THE ROLE OF PETTY TRADE ON THE GROWTH OF YOUTH EMPLOYMENT AT ILALA MUNICIPALITY IN DAR-ES-SALAAM, TANZANIA
THE ROLE OF PETTY TRADE ON THE GROWTH OF
YOUTH EMPLOYMENT AT ILALA MUNICIPALITY IN
DAR-ES-SALAAM, TANZANIA

By
Bahai Seleman Juma

A Research Dissertation Submitted in Partial Fulfillment of the Requirements
for Award of the Master of Business Administration in Corporate
Management of Mzumbe University

2014
CERTIFICATION

We, the undersigned, certify that we have read and hereby recommend for acceptance by the Mzumbe University, a Dissertation entitled. The role of Petty trade on the growth of Youth Employment at Ilala Municipal Council in Dar es Salaam in partial/fulfilment of the requirements for award of the degree of Master of Business Administration of Mzumbe University.

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I hereby wish to state that, all deficiencies or errors that may be contained in this document are absolutely my sole responsibility.
DEDICATION

To the sincere and very respect be onto the Almighty God.
To the everlasting candle love of my Sister Vivian Dismas Kinong’o.
To the cherish love of my Mother Mwatano Mpuhusy Baranyikwa.
LIST OF ABBREVIATION AND ACRONYM

ILO  International Labour Organization
CLEP  Commission for Legal Empowerment of the Poor
SSA  Sub-Saharan Africa
UNDP  United Nations Development Programme
SAC  South African cities
SAE  African economy
IMF  International Monetary Fund
IM  Ilala Municipal
IMC  Ilala Municipal Council
USA  United State of America
UK  United Kingdom
GDP  Gross Domestic Product
SAP  Structural adjustment programmes
URT  United Republic of Tanzania
BIN  Business Identification Number
TIN  Tax Identification Number
TRA  Tanzania Revenue Authority
SPSS  Statistical Package for Social Sciences
ABSTRACT

The proliferation of informal sector mainly petty traders in most peri-urban areas can be interpreted as an unhealthy symptom of economic underdevelopment. Inability of urban authorities to absorb the massive numbers of rural migrants into formal sectors is said to be factors that contribute to petty activities. Employment problems and low incomes, as well as an increase in the number of migrants and refugees are reasons for the growth in the petty trade sector. Little attention has been paid to support petty activities and solve critical question by local and central Government to manage Petty trade environment elements, management of all strategies effectively, as a result, the effort of Petty activities to provide massive numbers of youth opportunities in the municipal is little known despite it provides massive number of youth Employment.

This study investigated the role of petty trade on the growth of youth employment at Ilala Municipality. Specifically, the study described current Petty trade environment elements, Sustainability, strength, leading challenges as well as finding out importance of effective management of Petty trade on predicting overall creation of youth opportunities.

The study used case study design and both qualitative and quantitative approaches were used. The research methods used were questionnaires and interviews. The population comprised employees in Ilala Municipality, Ilala Municipal Council Management team, employees and Petty traders and sample size was 83.

It was revealed that the management of Petty activities within Ilala Municipality is not effective as per the findings on Policy/by laws, Business infrastructure, Capital
accessibility, Business formalization process and Education/training according to responses from employees, management team, and Petty traders.

It was recommended that, the municipal authority should reviews and designs Policy/by laws to suits petty activities environment, provides education and training to petty trade on the business skills and financial management, invite financial institutions to provide credit facilities to petty trades with minimal conditions, for example without collateral since most of them they lack fixed asset to pledge as collateral, expand market infrastructures in order to accommodate abundant customers, rehabilitate market infrastructures and frequent maintenance, review tax payment for policy to petty trade, establish strong link between Petty trade and Ilala Municipal authority. The researcher really hopes that output from this study shall be of practical uses by Ilala Municipal Authority.
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CHAPTER ONE

INTRODUCTION AND THE PROBLEM SETTING

1.1 Introduction

This chapter presents background information and narrated the statement of the problem, objectives of the study, and questions. Significance of the study is another important part in this chapter whereas the scope, limitations, delimitation and organization of the study have also been described.

