulations guiding the conducts of the students in the College.

2.3 Conceptual Framework

This part presents the conceptual framework from which the analysis of this study was made to guide the conduct of the study from design, data collection to data analysis and interpretation. The study develops a framework that represents relationship of variables based on the assumptions resulting from the reviewed literature. The study assumes that Implementation of Dressing Code depends on three things in working environment. The first thing is interpretation on what constitutes acceptable dress to employees and the organisation management so as to prohibit unacceptable clothes. Those are tightly, tops, slovenly, jeans, transparent clothes and those which expose sensitive parties of the body

Also, if awareness is raised to employees it leads to implementation of dress code in work place if the employers in Morogoro Municipal Council conduct training to employees, seminars, conference concerning dress code and make follow up so as to provide education, also awareness of employees comes if always they dress in acceptable manner, employees perception and therefore proper dressing will occur. Therefore both three levels and combined factors will lead to dressing code implementation in Morogoro Municipal Council and other parts of public office in Tanzania.

Figure 2.1: Conceptual Frameworks



Source: Researcher initiatives resulting from the reviewed literature (2015)

2.4 Synthesis

The main purpose of conducting this study is to examine the implementation of dressing code at Morogoro Municipal Council. Literature review of the study depict that dress code implementation at work place have so many advantages to any organisation from the literature it can be seen that dress style influences career progression, social acceptance and the parameters in which a person can express the identity and sense of self. But few studies have done concerning implementation of dress code at work places

especially in western countries and few in Africa such as Nigeria. Some dress scholars concentrate writing in perception and relating dress with sexual matters.

Therefore the study employed essentials of data collection methods so as to obtain varied data concerning the study, also concentration paid on the key area of the study in order to solve the problem of public servant wearing unacceptable dress at work place. Awareness will be encouraged to employees so as to implement well dressing code at work place. More over the study will motivate other researcher and policy makers to write on issue of dress code implementation at work places specifically in Tanzania there is no any research conducted.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter provides detailed explanation on methodologies which used to collect, analyse, and present data. The specific section in this chapter includes research design, area of the study, unity of inquiry, sampling techniques, data collection methods, data analysis and data presentation. The chapter also presents research schedule which shows the research activities of study and allocated time.

3.1 Research Design

Simon (1960) argues that design means inventing, developing and analysing possible courses of action. This involves processes to understand the problem, to generate solutions, and to test solutions for feasibility or likelihood. Simon (1960) uses a model to describe the decision making process. Hence, design is a second phase of the process. Thus, in research the research design should be able to deal with the following: Research design support in understanding the problem, Support for generating solutions the generation of possible causes of action, Support for testing feasibility of solutions. A solution is tested for feasibility by analysing it in terms of the environment it affects such as problem area, entire organisation, competition and society.

The kind of design which the study used is a case study design; it focuses on a particular case as a unit under investigation. A case may imply an individual person or respondent, a group of persons, a set of relationships, things, a tribe or a community and even a country or group of countries (Milanzi, 2009).

Its findings are transmittable, even other Municipal Councils can learn from the conclusions which concentrate in particular specific institution/respondents. Any recommendation which will be available at Morogoro Municipal Council can be

transferable to another context. Also, case study design employs a variety of approach and techniques for the purpose of data collection such as questionnaire, interview and observation. It provide a vast field of experience researcher has to take care of varies divergent circumstances and situations encounter in practical life. Case study design help to provide generalization on the basis of knowledge generated through the investigation and understanding of various situations and circumstances including related problems of Implementation of Dressing Code at Morogoro Municipal Council.

3.2 Area of the Study

The study conducted at Morogoro Municipal Council. Morogoro Municipal Council is among of 132 Local Government Authorities in Tanzania. The choice of this area is influenced by a letter of two copies (the writer did not mention his name but was a member of school committee at Morogoro Municipal) written to the Municipal Director titled “Teaching is calling is not a work for destroying teachers ethics and students,’ there are complaints that female teachers wear unacceptable clothes at work place, which are too tight and short and are against moral behaviour to employees and students (Kunena, 2014). One copy of that letter was sent to District Commissioners office and the second to Regional Administrative secretariat office for more clarification if the dress code is implemented within the municipality or not. Up to that moment the copies of that letter are in the DCs office file, MED file and RASs office file. Also the researcher chooses that area because is among the old councils hence want to know how they are aware on dressing code implementation. This condition justifies the selection of Morogoro municipal council to be involved in this study. The map of Morogoro Municipal Council is attached in appendix I and organisation structure of Morogoro Municipal Council as Appendix II.

3.3 Units of Inquiry

The population of the study in the current investigation includes all employees hired by Morogoro Municipal Council, the total number of 3888, who are under different departments and units as illustrated in Table 3.1 below.

Table 3.1: Units of inquiry

No.	Department/Unit	No. of Staff	Percentage of the Total
1	Administration and Human Resource	318	8.17
2	Finance	39	1.00
3	Secondary Education	1192	30.65
4	Primary Education	1747	44.93
5	Land and Natural Resource	1	0.02
6	Health	386	9.92
7	Environment and Sanitation	47	1.20
8	Community Development	45	1.15
9	Water	4	0.10
10	Works	22	0.56
11	Planning	32	0.82
12	Agriculture and Irrigation	39	1.00
13	Livestock and Fishing	37	0.95
14	Legal	5	0.12
16	Election	1	0.02
17	Information Technology	3	0.07
18	Procurement	5	0.12
19	Internal audit	1	0.02
20	Bee keeping	1	0.02
	Total	3888	100

Source: MMC Seniority List Book (2015)

3.4 Sample Size and Sampling Techniques

‘The question of sampling arise directly out of the issue of defining the population on which the research will focus’ (Cohen, 2011). Best and Khan (2006) posit that the size of adequate sample depends upon the nature of the population of interest for the study. The purpose of any sampling procedure is to secure a sample which will be representative of the characteristics of the study population. Therefore, sampling in social science research is an important tool for generalization of information because it is difficult to study the entire population in the study area. Similarly, due to limited time

and financial constraints, sampling of the study population allows the researcher to have a thorough physical observation of the respondents and study area to provide explanation within a short time, (Chambua, 1997). This study employed purposive and convenience sampling techniques to obtain a Sample of eighty respondents (80) the techniques for obtaining the sample are discussed below.

Sample size is obtained through the following formula

$n = \frac{N}{1 + N(e)^2}$ · Where; n= sample size, N= Population size, e=error term. For social science research 5% error term is recommended. However, if there is resource limitation, more than 5% error term can be used (Naing et al.,2006). This study suggesting e= 0.01

$$\begin{aligned} e &= \text{error} \\ n &= \frac{3888}{1 + 3888(0.01)^2} \\ &= \frac{3888}{39.492474} \end{aligned}$$

$$n = 97$$

The real world of sample size determination and selection, there are host of important factors need to be considered: Availability of funding and time to accomplish task, the length of questionnaires, the type of question, the analysis to be employed , availability of field helpers, anticipated response rate and manageability of data.(Bailey,1994, Kothari, 1990, and Nachmias, 1992). Due to the above factors researcher used 80 respondents in the study because nature of population or the total number of employees at Morogoro Municipal Council 3888 taking 80 respondents are representative to the number of population.

3.4.1 Purposive Sampling/Judgmental Sampling

It implies that an investigator exercises his/her judgment in the choice and includes those items or elements in the sample, which he/she thinks are most typical of the population with regard to the characteristic(s) under investigation (Milanzi, 2009).

Under purposive sampling five (5) respondents selected which were Municipal Director, Head of Administration and Human Resource department, Head of Community Development, Head of health department and Head of education department because these officers supervises many employees in their departments also their daily activities relates with problem of the study Implementation of Dressing Code in Morogoro Municipal Council.

Table 3.2: Purposive Sampling

No.	To be Sampled respondents selected purposively	No.	Percentage
1	Municipal Executive Director	1	20
2	Head of Administration and HR Department	1	20
3	Head of Health Department	1	20
4	Head of Education department	1	20
5	Head of community Development	1	20
	TOTAL	5	100

Source: Author (2015)

3.4.2 Convenience Sampling

This is a type of sampling where the first available primary data source will be used for the research. In other words, this sampling method involves getting participants wherever you can find them and typically wherever is convenient. All subjects are invited to participate (John, 2012). Convenience sample is usually used because it allows the researcher to obtain basic data and trends regarding his study without the complications of using a randomized sample. This sampling technique is also useful in documenting that a particular quality of a substance or phenomenon occurs within a given sample. Such studies are also very useful for detecting relationships among different phenomena.

Convenience sampling used to select seventy five respondents. First researcher categorises into strata and pick conveniently. The target population was 40 women and 35 men, due to nature of the study and the population need large number of respondents to be studied but due to time shortage and financial constraints researcher decided to select seventy five respondents, selection was based on percentage of employees in specific departments. Researcher was going to the area of study to their department and supply questionnaires to respondents who were available at a particular time.