1.2 Background Information

The concept of informal sector appeared in the early 70’s with the launch of the World Employment Programme by the International Labour Organization (ILO, 2006) and its classic Kenya Report (Hart, 1973). Globalization, liberalization and urbanization have contributed to a rapid growth of urban informal economies, particularly in Sub-Saharan Africa (SSA) (Bryceson, 2006). Commerce has become a dominant feature of the informal sector (Lyons and Brown 2008) with street vendors the largest sub-group of the informal workforce after home-based worker.

The importance of this sector has progressively been recognized in some strands of the literature over the past thirty five years, culminating with the report in June 2008 of the Commission for Legal Empowerment of the Poor (CLEP), which explicitly identified the role of micro-entrepreneurship in the urban economy of the developing-country poor, and emphasized the right to trade and to do business effectively, including for example rights to viable space and relevant services (UNDP, 2008). Nevertheless, state tolerance and the public legitimacy in SSA of urban informal economic activities remain insecure (Potts, 2007).

Petty Traders is within the informal sector that is mainly practiced mostly by youths and other disadvantaged group in urban and rural area. The term Petty
trader was originally coined by (Hart, 1970) to describe the multitude of often-temporary economic strategies adopted by migrant workers in Ghana. This indicates that incomes collected from their business are just for subsistence. A small income and the limited ability of the government and the formal business sector to provide sufficient employment opportunities to people in the economically active age categories are two of the main reasons for informal trading in South African cities (SAC). As a result, the informal street trading sector plays an important role in providing a security net for millions of the unemployed in the South African economy (SAE). (Willemse, 2011).

Petty traders have evolved grassroots associational strategies to meet modern demands on livelihoods (Lyons and Snoxell, 2005). The growth in urban populations has been accompanied by limited job creation amongst the poor (Cohen, 2004). Although precise measurement of informality is difficult (Devey et al, 2003, on measuring informality in South Africa), efforts have been made to estimate its scale. Informal employment is now thought to account for around 60% of all urban jobs and to have provided 90% of all new jobs created in the last decade (ILO, 2002a; ILO, 2002b). Sharp rises have been seen particularly in own-account self employment.

The Kenyan informal sector was estimated to account for 25% of non agricultural Gross Domestic Product (GDP), approximately 60% of which was attributed to men, and 40% to women (although informal employment constitutes a higher percent of women’s non-agricultural employment) (ILO, 2002a). By the end of 2001 informal employment was estimated at 81% of all private-sector employment, while small to medium enterprises, largely one-person businesses, comprised close to 75% of all national employment (Mitullah, 2003). The proliferation of petty traders in most peri-urban areas can be interpreted as an unhealthy symptom of economic underdevelopment. Inability of urban authorities to absorb the massive numbers of rural migrants into formal sectors is said to be factors that contribute to petty activities (Tuvana, 2003). Employment problems and low incomes, as well as an increase in the number of migrants and refugees are reasons for the growth in the petty trade sector in the two study areas, as well as throughout Sub-Saharan Africa. With access to farmland and lucrative wage employment highly
problematic, recent migrants enter the street trade in order to survive. While petty trading allows this group of traders to survive (Little, 1999).

The economic liberalization of Tanzania since the mid-1980s has brought a rapid influx of imports to Tanzania. These imports, including second-hand clothes, have opened new economic opportunities for the urban poor and vitalized the small-scale commercial sector (Ogawa, 2006). The economic liberalization of Tanzania since the mid-1980s has brought a rapid influx of imports to Tanzania. These imports, including second-hand clothes, have opened new economic opportunities for the urban poor and vitalized the small-scale commercial sector (Ogawa, 2006). Kapitsa (2005) indicates that many young people believe that once given enough resources they could establish and successfully run a business enterprises, Kapitsa therefore, proposes a programme, for instance on the volunteer basis, to mobilize local scientist entrepreneurs and economists to assess the business ideas generated by the youth/children. Also indicates that young entrepreneurs have a much greater chance of being successful when they are satisfied with the work and find it interest. The government has warned foreign investors who have been involved in petty trading, saying that was against Tanzania laws, the government was investigating claims that some investors were getting involved in petty trading. (Citizen Newspaper November 6, 2013).