Table 3.3: Convenience Sampling

S/N	Department/Unit	Respondents	Percentage
1	Finance	3	4
2	Secondary Education	20	26.6
3	Primary Education	25	33
4	Land and Natural Resource	1	1.3
5	Health	8	10.6
6	Environment and Sanitation	1	1.3
7	Community Development	1	1.3
8	Water	1	1.3
9	Works	1	1.3
10	Administration and HR	8	10.6
11	Agriculture and Irrigation	2	2.6
12	Livestock and Fishing	1	1.3
13	Information Technology	1	1.3
14	Procurement	1	1.3
15	Internal audit	1	1.3
	Total	75	100

Source: Author (2015)

Table 3.4: Total Sample Size From Purposive and Convenience Sampling

No.	Sampled purposively and convenience	No.	Percentage
1	Municipal Executive Director	1	1.25
2	Head of Administration and HR Department	1	1.25
3	Head of Health Department	1	1.25
4	Head of Education department	1	1.25
5	Head of community Development	1	1.25
6	Finance	3	3.75
7	Secondary Education	20	25
8	Primary Education	25	31.25
9	Land and Natural Resource	1	1.25
10	Health	8	10
11	Environment and Sanitation	1	1.25
12	Community Development	1	1.25
13	Water	1	1.25
14	Works	1	1.25
15	Administration and HR	8	10
16	Agriculture and Irrigation	2	2.5
17	Livestock and Fishing	1	1.25
18	Information Technology	1	1.25
19	Procurement	1	1.25
20	Internal audit	1	1.25
	Total	80	100

Source: Author 2015

3.5 Data Collection Methods

Data was collected from both primary and secondary sources. Primary data was collected through questionnaires which were both open and closed ended questions which were administered to respondents, supplemented by interviews and observation method. Secondary data was collected through library and documentary reviews from area of study at MMC to the employees' files and meetings of committees.

3.5.1 Primary Data Collection Method

Under primary data the study employed the following instruments of data collection

3.5.2 Questionnaire

Questionnaires administered to employees at different departments so as to be filled. Questions were both open ended questions and close ended questions which prepared in English to top management and translated in Swahili for lower management because most of them understand well Kiswahili and to make respondents responds to the questions easy. For closed ended questions respondents were required to choose one appropriate answer, and answers for open ended questions the study provided a special space to be filled. The questionnaires started with the title of the study; explanation on how to go about, comprised 21 questions the first four questions was about respondents' characteristics and question 5 up to 21 those questions aim to get information concerning research questions.

Questionnaires were selected and used as the data collection instruments for several reasons. One, being anonymity which usually is assured when using a questionnaire and it is critical in a situation where a researcher is also the assessor of the respondents. This is the main reason as why interviews administered to few respondents due to the possibility of undue influence and bias (Sarantakos, 1998). The questionnaire allows quick and efficient data collection providing a stable, and consistent and uniform measure without variation. Target group: were respondents from finance department, secondary education, primary education, health, land and natural resources, community development, administrative and human resource, works, water, agriculture and irrigation, livestock and fishing, procurement, internal audit and information technology covered using questionnaire. Sample questionnaire is attached in Appendix III.

3.5.3 Interview

The study aimed to give clear understanding on the implementation of dressing code at Morogoro Municipal Council. The interview method administered to a purposive sample. In a way interviews sought to reduce the shortcomings of the questionnaires. Face to face interviews with heads of departments who were selected purposively were

used to get detailed information about their views, opinions and perspectives regarding on implementation of dressing code at Morogoro Municipal Council. Under interview method five (5) respondents were involved Municipal Director, Head of Administration and Human Resource department, Head of Community Development, Head of health department and Head of education department. Information obtained through interview guide scheduled or listed in close ended questions. Interviews were sought for information on implementation of dressing code specifically on issues of awareness, interpretation and supervision on implementation of dress code at Morogoro Municipal Council. Interview guide is attached in Appendix IV.

3.5.4 Observation

The study also used observation method in collecting data by researcher going early in the morning to the area of study two days per week on Monday and Friday observing the situation related to the study without asking to the respondent's on acceptable dress and unacceptable dress and sometimes researcher taking some photos to employees who dressed inappropriately. This provided additional information from interview and questionnaires. Researcher decided to use the method because of difficult in studying human behaviour where people tend to hide the truth and data collected was accurate and reliable. The information systematically planned and recorded and it is subjected to checks and control of validity.

3.6 Secondary data collection method

The study employed secondary data collection method from personal files to see any compliance from top management office giving comments to employees who were wearing unacceptable attire at work place. Also, researcher saw the code of dressing document and different photos showing acceptable dress and unacceptable dress from Human Resource office. Other data collected from integrity committee reports of Morogoro Municipal Council which are being held any time concerning dresses to

employees. Reports from seminars by Human Resource Officers to new employees on the issue of dressing code implementation.

3.7 Validity and Reliability of Research Instrument

Reliability is the degree to which an assessment tool produces stable and consistent results. Validity refers to the degree to which test or other measuring device is truly measuring what intended to measure. Pilot testing of the reliability and validity of data gathering instruments was conducted at Morogoro Municipal Council. The responses were derived from pilot study enabled the researcher to redesign some of the research questions for ambiguity clarification and making adjustments. For validity purpose researcher used triangulation of the data. In the field, the researcher increased reliability of data revealing the study purpose to the respondents.

3.8 Data Processing and Analysis Techniques

3.8.1 Data Processing

According to Chamwali (2008) data processing implies editing classification and tabulation of collected data so that they are open to analysis. In order to detect errors and omissions the researcher edited data collected and ensured that the data were accurate, consistent with other facts gathered and were been arranged to facilitate coding and tabulation. Coding was be done to assign numerical or other symbols to answers so that responses can be put into a limited number of categories or classes which are appropriate to the research problem under consideration because research results presented had a large volume of raw data, classification was done to reduce them into homogeneous groups for meaningful relationships. Data was arranged in groups or classes on the basis of common characteristics. After assembling data into classes, the researcher tabulated (arranged them in some kind of concise and logical order) data. Thus, the researcher summarized raw data and displayed the same in the form of statistical tables (columns and rows) for further analysis.

3.8.2 Data analysis techniques

According to Singh (2006), data analysis is all about the process of evaluating collected data in research using analytical and logical reasoning to examine each component of the data provided.

Data collected from the questionnaires were presented in tabular form. The data were analysed using frequency counts and percentages. Data collected from the interview, observations made and secondary data were descriptively analysed. The data were used to answer the research questions.

3.8.3 Secondary data analysis techniques

Data collected from Documentary review analysed by formulating themes emerging from transcripts of documentary data in relation to research questions of this study.

3.8.4 Ethical Considerations

The study considered ethical principles of conducting a social science research. This was done to preserve the rights of respondents for them to feel comfortable and give correct information for the integrity of the study. Some of ethical issues considered in this study was obtaining respondent consent, voluntary participation, guarantee for confidentiality and anonymity (Creswell 2009:89). Researcher introduced herself with the letter that she got from the School of Public Administration and Management of the Mzumbe University, this helped her to get access to the information and respondents needed for the study. Also researcher sorted consent from the respondents and obtained letter from Human Resource at Morogoro Municipal Council that granted permission to interview, distributing questionnaires, doing observation and access to the documents related to the study.

CHAPTER FOUR

PRESENTATION OF THE FINDINGS

4.1 Introduction

This study intended to examine the implementation of dressing code at Morogoro Municipal Council, it specifically aimed to identify if there is clear interpretation on acceptable dresses, to determine acceptable dresses awareness among employees and to examine the supervision provided by the employer. The study employed purposive sampling and convenience sampling techniques in order to obtain a sample size of 80 respondents out of 3888 the total population from Morogoro Municipal Council. It consisted of responses from employees who are the implementers of dress code at work place. Data collection methods were questionnaire, interview, observation and documentary review, qualitative data were analysed using the Statistical Package for Social Sciences software (SPSS).

This chapter presents and analyses the findings of this study and it gives interpretation of the findings, according to the objectives of research, research questions and theoretical framework of the study. The variables presented and analysed are demographic characteristics of respondents and research objectives.

4.2 Profile of Morogoro Municipal Council

Morogoro Municipal is one of the oldest districts in the history of Tanzania. It is situated at lower slopes of Ulugulu Mountain; the municipality is 195 kilometres to the west of Dar es Salaam and 223 East of Dodoma. It has 19 administrative wards and 274 mitaa that in total make 260 square kilometres occupied by 315,866 people (National population census of 2012) Morogoro Municipal Council is located in latitude - 6,8167(649'0.012''S) and longitude 37,6667(3740'0.120''E) and altitude 511 meters.