1.3 Statement of the Problem

Petty trades are the major occupations of the urban informal sector and petty traders are its main constituents. Youth petty traders in the urban informal sector help to provide goods and services to needy persons at the right time in the right places, in the right quantities and at reasonable prices. They have become indispensable within the distribution system, catering to the needs of particularly the lower middle-class and the poor.

There are, in fact, certain commodities sold exclusively in the informal trade sector. In the process, this sector provides jobs to the jobless and offers fairly good remuneration to those largely unemployed before trading.
However, there is influx of youth migrants from rural areas into urban areas, that engaged on petty trades and others search for salaried jobs, petty trade contributions on the growth of youth’s employment remains questionable.

Therefore, this study aimed at analyzing the role of petty trade on the growth of youth employment so as to fill up the knowledge gap to create effective growth of youth employment in Ilala Municipality (IM).

1.4 Research Objective

1.4.1 General Objective

The general objective of the study is to find out the role of petty trade on the growth of youth employment at Ilala Municipality.

1.4.2 Specific Objectives

The following specific objectives were addressed to achieve main objective:

(i). To assess the role of petty trade environment elements in the growth of youth employment at Ilala Municipality.

(ii).To find out the importance of effective petty trade in predicting overall growth of youth employment at Ilala Municipality.

(iii) To find out the strength of petty traders environment elements in supporting growth of youth employment at Ilala Municipal

(iv) To determine sustainability of petty traders in supporting youth employment at Ilala Municipal

(v) To describe the leading challenges affecting petty trade in Ilala Municipality.
1.5 Research Questions

1.5.1 General Research Question

What is the role of petty trade on the growth of youth employment at Ilala Municipality?

1.5.2 Specific Questions

(i) What are the role of petty trade environment elements in the growth of youth employment at Ilala Municipality

(ii) What are the importance’s of effective petty trade in predicting overall growth of youth employment at Ilala Municipality

(iii) What are the strengths of petty traders environment elements in supporting growth of youth employment at Ilala Municipality

(iv) What is the sustainability of petty traders in supporting youth employment at Ilala Municipal

(v) What are the leading challenges affecting petty trade at Ilala Municipality

1.6 Significance of the Study

(i). The results of this study will provide good grounds to policy makers at Ilala Municipal Council (IMC) to establish more concrete policies, by laws and strategies for effective growth of youth employments through petty trades to improve their contribution on national income and they are communities livelihood.
(ii). The study will also contribute knowledge on the effective petty trades. Moreover, the study will shed the light for further research on contribution of petty trade on the growth of youth employment

(iii). Finally, the study is most important as partial fulfillment of the requirement of Master’s of Business Administration in Corporate Management.

1.7 Scope and Delimitation of the Study

This study is about role of petty trade on the growth of youth employments particularly challenges impedes contribution of petty trade on the growth of youth employment. The study was conducted at Ilala Municipal Council (IMC) in Dar es Salaam.

1.8 Limitations of the Study

Some of respondents were a drawback to this study as they did not provide information as needed by the researcher. As some did not return the questionnaires, others did not complete the questionnaires and others did not appear for interview. Moreover, there was a problem in obtaining secondary data because of reluctance of realizing information and documents which are relevant to the study and reliability was questionable.

However, by combining difference methods of data collection enabled a researcher to get all the required information in order to complete the study.

1.9 Organization of the Study

This dissertation is organized into six chapters. Chapter One provides the context of the study and explains the background to the study, statement of the problem, research objectives, research questions, significance of the study, limitations and de-limitations. Chapter two provides theoretical literature review, empirical literature review and conceptual framework. Chapter three is on the research methodologies employed during the study.
Chapter four is on data presentation of findings. Chapter five provides discussion of findings and finally chapter six provides summary, conclusions, policy implications of the study, and recommendations.
CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The rationale of conducting a research activity is to come up with the new or additional knowledge. Rwegoshora (2006) argues that, any meaningful research activity should be able to generate or expand knowledge; this can be possible by identifying the knowledge gap. Thus, the knowledge developed can fill the gap identified in the statement of the problem. In this chapter, basically various literatures related to this study were reviewed in order to identify the knowledge gap. Both theoretical and empirical literatures regarding the subject matter were reviewed. The chapter gives the theoretical and empirical ground of the study.

2.2 Theoretical Literature Review

2.2.1 Involvement of Youth on Petty Trade activities

The growth number of youth development programmes in Italy, Ireland, Canada, The United state of America (USA) and United Kingdom (UK) is indicative of the trend to engage youth in mainstream and economic activities (Mnemwa and Malilti, 2010).

Petty trader is either bound by rigid concepts of age or by homogeneity (Davis, 2002). Many Non-government and Government programmes recognize the crucial importance of youth employment and significant effort are underway worldwide to encourage young Entrepreneurs. The youth aged 12 to 20 years have the creativity and energy to create and launch new organization or ventures that can change their communities (Davis, 2002).

As a result of economic restructuring, like many African countries, Tanzania experienced a rapid increase in informal-sector activity. Between 1978 and 1991 the proportion of people working in the formal economy fell from 84% to 36% (Tripp, 1997). By 1988 informal incomes constituted approximately 90% of the
urban household cash income, with wage earnings making up the rest (Tripp, 1997), and by 1991 the informal sector was estimated to provide 43% of Tanzania’s non-agricultural GDP – one of the highest in Africa. While petty informal-sector trade had initially been an outlet for petty manufacturing and Agriculture, in recent years fundamental changes in the nature of the trade have resulted from pressures of trade liberalization and globalization, which have coincided not only with an increase in informality, but also with growth in the import of manufactured goods, particularly from China, which far exceeds growth in Tanzania’s GDP (IMF, 2007), Accelerating the growth of petty trader, as distinct from petty manufacturing. The development of petty trading and the informal use of urban space have been accompanied by a range of sometimes conflicting policy responses and interpretations.

Middleton, 2003 argues that as the purchasing power of the lower income classes declines, they tend to purchase lower quality goods at lower prices from street traders. Offerings in the informal trading, therefore, tend to be flexible, relative to its larger competitors, because it has to be able to rapidly adapt to changing market conditions (Tambunan, 2009). Collectively, informal trade tends to contribute significantly to the GDP of developing countries (Bhowmik, 2005).

2.2.2 Street – trading Business

Many informal street-trading businesses are started with loans from social networks, friends and family which emphasizes the lack of formal financing (Cichello, 2005). Trading informally on the streets can function as a survival or coping strategy for the poor to avoid starvation by generating limited income (Fonchingong, 2005). Income accrued is used to supplement family income; expand businesses; make remittances to family; clothe, feed and educate children, and save money in informal rotating savings and credit associations (ROSCAs) (Akinboade, 2005).
2.2.3 Street Vendors

Informal street vendors also provide informal training or apprenticeships to people who would otherwise have remained unemployed or might have engaged in criminal activities. By starting informal trade operations and saving small amounts of money, informal traders take risks which enhance the entrepreneurial abilities of the poor (Neves, 2010). Informal street trading can enhance the confidence levels of street vendors, because they feel a sense of economic independence by being able to take care of their family by earning small incomes (Kusakabe, 2010).

The number of people living and working in the cities in the world is rapidly increasing. Whereas only one in eight people lived in an urban area at the turn of the century, about half the world's population will live in urban settlements at the end of the century (Gurgler, 1988). Two thirds of these three billion urban dwellers will be in the Third World, where urban population grows at three times the rate of growth of the general population (Gurgler, 1988). In 1975 the level of urbanization was 61% in Latin America and 25% in Africa and South Asia (Fridlay and Fridlay, 1987). But, according to Gurgler (1988), there is evidence of a slowdown in Latin America. In Africa, where according to Fridlay and Fridlay (1987) the urbanization rate is fastest, 42% of the total population will live in urban areas by the year 2000. Indeed the rapid urbanization has been a result of the general population growth and of a process of urbanizing the rural areas, especially in the industrialized nations. But urbanization is mainly a result of massive redistribution of population from rural areas to urban centers. This is said to be the outcome of a general and universal development process as a result of which there is a rapid reduction of the number of people earning a living from agriculture and the increase in the proportion of people earning a living from industrial and service activities (Fridlay and Fridlay, 1987).