4.3 Demographic characteristics of respondents

The demographic characteristics of respondents examined were sex, age, occupation and education level. These features are essential because they may suggest the nature of responses or possible reasons for the responses provided by the respondents.

4.3.1. Respondent distribution by age

The target of the research here was to examine the age of respondents. The study settled four age groups, from which, respondents asked to identify his or her age group. These groups were: 18-29, 30-49, 50-59 as well as 60 and above. The findings in Table 4.1 show that the majority of respondents were those aged between 30-49 and were 35 equivalents to (46.7%) followed by those aged between 50-59 years 29 equivalent to (38.7%) and 18-29 years 8 equivalent to (10.7%) and above 60 were 3 equivalents to 4%. The motive behind this aspect was simply to observe relationship between age group and implementation of dress code in work place. Information on this particular aspect has been presented clearly in Table 4.1 below.

Table 4.1: Distribution of Respondents by Age

Age of respondents	Frequency	percentage
18-29	8	10.7
30-49	35	46.7
50-59	29	38.7
60 and above	3	4.0
Total	75	100

Source: Field data (2015/2016)

The results come with the reality that most of employees hired after completing higher learning studies mostly aged from 30 years and above those people mostly they tend to practice modern style of life and they are reluctant to change such as implementing dress code by fearing that they will look badly when attired in acceptable dresses some of head of department during interview says to researcher that among challenge we face as heads of departments in implementation of dressing code comes from young generation especially new employees who came from universities with different style of dressing.

Therefore age of employees shown as a problem to dressing code implementation at Morogoro Municipal Council.

4.3.2 Distribution of respondents by sex

Public Service Management recognised importance of involving both gender (male and female) in implementing dress code thus dress code no 3 of 2007 categories dresses according to gender because both are participating in implementation of dress code at work place. The context in which the clothing messages are communicated adds further complexity to the framework of daily work life, especially for women because more attention is generally paid to what women wear compared to their male counterparts (Stidder, 2011). Due to that consideration of gender matter in implementing dress code is important. Information on this particular aspect has been presented clearly in Table 4.2 below.

Table 4.2: Distribution of respondents by sex

Gender	Frequency	Percentage
Male	38	50.7
Female	37	49.3
Total	75	100

Source: Field study 2015/2016

The result shows that both males and females are involved in implementing dress code. However, male respondents are many than females. The findings in Table 4.2 show that respondents 38 equivalent to (50.7%) were males while respondents 37 equivalent to (49.3%) were females. The mean average of respondents by sex is males this means there is more male's respondents than females. The reason behind this aspect was merely to watch relationship between gender and implementation of dress code. Therefore through considering gender in the field male employees answered the questionnaire without hiding the truth shown within the environment but when comes to female's employees some of them were hiding the truth even if the researcher saw the real situation. Some female employees wore unacceptable dresses such as miniskirts,

tights, and transparent dresses but were answering the questions negatively and other female asked if the researcher was spying them.

Moreover, head of accountant department, when given a questionnaire she said “this is supposed to be answered by males not females” and distributed to male employees only. Therefore researcher observed the gap that implementation of dress code mostly done by males compared to female employees although some male employees did not adhere full to dress code.

4.3.3 Distribution of Respondents by Level of Education

The level of education determines the life style of anyone. In most cases people with higher education have the big chances to select some kind of life style to live because they have chance to earn more income and buy dresses they like, either acceptable or unacceptable.

In this study, education level of respondents was categorized into four groups: Primary education, Secondary education and Higher education and other levels. The results in Table 4.3 below show that 31 respondents (41%) had attained high education, 24 respondents (32%) had attained other level of education, 18 respondents (24%) attained secondary education and 2 respondents (2.7%) had attained primary education. This shows that in this study most of the respondents have higher education level. The motive behind this aspect was simply to observe relationship between level of education and implementation of dress code. Information on this particular aspect has been presented clearly in Table 4.3.

Table 4.3: Respondents Distribution by Level of Education

Level of education	Frequency	Percent
Primary	2	2.7
Secondary	18	24.0
Higher	31	41.3
Others	24	32.0
Total	75	100

Source: Field Study 2015/2016

4.4 Interpretation on acceptable dresses at work place

The first objective of the study aimed to identify if there is clear interpretation of dressing code at Morogoro Municipal Council. In addressing the above objective this study covered four aspects namely clothes, hair dressing, shoes and cosmetics. The findings of the study revealed that the interpretation of acceptable dress varies from one aspect to another.

Dress code is all about acceptable image, instilling discipline, helping to preserve moral standard by lowering sexual abuse and harassment by instilling in employees the habit of good dressing (Ifedili, 2013). Government of Tanzania also recognise the importance of acceptable dresses to their employees through establishing dress code and insisting that public servants shall find it their responsibility to provide excellence in services, they shall maintain personal hygiene, dress in respectable attire in accordance with acceptable office norms (URT, 2005). In order to realise that the government decided to interpret non acceptable dresses to take out contradiction which was built on minds of employee on what is acceptable dresses in work place and mention some pictures of unacceptable dresses as examples (URT,2007). In spite of concrete efforts, taken by the government still unethical dressing remains a challenge for many employees working in public offices.

The result from this research objective brought variation of answers on the way employees interpret dresses at work place some wore acceptable and others wore unacceptable dresses. That answers implies that employees up to that moment they lack

clear interpretation on what is acceptable dresses and what is unacceptable dresses as (URT, 2007) stated.

Under interpretation of acceptable dresses the selected variables which have been discussed were clothes, and in clothes miniskirt, tight, transparent and jeans these have shown that employee fail to implement dress code by wearing these kinds of clothes (unacceptable) as each variable shown below.

4.4.1 Interpretation of acceptable Clothes

People have different attitudes to clothing. Some people do not care what they wear. Others, especially women, are very choosy and particular about what to wear and like to spend a lot of money on clothes. Some people buy ready-made clothes, others prefer to have them made to measure or buy them at second-hand shops. Some people have excellent taste in dress and are always dressed perfectly, others are slovenly in dress. There are some people who want to be dressed according to the latest fashion at all costs even if it does not suit them. It seems that it is a hobby for them to follow the fashion magazines and see what a few leading designers in Paris, Rome, London or New York present. For some people clothes is a matter of differentiation, the eagerness to distinguish oneself from one's fellows. For others it is a need to match their ideal model by imitating his/her appearance. Different factors which have influenced the styles of clothing, such as geography, climate, poverty and wealth have played their role. Also we can note how rich people altered their clothes with every fancy of their tailor while the poor people's garments changed slowly.

According to this study questions asked to respondents at Morogoro Municipal Council to this variable interpretation on acceptable (clothes) dresses were asked to identify if employees wore miniskirt, tight, transparent, jeans, branded clothes with political message and short in workplace. Through questionnaires the findings revealed the following:

(i) Interpretation on employees who wear miniskirt

Respondents were asked to answer if female employee wore miniskirt at workplace. The result showed that female employees at Morogoro Municipal Council wear unacceptable dresses. Data given by respondents revealed that 39 respondents (52%) agree that female employees wore miniskirts while 36 of employees (48%) disagree. This verified that interpretation of acceptable cloths is not clear among many employees because the number of respondents agree that female employee wore miniskirt is greater than those disagree. Table 4.4 below show it.

Table 4.4: Employee who wear miniskirt

Response	Frequency	Percent
Yes	39	52.0
No	36	48.0
Total	75	100

Source: Field data 2015/2016

Few female about 61.3% use heavy or theatrical make up, 5.3% of employees agreed that wear games and sports shoes in work place and 94.7% disagree, 57.3% of employees agreed that use acceptable hair dressing style and 42.7% disagree. Due to these findings it shows that there is no clear interpretation on what constitutes acceptable clothes in work place because of the variation in interpretations of those clothes, specifically on variable clothes employees wear miniskirt, tight clothes, men wear jeans, heavy makeup as results gathered shown. The following are the data results from employees who wear miniskirts, jeans, tight clothes and heavy makeup at work place at Morogoro Municipal Council.

ii) Employees who wear jeans at workplace

It is important for all employees to present a professional image while at work by being appropriately attired. All public employees are expected to maintain a neat and professional appearance at all times. Individuals are, therefore, expected to dress in a manner in keeping with their job functions and working environment. Jeans are among

attire that public employees through revised dressing code number 3 of 2007 prohibited at work place.

But from questionnaire data the results show that men at Morogoro Municipal Council be dressed in jeans, the results as 23 of respondent's (30.7%) agree that men wore jeans at work place while 52 respondents (69.3%) disagree. Also, from observation as a means of data collection method proved this by the researcher seeing a number of men employees coming in and out at Municipality and others provide services while attired in jeans. Therefore, clear interpretation on acceptable dress among employee at Morogoro Municipal Council is a problem. Table 4.5 and below show the results of employees who wear jeans at work place.

Table 4.5: Employee who wear jeans at workplace

Response	Frequency	Percent
Yes	23	30.7
No	53	69.3
Total	75	100

Source: Field Study 2015/2016

iii) Employees who wear tight clothes

Clear interpretation of acceptable dresses at workplace is very important because it help to provide the real meaning of what kinds of clothes are acceptable in the environment, due to lack of clear interpretation many employees have been fail to choose appropriate attire to wore at workplace and made the working environment to lose respect and dignity in terms of dressing. Code of dressing of 2007 provided clear interpretation on what are the acceptable dresses at workplace but still public employees at different parts in Tanzania including Morogoro Municipal Council serves while they are in unacceptable manner. Some employees wore tight clothes which are among unacceptable clothes. The findings revealed that 34 respondents (45.3%) agreed that employees wore tight clothes and 41 respondents (54.7%) disagreed that employees they do not wore tight clothes. But due to these results implies that employees still they lack

clear interpretation of acceptable clothes. Table 4.6 below show the results of employees who wore tight clothes at workplace.

Table 4.6: Employee who wear tight clothes

Response	Frequency	Percent
Yes	34	45.3
No	41	54.7
Total	75	100

Source: Field study 2015/2016

iv) Employees' wearing transparent clothes at workplace

Many unethical things have been attributed to failure of employee to implement dress code at workplace, mostly there are complaints that employee breaks rules and regulations on matter of dressing and poor self image. Transparent clothes are among type of clothes that dress code mention as unacceptable dress to be worn at workplace or prohibited. But the study revealed that employees wore transparent clothes at workplace for them clear interpretation of acceptable dresses still a problem. Table 4.7 below show the results of employee who wore transparent clothes at Morogoro Municipal Council.

Table 4.7: Employees who wear transparent clothes

Response	Frequency	Percent
Yes	17	22.7
No	58	77.3
Total	75	100

Source: Field study 2015/2016

v) Employees who wear shorts at workplace

A dress code is a set of rules governing what garment may be worn in a specific setting. For example, there are garments appropriate for going to church, some for spotting, and some for going to parties, some for staying at home and some for going to workplace. It deals with a modest and good dressing in conformity with the environmental acceptable values. Government of Tanzania also recognises the importance of dress code by specifying dresses to be worn at workplace. Pair of shorts is among clothes that are

prohibited under revised dress code of 2007. The findings from respondents at Morogoro Municipal Council revealed that few respondents about 15 (20%) agreed that employee wore short at workplace and 60 respondents (80%) disagreed that none of the employee wore short at workplace. Table 4.8 below presents clearly information of employees who wear short in workplace.

Table 4.8: Employees who wear short clothes at work place

Response	Frequency	Percent
Few	15	20.0
None	60	80.0
Total	75	100

Source: Field study 2015/2016

vi) Employees who wear branded clothes with political messages

(Cooper, 2003), States that clothing serves a dual means in the workplace; enabling people to advertise themselves, and as a means of gaining approval. Because individuals are judged on their appearance and behaviour, rather than exclusively on their performance, the significance of a professional image cannot be overlooked. Implementation of dress code depends on clear interpretation on acceptable dresses. Revised code of dress of (2007) prohibited branded clothes with political undertones or overtones, or messages which are either unbecoming. Findings revealed that 4 respondents (4.3%) agreed that employees at MMC wore branded clothes with political messages and 71 respondents (94.7%) disagreed.

Table 4.9 Employee who wear branded of political message

Response	Frequency	Percent
Yes	4	4.3
No	71	94.7
Total	75	100

Source: Field study 2015/2016

4.4.2 Employee who use heavy or theatrical Cosmetics

Cosmetics complement someone clothing, and should be neat, Make-up must appear professional and natural and should be conservative in styles and colors. For public employee both male and female should keep the jewelers simple and reasonable. Use perfumes and make sure that you do not offend people with allergies. The quality of perfume is directly proportional to the price. Frosted, bright colored eye shadow (bright green, purple, pink, Bright or excessively dark, thick eye liner worn under the eye or on top of the eyelid all are to used at minimum and other cosmetics are prohibited to be applied and are against code of dressing of 2007.

Results from respondents show that few female employees about 46 respondents (60%) agreed that employees use heavy makeup at work place and 29 respondents (40%) disagreed that none of the employee use heavy or theatrical makeup. The Table 4.10 below shows the percentages of employees who use heavy or theatrical makeup.

Table 4.10: Female employees who use heavy makeup

Response	Frequency	Percent
Yes	46	60
No	29	40
Total	75	100

Source: Field study 2015/2016

4.4.3 Hair dressing style

Public employee must practice personal hygiene and hair must be neat and clean. Long hair must be tied back. Hair colors must be of natural tones also facial hair including mustache and beard must be short and neatly trimmed and maintained. Non-natural colors such as pink, blue are not acceptable.

The study revealed that employee at Morogoro Municipal Council when asked if hair styles of employee are in acceptable manner, the results revealed that the majority of 43 respondents (56%) agreed that employees their hair style are in acceptable manner and

32 respondents (44%) disagreed that hair style of employee were in unacceptable manner so from that results implies that there is a problem because dress code wanted employees to dress their hair in acceptable way so interpretation of it still a problem the percentage of employee disagree is greater.

Table 4.11: Employee who dress their hair in acceptable way

Response	Frequency	Percent
Yes	43	56
No	32	44
Total	75	100

Source: Field study 2015/2016

4.4.4 Shoes at workplace

Appearance matters in the way we present ourselves to others and to own self perception. Dress code is designed to promote respect of the Nation, individual dignity and to promote a proper working environment which is different from places designed for recreation or entertainment. Shoes for men and woman at workplace are supposed to be in acceptable manner for the side of professionalism and credibility. According to the dress code of 2007, the shoe must grip the heel firmly. The forepart must allow freedom of movement for the toes, the inner side of the shoe must be straight from the heel to the end of the big toe. The shoe must have a fastening across the instep to prevent the foot from slipping when walking. The shoe must have a low, wide-based heel; flat shoes are recommended. Beach shoes, slippers, high heels, games and sports shoes and lack of arch support shoes are not acceptable to workplace.

Through questionnaire the findings revealed that 5 respondents (7%) agreed that employee wore games and sports shoes at workplace while 70 respondents (93%) disagreed. Therefore as result shown still clear interpretation on dress code is the problem because the study expected that at Morogoro Municipal Council only appropriate footwear advantageously compliment dress code correctly respected, and there is clear interpretation means that all mentioned unacceptable clothes, shoes, not wore at workplace. As the results shown (7%) of employees wore unacceptable shoes.

Table 4.12 below show the results of employees who wear games and sports shoes at MMC.

Table 4.12: Employees who wear games and sports shoes

Response	Frequency	Percent
Yes	5	7
No	70	93
Total	75	100

Source: Field study 2015/2016

From Interview with all respondents argued that employers and staff are providing education to employees through seminars, induction courses, but majority of respondents revealed that many of employees fail to choose appropriate dress because they are coming from different background, also fashions shown through media to young generation and religious beliefs, tend to impede full implementation of dress code at MMC.

Health officer during interview added more by saying that training to employees is done during induction courses and through displaying dressing code posters in different offices, but most of them have been affected by modernisation hence they tend to dress according to other people's influence.

Head of Secondary Education department had the view that "Many teachers are taught through teacher's code of professional and code of conduct to implement code of dressing. Also, head of community development department pointed out that new employee are trained during induction by heads of departments through departmental committees. In departmental monthly meeting, they remind employees to implement dress code and that most of employees are reluctant to abide to code of dressing because of different fashion bare.

From observation data show that interpretation of what constitutes acceptable dress is not clear among many employees, data show that in 12-January -2016, two female employees from planning office wore miniskirt, two female employees wore tight

clothes the same day at secondary education department five men attired jeans in work place also at community development office three employees wore games and sports shoes. Also, in 17 February 2016 four female employees wear trousers in work place, two female employees from administration and human resource office wore miniskirt at work place and most guests wore jeans at work place.

Sometimes the researcher used to stand at the main gate looking for employees who enter at MMC to observe if there are any measures taken against those who wear unacceptable dresses from security guards, but no one cares about them.