2.2.4 Urban Population

According to (Mosha, 1993), the Tanzania urban population grew from 183,862 (2.8% of total population) in 1948 to 685,547 in 1967 and to 1,664,079 (10.6% of
total population) in 1978. Whereas the population growth rate for urban centers for the 1957-1967 intercensal period was 6.5%, it was 8.4% for the 1978-1988 period. Dar es Salaam accounts for the lion’s share of both urban population and urban population growth rate, especially since 1948. Between 1900 and 1948 the population in Dar es Salaam increased from about 20,000 to about 70,000, an annual growth rate of 3% (Mosha, 1993). Furthermore, drawn from Lugalla et al. (1994) the population growth in the city of Dar es Salaam, covering an area of 1393 sq. km.

2.2.5 Rural – Urban Migration

Rural-urban migration in Tanzania can be traced back to the early colonial period, at the time when the economic and administrative engagement of the colonial government favoured the creation of a rural-urban dichotomy (Mbonile, 1993). But, beginning the early 1990s, the influx of youth from rural areas into the primate city of Dar es Salaam and the economic, social and political impact they have had is unprecedented. This wave of migration took place at the time when, on the one hand, the rural populations were beginning to experience severe economic and social hardships resulting from the structural adjustment programmes (SAP) adopted by the government at macro-level, and on the other hand, the predominance of trade liberalization which promoted the growth of trade especially in Dar es Salaam and opened up chances for self employment at its distribution end (Mbonile, 1994). It was also at the time when there was more emphasis on urban based development which put emphasis on the market economy, privatization and private investment.

The significant rural-urban youth migrants of the 1990s in Dar es Salaam, are predominantly male youths who engage themselves in what has come to be known as the informal economy (URT, 1991), or the second economy (Maliyamkono and Bagachwa, 1990). The particular form of informal economy they are engaged in is conventionally referred to as petty trading (URT, 1991). The so called petty traders roam about the streets selling a variety of items ranging from second hand clothes to new manufactured household supplies.
2.2.6 Petty Traders creates New Jobs

An alternative to recruiting large firms with tax incentives and other inducements is to focus on the small business sector. Perhaps the greatest generator of interest in entrepreneurship and small business is the widely held belief that small businesses in the United States create most new jobs. The evidence suggests that small businesses indeed create a substantial majority of net new jobs in an average year. But the widely reported figures on net job growth obscure the important dynamics of job creation and destruction. Nevertheless, small businesses remain a significant source of new jobs in the United States. In the United States, 75 percent of business establishments represent self-employed and, therefore, have no payroll at all. Some of the self-employed have other jobs as well, but for many, self-employment is their primary source of income. Clearly, many entrepreneurs start their businesses as self-employed people. They acquire new employees as their businesses expand (Davis et al, 1993)

2.3 Empirical Literature Review

2.3.1 Petty Trades as Sources of incomes generation

A small income and the limited ability of the government and the formal business sector to provide sufficient employment opportunities to people in the economically active age categories are two of the main reasons for informal trading in South African cities. As a result, the informal street trading sector plays an important role in providing a security net for millions of the unemployed in the South African economy (Willemse, 2011).

Semboja (2007) argues that Among other things, this entails preparation of the youth for work: ensuring quality basic education for all young men and women, and developing a demand-driven vocational and technical education system; supplying quality jobs through an enabling environment for transforming the traditional agricultural and informal sector activities into formal modern commercial activities; promoting equal youth employment opportunities for men
and women and addressing specific needs of vulnerable groups such as youth with disabilities; fostering entrepreneurship and empowering youth and facilitating their entry into business; and promoting youth employment strategies that enhance labour mobility, social security, income and prevent social exclusion. The top priorities for youth employment strategy focus on what is known as the four E’s: Employability; Equal opportunities for young men and young women; Entrepreneurship; and Employment creation. The general policy strategy is to design and implement youth employment action plan to facilitate and support provision of effective, efficient and transparent service for promotion of youth mobility and employment.