4.5 Levels of employee's awareness on dress code implementation

The understanding capacity of employees on dress code implementation play a greater role in successful implementation of it, because awareness create knowledge to employees which help them in selecting appropriate attire to be dressed at workplace. Under this objective the study aimed to know if employees are aware on dressing code implementation at Morogoro Municipal Council, through asking them questions such as, are staff willing to implement dress code. Availability of dress code at their offices, if employee need dress code and if employee aware on dress code implementation. The following explanations below are the results from findings.

i) Employee willingness to implement dress code

Implementation of dressing code largely depends much on the readiness of employees because without them nothing could do. The willingness creates cooperation between employer and employee in participating full in dress code implementation at work place. Results from study shows that (90.7%) of respondents agreed that they are willing to implement dress code while (9.3%) disagreed that they are not willing to implement it. Through this response show that employee they are ready to help their employer to implement dress code because percentage obtained is greater than those disagreed, therefore is the duty of employer

ii) Employee awareness on dress code implementation

Dress code implementation also depends on the levels of awareness of employees, this help them to build capacity of understand what is actually needed by the code. The findings of the study revealed that respondents 50 about (66.7%) agreed that they aware on dress code implementation and 25 respondents about (33.3%) disagreed that they not have awareness on dress code implementation. The table below presents the data of employees' awareness on dress code implementation.

Table 4.13: Employee awareness on dress code implementation

Response	Frequency	Per cent
Yes	50	66.7
No	25	33.3
Total	75	100

Source: Field study 2015/2016

iii) Availability of dress code copies at office

Dress code availability at workplace is very essential because it remind employee to adhere to it. Respondents at MMC revealed that when asked concerning availability of dress code at their working environment, respondents 61 about (81.3%) agreed that dress codes are present in Morogoro Municipal Council and respondents 14 about (18.7%) disagreed, therefore through that findings implies that employer distribute dress code copies at workplace .

Table 4.14: Availability of dress code copies at office

Response	Frequency	Percent
Yes	61	81.3
No	14	18.7
Total	75	100

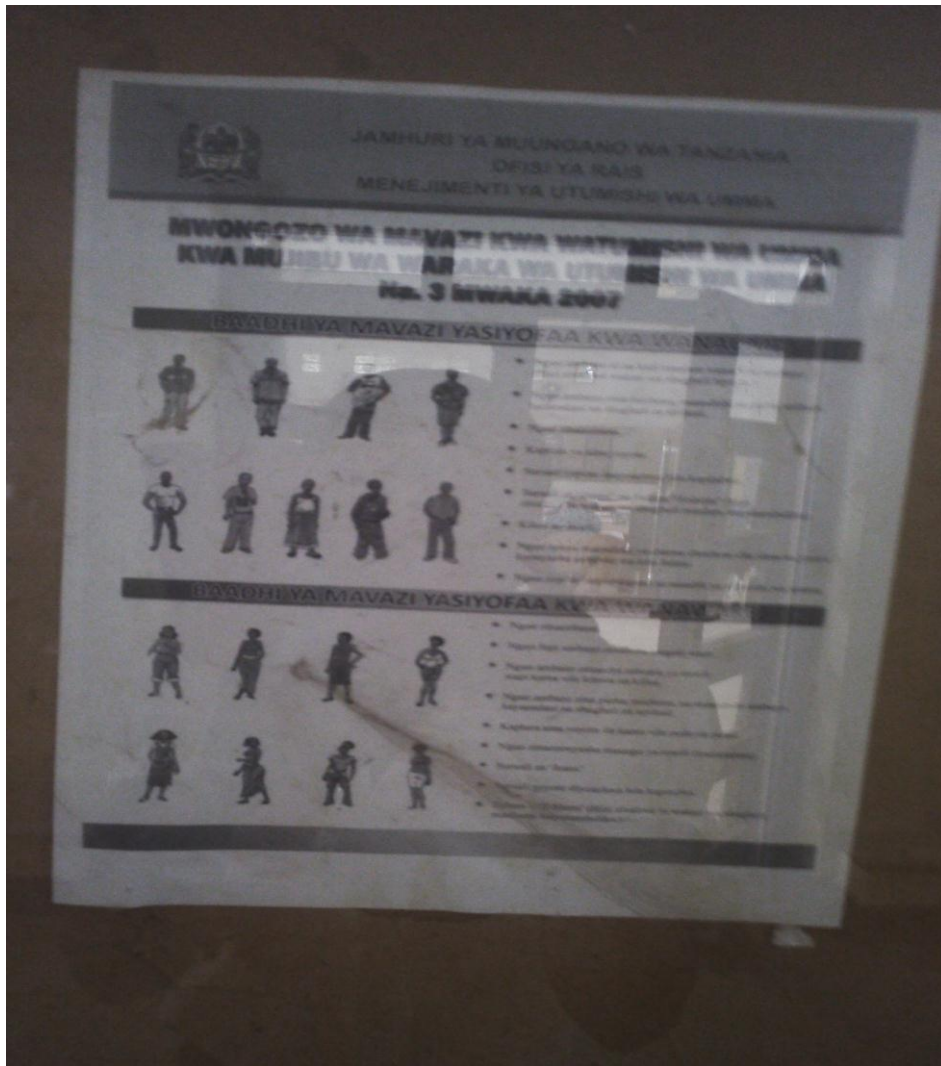
Source: Field study 2015/2016

On the other side during interview the Municipal Human Resource Officer pointed out that the majority of employees have knowledge on dress code implementation because as (HROs) we distribute dress code posters to heads of departments and in the main

gates security guards are usually told not to allow employees who dress in unacceptable manner to inter into the offices.

To verify this researcher when observing the reality of availability of dress code copies taken a photo of dress code copy which was posted in Morogoro Municipal Council.

Figure 4.4: Availability of dress code copy at MMC



4.6 Supervision provided by the employer on Dressing Code implementation

Respondents for this objective was answering the third research question in which were interviewed for the purpose of knowing if their employer make follow up on dress code implementation, if their employers appraise employees on matters of dressing code implementation, and if the employers provides training to employees on matters of dress code implementation. The findings on these aspects are presented below.

i) Training

Dale (2000) defines training as ‘the organised procedure by which people learn knowledge and/or skill for a definite purpose’. Training refers to the teaching and learning activities carried on for the primary purpose of helping members of an organisation acquire and apply the knowledge, skills, abilities, and attitudes needed by a particular job and organisation. Employee need to be skilled on issue of dress code by employer and heads of departments in order to gain knowledge and skills during selection of acceptable attire. The findings of the study revealed that 40 respondents (53.3%) agreed that employer conduct training on issue of implementation of dress code and 35 respondents (46.7%) disagree that employers they do not conduct training of dress code implementation.

From interview, Morogoro Municipal Director during interview pointed out that we often do training by instruction and display of dress code copies in different offices and sometimes remind employees through seminars on the importance of dressing code implementation, sometime we tell them to go home to change unacceptable dress ... I as employer, I am doing that as part of my responsibility to ensure that every employee adhere to dress code implementation in work place.

The findings in this objective revealed that Employer is responsible for ensuring all of his or her employees implement dress code through providing seminars and training them to remind the employees on the importance of dress code implementation and also

employer delegated some power to security guards at the main gate to restrict employees who inter in who dressed in unacceptable way.

From observation data the issue of supervision on dress code implementation most of employees who wore unacceptable dress were free to inter in the main gate while they are in unacceptable manner of dressing and other officers were dressed in unacceptable manner such as they wore games and sports shoes in work place but security guards were mainly checking people who inter in the main gate by car concerning other issues not dresses therefore supervision done but at minimum level which did not make employees be serious on issue of dress code implementation. The table 4.15 below presents data of training, Appraisal done by employer and follow up and availability of dressing code posters at different office in Municipality.

Table 4.15: Training of employees by employer

Response	Frequency	Percent
Yes	40	53.3
No	35	46.7
Total	75	100

Source: Field study 2015/2016

ii) Appraisal

Freeburg and Workman (2008) found that proper workplace appearance was related to positive evaluations of job performance, including oral and written communication, initiative, and both quality and quantity of work. Dressing issue compliment with performance although some employees at the field told the researcher that what matters at workplace is performance and not clothes since this is a minor thing and that even our President have a slogan that “Hapa kazi tu” not talking about dresses. This implies that dress code have no any impact to them. When asked if appraisal is done on matter of dressing, the results revealed that 32 respondents (42.7%) agreed that appraisal is done while 43 respondents (57.3%) disagreed.

Through interviews, all officers disagreed that appraisal is not done on issue of dresses as they do not conduct it. Table 4.16 below presents the summary of the findings through questionnaires.

Table 4.16: Appraisal done by employer

Response	Frequency	Percent
Yes	32	42.7
No	43	57.3
Total	75	100

Source: Field study 2015/2016

Under this study researcher through responses from different respondents reveal that respondents have different perception on interpretation of what constitutes dress code in work place thus is why there is variation in answering the questions, some respondents agreed that there are employees who dress unacceptable dresses in work place they attired tight clothes, miniskirts, jeans, as data in different figures shown.

Researcher identified that at least employees know the importance of dress code implementation at work place but problem are on interpretation of what kind of dress are acceptable in work place. The study also revealed that the employer understand of his responsibility of ensuring that employee implement dress code through keeping dress code copies available on different offices within municipality, providing training and seminars to employees and making follow up to some extent they make employees be aware on it.

CHAPTER FIVE

DISCUSSION OF RESEARCH RESULTS

5.0 Introduction

This study intended to examine the implementation of dressing code at Morogoro Municipal Council, specifically aims to identify if there is clear interpretation on acceptable dresses, to determine acceptable dresses awareness among employees and to examine the supervision provided by the employer on dressing code implementation at Morogoro Municipal Council. This chapter is about discussion of research result, in which the findings of three research questions discussed in this chapter.

5.1 Interpretation on acceptable dresses at work place

Majority of employees of Morogoro Municipal Council have different views on implementation of dress code at workplace. The study was expecting that clothes worn at work place are not tight, not miniskirt, not jeans, but according to the data gathered there are employees who implement dress code and those who do not implement dress code at workplace through wearing unacceptable dresses. This situation made employees to be free to choose unacceptable dresses; therefore most of employees lack clear interpretation of acceptable dresses.

This correlate with the study done by Ifedili (2013) on Implementation and Management of students dress code in Nigeria Universities, where students also lack clear interpretation of acceptable dresses. The university attaches importance to modest and good dressing. Many stakeholders have complained that many students both male and female are guilty of indecent dressing in the university. Dressing is not just a matter of taste, comfort and convenience. When a student dresses up, he or she should ask himself or herself if the dressing meets the following criteria: - decency, socially acceptable, not too expensive, not distracting or disruptive. The study added that many students copy the ghetto mode of dressing. They pull down their pants, skirts below the waist showing

their inner boxers or pants. This is what they call sagging. Some males plait their hair, some wear earring on one ear. These students do not know that no professional will dress in that manner and it is very unprofessional.

Also, in the study done by Ifedili (2013) provides the clear interpretation of acceptable or decent dressing that deals with clean, neat and presentable clothing. This includes dresses, shirts and blouses with sleeves, clean pants including plain black with clean T-shirt that covers below the waist, skirt suits, dress or shirt with blazer, clean Nigerian attires and suits. The clothing should cover body parts including stomach, belly button, back shoulders, chest, and the legs below knees. Small earring and light make up, low heeled noiseless shoes, clean hair are all parts of decent dressing.

At MMC, the results revealed that many employees wore unacceptable dresses this implies that there is no clear interpretation of acceptable dresses among employees at MMC and these lead to failure of dressing code implementation. Moreover, lack of clear interpretation of acceptable dresses lead individuals to be perceived negatively this supported by the research done by Asaju, (2010) conducted in business management in the field of dress and dress style in United State indicate that the way a person presents themselves ultimately determines the way in which they are perceived. Authors Peluchette, (2006); Rafaeli , (1997); Rafaeli and Pratt, (1993); and Schmalz, (2000), agreed that the daily choice of apparel has multiple implications for the individual. Business dress forms part of the daily act of an individual's performance in the workplace, and untimely become a means by which individuals convey information about themselves and their competence to others.

Also, most of offices at MMC have dress code copies, but if you go to areas such as schools, health centres and dispensaries where a big number of employees (teachers and nurses) are located there is no copies of dress code displayed in their offices. So, employees within that area fail to adhere to dressing code because there were no documents that always remind them on dressing code implementation. This cause this

employees to behave differently when they go to the headquarter they dressed well in their school most teachers they wear short skirts, tight and transparent clothes the research see this situation during distribution of questionnaires in different schools .

5.2 Awareness of unacceptable dresses

Awareness is very important in dressing code implementation at workplace. The findings revealed that most employees are aware on dressing code implementation. The data show that about (66%) have awareness on dressing code implementation, and this implies that employer provides his or her employees knowledge concerning implementation of dressing code at working environment. But although the level of awareness those employees have on issue of dress code still full implementation of dress code is not done well. The reasons behind proposed by many officers during interview and other data from questionnaires revealed that young generation know days mostly affected by technologies and medias, they copy different styles of clothing. This finding is in line with Ijaz (2012) who points out that the media in the forms of movies, television, radio, and print exerts an enormous, almost a normative influence, over the lives of men, women, adolescents and children; and, particularly among teenagers, the ways in which individuals and groups dress, talk, behave, and think.

Employer raises awareness to employees through keeping dress code copies at different offices available, training, induction instructions given to employees and seminars from committee raises more awareness to employees in Morogoro Municipal Council on matter of dress code implementation. The results justified that some employees understands the importance of dress code implementation at work place as it is known that dressing code implementation is very important always because it bring respect and dignity to an individual and Nation at large because mostly people are judged by the way attired. But though the efforts done by employer and employees on issues of awareness still clear interpretation of dress code at work place especially MMC is not done well.

5.3 Supervision provided by employer on dressing code implementation

The government of Tanzania knew the importance of dress code thus why decided to revise its code in 2007 and delegates this duty to all responsible officers to make sure that all public employees adhere to dress code implementation. The study justified that, the employer is responsible in ensuring that employees are implementing dressing code, this is done through providing seminars, making follow up, training and at main gate delegated the power to security guards to restrict those employees who dressed inappropriately to enter in the Municipality until they go home and change their clothes. Although, all these strategies are in place, still employees did not adhere to implementation of dress code specifically on interpretation on acceptable dresses to be worn at workplace. The things done by employer at MMC to supervise employees to implement dress code relates with what was suggested by Chukwadi, (2011) in his study concerning the relationship between indecent dressing and sexual harassment among undergraduates of Nasarawa state in Nigeria the result revealed among others that indecent dressing has an influence on the sexual harassment of undergraduates. It was suggested that public enlightenment programmes, seminar and conferences should be organised to highlight and discourage the demeaning consequence of indecent dressing prevalent among students in the higher institutions of learning as well as address the adverse effect of sexual harassment in the society.

Also, the findings of this study are similar with the study done by Fayokum, (2005) in Nigeria on Moral crisis in Nigerian Universities. The study stated that the problem of inappropriate dressing is observed to be greater. A worse development is the phenomenon of TV reality shown in Big Brother Africa, which is sweeping through developed and developing societies; thus destroying further proper dressing. Moreover, the Daily Monitor, (2008) pointed out that there should be greater efforts to control immorality among the youthful population consequent upon this. It is pertinent to note that certain countries have made some forms of improper dress strictly forbidden in their territories, which is to be published in the International Travel Guide because they have

recognised that “proper dressing is necessary for the moral health of the nation”. The problem of unacceptable dresses is not only in Tanzania. Therefore, employers have to employ more strategies and strong follow-up to make employees adhere to dress code.

5.4. General discussion

The researcher found out that the implementation of dressing code is done well by some employees, but others do not adhere to the code because of lack of clear interpretation of what constitutes on unacceptable dress in work place employees fail to choose acceptable dress as data show that some were tight, miniskirts, transparent, jeans and other excessive makeup which are against code but at the level of employees awareness shows that they are aware on the importance of implementation of dressing code due to modernisation and fashion taking place they are reluctant to follow and implement dressing code thus why data show that most of employees are aware but full implementation of dressing code not done, awareness is high due to many of them possess high levels of education and their employer plays a great role on dressing code implementation by displaying copies of dress code, also through security guards to restrict employees who attired inappropriately and seminars which done help to raise awareness. Therefore implementation of dressing code to employees of Morogoro Municipal council given a great priority the employer seem to be responsible with employees to implement dress code.

Due to level of education as shown in Table 4.3 (41.3%) of respondents are possessing higher level of education this shows that they have awareness on the implementation of dressing code, and the age of respondents which is ranging from 30-44 as shown in Table 4.1 means that respondents their minds are still active to make sure that implementation of dressing code are to be done .Those findings provide a valid information as shown in Chapter two Figure 1.1 which shows conceptual frame work in which implementation of dressing code by employees depend on the clear interpretation on unacceptable dresses, awareness of employees and supervision provided by employer

on ensuring that dressing code are well implemented by employees if one of the variables fail also implementation may perhaps not done well as shown in data above employees wear transparent, employee wear miniskirt, employees wear tight clothes therefore it seems that employees they have awareness and employer supervise them but at the level which is not strong enough to make them absolutely full implement dressing code at work place because they fail to interpret acceptable clothes, this objective posses a big challenge to employer because they provide training ,seminar, and follow-up but employees continue to wore unacceptable dresses.

These findings also justifies the validity of modest and immodest theory as explained in chapter two which emphasize that Modesty means appearance appropriate to the occasion. Many want to limit immodesty to clothing that is sexually stimulating or very expensive. Modesty conveys the idea of external appearance, principally in dress. The first requirement for modest clothing is that is orderly, appropriate and that it does not draw attention to the wear.

It describes one who disciplines himself and who may thus be regarded as genuinely moral and respectable, self controlled, disciplined well manned. For employees have to apply this by wearing respectable dresses depending on what needed by dress code.

CHAPTER SIX

SUMMARY, CONCLUSION, RECOMENDATIONS AND POLICY IMPLICATIONS

6.0. Introduction

This chapter presents the research summary, conclusion, and policy implications which different actors and research clients should work on to improve the situation of implementation of dressing code in public offices particularly in districts councils, municipal councils and city councils in Tanzania.

6.1. Summary of the study

The study intends to examine the implementation of dressing code at Morogoro Municipal Council .It is the case study design conducted at Morogoro Municipal Council between December 2015 and April 2016.The study aimed to make the problem of employee to wear unacceptable dress in work place especially in public service clearly understood by identifying the contribution of variables as stipulated in the theoretical framework. The study involved 80 respondents, 75 are selected from convenience sampling and was purposely to fill the questionnaires and 5 respondents obtained by purposive means for interview. The study used both primary and secondary means of data collection, and data collected analysed by various statistical means.

Due to the response of the respondents at Morogoro Municipal Council the researcher found out that most of employees lack clear interpretation on what constitutes acceptable dresses at working environment, these shown by many employees wearing prohibited clothes according to what mentioned by dress code, clothes such as miniskirts, jeans, transparent clothes, tight clothes worn at MMC by those results revealed that dress code is not implemented as expected. Due to lack of interpretation on choose of dresses employees loses respect of them and respect of the nation of Tanzania because of shameless of sensitive parts of the body naked. Also, respondents revealed that they

were aware on dress code. The employer is sensitive with implementation of dressing code that is why tend to display copies of dress code in working environment area and to delegate authority to security guards so that employee be aware on it. Particularly, the study aimed at identifying if there is clear interpretation on acceptable dresses, if employee they aware on dress code implementation and if supervision are provided by employer. However, in Morogoro Municipal Council; the issue of dressing code implementation needs to be enhanced especially in this time of globalisation where many changes in issue of dresses take place, more awareness and strong follow up should be made because most of employee in Morogoro Municipal Council lack clear interpretation on what constitutes acceptable dresses and due to that implementation of dressing code not done well.

6.2 Conclusion

The study is valid as it shows that it is the duty of every employee to implement dressing code at work place. The study also identify that in order to implement dressing code at work place there should be clear interpretation of what constitutes unacceptable dresses, employee must be aware on it and strong supervision from employer. Therefore the study find out that implementation of dressing code in work place is not successful because some of employees have failed to choose acceptable dresses to wear at work place as data show many employee attired tight, transparent, jeans, miniskirt through that made dressing code to be not fully implemented. Moreover, study justified that employee have awareness on dressing code implementation due to availability of dressing code copies in municipality, seminars and training given by heads of department during orientation and meetings.

Employer has great role on ensuring that dressing code implemented by conducting training to employee, providing seminars and keeping dressing code posters available to employees and making follow up on dressing code implementation. Theory emphasize on implementation of dressing code. The theory known as Modest and Immodest theory

in which the organisation should know which attire are acceptable and respectable in working environment.

6.2.1 Interpretation on unacceptable dresses at work place

Dressing code play vital role in ensuring that individual and Nation respected if applied properly means if there is clear interpretation to employee to choose acceptable dresses as code want, the findings revealed that employees at Morogoro Municipal Council they lack clear interpretation on what constitute acceptable dresses that is why some employee wear miniskirt, jeans, tight and transparent dresses at work place and made dressing code not implemented. Therefore employee should be very keen to ensure that dressing code implemented they have to select acceptable dresses because they are mature enough and they have knowledge so they know what is good and what is bad therefore they have to change their behaviours which are reluctant to ensure that codes established by the government implemented as planned. Also if government have enough funds they have to establish uniform to all public servants so as to remove unclear interpretation.

6.2.2 Employees awareness on dress code implementation

Among very important thing for dress code to be implemented is the level of employee's awareness, therefore supervisors and people in authorities they have responsibility to create public awareness to the whole country so as to educate all people from all levels of life starting from family ground up to the nation level.

6.2.3 Supervision provided by employer on dressing code implementation

Therefore, employer played an important role to ensure that she provide all necessary document, especially dressing code copies, conducting seminars and training but more emphases should be provided such as making strong follow up to all employee who are reluctant to abide with dressing code.

6.3 Recommendations

Here are the recommendation for each findings and discussions done as well as general recommendation.

6.3.1 Interpretation on unacceptable dresses at work place

Though respondents show that there is variation on interpreting what are the acceptable clothes in work place, so I suggest that employer to establish Uniform to all public servants so as to solve the problem of unclear interpretation of unacceptable dresses in work place. Those uniforms had to be given to employees by insisting them make sure they wear during working hours and environment the problem of fashion and style which occur all the time could be solved. Human resource officers and supervisors of the specific department should make sure that make strong follow up to employees to ensure that they implement dressing code. More over employer should not stop educating employees on unacceptable dress because through that awareness to employees should be raised.

6.3.2 Employees awareness on dress code implementation

Though it seems most of respondents have awareness on dressing code implementation and employer tend to give them training, seminars during induction courses when employees hired for the first time and other employees are guided through code of ethics and conduct still there is a need to continue to provide more awareness to employees because dressing issue is ongoing process because different style are changing and created due to changes taking place time to time ,new fashion and style are created every day in the World which lead to impact all countries, so public awareness to public servants is more important to those changes, they should be more knowledgeable so as to choose appropriate style which could be suitable to working environment.

Dressing code copies should be displayed in all areas where public servants serve so as to learn and remind employees that they are supposed to dress properly all the time.

6.3.3 Supervision provided by employer on dressing code implementation

Employer shows that play important role on ensuring that dressing code implemented and ensuring that dressing code copies are available, here suggestion should be on the increasing the awareness to employees on importance of dressing code implementation through seminars, strong follow up and disciplinary actions to heads of departments and all responsible officers so as to make them conduct strong follow-up for their subordinate to make sure that dressing code implemented.

Employer through Workers Day can provide a gift to the best dressing code implementer so as to harmonise others to keep on dressing properly. Also regular counseling programmers be mounted all over the Council and in the communities utilizing agencies like the parents, the teachers, the religious bodies and the media so as to implement dress code in all areas.

6.3.4. General findings and discussion

Employer must put more emphasis on ensuring that clear interpretation on what constitutes acceptable dresses are provided to employees through personal files instead of displaying them on notes boards some of employees are not willing to read also giving them into envelopes where an employee will be storing in their offices and personal files. Heads of department and HR department has to ensure employee Implement dressing code in any working environment by making strong follow up.

Moreover employer have to increase public awareness through different seminars and training and make strong follow up to those employees who are reluctant to implement dressing code, also employer have to keep available of dressing code posters to every department and any area of working environment all the time such as at schools, dispensaries where public servants serves. Through workers day every year employer must provide gifts to those seem to implement well dressing code in their working environment so as to harmonise other employees.

Theories of clothing that deals with implementation of dressing code especially Modest and Immodest theory as explained in chapter two are very important because give individuals knowledge on how they should behave especially on issue of dressing therefore concentrate should be put on educating this new young generation, emphasis should be given on how individuals they should select dresses which are appropriately to the working environment for both young and adults employees because all of them need to be respected in the society so they have to choose dresses which convey good message to other people and in doing so implementation of dressing code could be possible. Also responsible ministry should put more emphasis on dress code implementation because employee respect laws and codes when someone in authority insist and assist on implementation of dressing code by showing dresses which are unacceptable and acceptable one to make employee distinguish it well those kinds of dresses.

6.4. Need for further research

Due to the result shown in this study it needs more scientific findings on what are the reasons hinder full implementation of dressing code, the best methods and strategies to be employed in making sure that dressing code implemented by employees, it can be seen that every method have its own weakness so researchers have to undergo further studies so as to make employees understand which kind of clothes, hair style, shoes and cosmetics acceptable in working environment.

6.5. Policy implications

From the current study some policies, laws and codes should be emphasis especially in this globalised era with full of technologies and changes some changes are positive and other put employee in immoral habit when copied. Therefore there is a need of emphasising employees to implement dressing code in work place so as to limit the behaviour of employees who dresses in unacceptable manner. Also government should establish laws which could play a greater role in implementing dressing code at work place to public servants.

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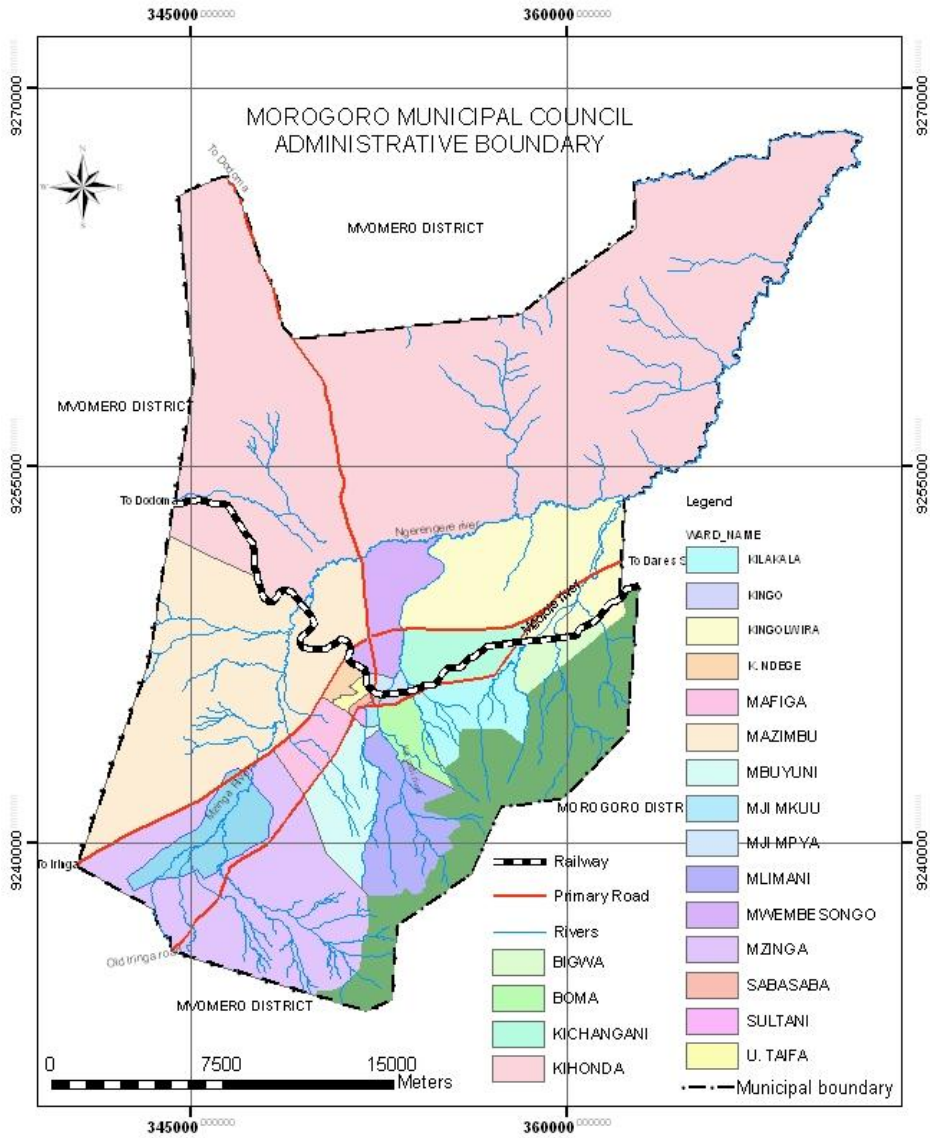
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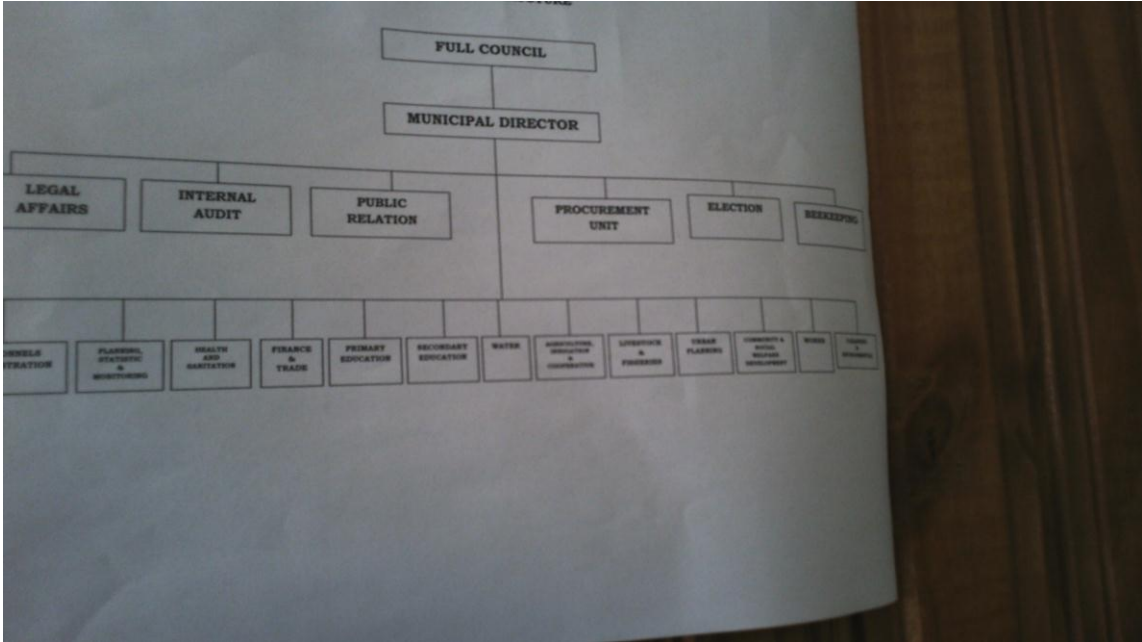
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APPENDICES

Appendices: 1 Map of Morogoro Municipal Council



Appendix ii Organisational Structure of Morogoro Municipal Council



APPENDIX III

QUESTIONNAIRE FOR MOROGORO MUNICIPAL COUNCIL EMPLOYEES.

I am a student at Mzumbe University pursuing Master of Public Administration. I am conducting a study on implementation of dressing code at Morogoro Municipal Council, as a compulsory part of my programme. Thus, I would be very thankful if you would spare only some few minutes to fill in this questionnaire. The information that you give will be treated confidential and your individuality will not be exposed.

Instructions:

- Please put \surd where appropriate and to the blank space write a text

A: Demographic characteristics of respondent

1. Gender

1. Male	2. Female

2. Age (In Years)

1. 18-29	2. 30 – 49	3. 50-59	4. 60 and above

3. Level of Education

1. Primary education	
2. Secondary education	
3. Higher Education	
4. Other (Specify)	

4. Occupation

1. Teacher
2. Medical officer
3. Accountant

4. Other specify.....
.....
.....

B. Interpretation of unacceptable dress in work place.

5. Do women employees wear miniskirt in work place?

1. Yes 2. No ()

6. Do women employees wear tight clothes?

1. Yes 2. No ()

7. Does women employees wear transparent clothes?

1. Yes 2. No ()

8. Do men employees wear jeans in work place?

1. Yes 2. No ()

9. Do employees wear branded clothes with political undertones or messages which are either unknown or unbecoming?

10. Do men wear shorts in work place?

1. Many of them 2.none 3.few ()

11. Do Female employees wear heavy or theatrical make up?

1. Many of them 2.none 3.few ()

12. Do employees wear games and sports shoes in work place?

1. Yes 2. No ()

13. Do female employees use acceptable hair dressing style at work place?

1. Yes 2. No ()

C. Levels of employee's awareness on dress code implementation.

14. Do employees at Morogoro Municipal Council need dress code?

1. Yes 2. No ()

15. Is there at present any dress code at Morogoro Municipal Council?

1. Yes 2. No

If no why.....
.....
.....
.....

16. Are employees aware on dressing code implementation?

1. YES	2. NO

If no why.....
.....
.....

17. Are the staff willing to help in the implementation of employee dress code at Morogoro Municipal Council?

1. YES	2. NO

If No why.....
.....

D: Responsibility of employer

18. Do you think the employer makes follow up on dress code implementation?

1. YES	2. NO

If YES, how?.....
.....
.....
.....

If No, why?
.....
.....
.....

19. Does the employer do employees appraisal on dress code implementation?

1. YES	2. NO

20. Does employer train employees on how to implement dress code in Morogoro Municipal Council?

1. YES	2. NO

If No, why

21. Do you think dressing code implementation at work place has any importance particularly in this time of gblalisation?

1. YES	2. NO

THANK YOU FOR YOUR COOPERATION

APPENDEIX IV

Interview guide

- Q1. When did you start working at Morogoro Municipal Council?
- Q2. Do you have copies of dressing code in your office?
- Q3. What strategies do you use to make sure that employees implement dress code in Morogoro Municipal Council?
- Q4. Do employees are aware on dressing code implementation?
- Q5. Do you appraisal your employees' dressing code implementation?
- Q6. Do you train your employees on how to implement dress code in Morogoro Municipal Council?
- Q7. Are the staff willing to help in the implementation of employee dress code in Morogoro Municipal Council?
- Q8. Are there any challenges that face employer on implementation of dress code in Morogoro Municipal Council?
- Q8. What do you think can be done to ensure that every employee implement dressing code in Morogoro Municipal Council?