2.3.2 Education/Training as fundamental for petty trader’s success

It has been argued that there are too many people lacking the necessary education and relevant training for good, productive jobs and there are too many unproductive jobs with poor remuneration. Like other poor developing countries, training in East Africa remains largely unrelated to labour market needs. Young people often lack access to the labour market services and support is needed to help them secure decent and productive work (URT, 2002).

In practice, there are many complex structural and frictional constraints related with lack of employability. These include preference by employers, for experienced workers; lack of work experience during school years; poor quality in the education; inadequate preparation of the youth in career development and low level of information technology; a stigma on the part of the private sector employers; mismatching between schools and labor market long-term transition from school to the labor market; personal factors such as satisfaction level and family dependence; job seekers looking for prominent and better paid jobs (Semboja, 2005).

There is lack of an enabling environment for paid employment creation in the formal private sector. Employability in the formal private sector requires not just appropriate skills and training, but also public policies which lead to new
employment opportunities where these skills can be used. East African countries have pursued a number of structural reforms to support a formal private sector (Kulundu 2003, Semboja 2005). These include, among others, maintaining macro-economic stability; review of the tax regime; simplification of licensing procedures; and implementing programmes for strengthening the business environment, including implementation of competition policies.

According to Mupedziswa (1991) income levels in the informal sector are generally low and incidence of poverty high but without this sector the poor would be driven into destitution. While the informal sector holds much potential to alleviate poverty, its continue growth is constrained by a number of problems in Zimbabwe.

2.3.3 Challenges facing petty business

According to Mupedziswa (1991) some of the constraints as including the following: lack of capital, lack of tools and machinery, inadequate skills and lack of facilities to upgrade skills, lack of premises to operate, marketing facilities and too much competition, negative by laws which lead to harassment of operators. Various theories exist linking the informal sector, investment and other economic activities. Some studies have argued that informality impedes investment and growth. This is because businesses that operate outside the tax and regulatory net have a hard time accessing credit, limiting the scale of their operations and exploitation of investment opportunities. Moreover, the informal economic activity undermines the ability of governments to raise revenue and therefore denies the public sector resources that would otherwise play a complementary role to private investment through infrastructural development or facilitation of business environment (Loayza, 1996). These linkages imply that the informal sector negatively affects investment.

According to Kutch-Helbling (2000), the informal sector facilitates undemocratic decision making and misguided policies since the informal sector does not have property rights hence the participants are not empowered to influence policy
making. Moreover, the existence of the informal sector not only threatens the collapse of the formal sector as the formal sector mimics the informal sector so as to avoid taxes but also it erodes competitiveness since the remaining formal sector shoulders the tax burden as the informal sector evades taxes. Formal and informal assets are not comparable. Informal assets seldom carry proper titles, they cannot be used as collateral for formal loans which implies that many profitable investment opportunities, hence opportunities to build wealth are left untapped in the informal sector (De Soto, 2000).

On the other hand, other studies view informal employment as a lifeline for the poor or as a legitimate response to over-burdensome regulation, implying positive relationships between the informal sector and investment. In this case, the informal sector provides the economy with a dynamic and entrepreneurial spirit, which in turn can lead to more competition, innovation, higher efficiency and increased investment (Schneider and Klingmair, 2004). According to Barro (2000), the existence of the informal market makes it possible for agents to engage in entrepreneurship or to obtain scarce goods and services that otherwise would not exist. The same author further argues that corruption may be preferable to honest enforcement of bad rules. For example, outcomes may be worse if a regulation that prohibits some useful economic activity is thoroughly enforced rather than circumvented through bribes. Madziakapita (2003), argues that the informal sector helps to absorb labour of new arrivals in the urban areas. Without the existence of the informal sector, it is likely that a ‘social economic crisis’ can emerge hence destabilizing the whole society in general. As opposed to the formal sector, the informal sector capably creates a large number of jobs at a very low capital cost because it does not incur extra costs such as employment benefits.

### 2.3.4 Petty Traders Contributes to the Country Economy Growth

The fact that a majority of businesses in West Africa operate in the informal economy limits the ability of national economies to generate a higher level of employment. The World Bank contends that, in Senegal alone, the informal economy created 95 per cent of new jobs between 1995 and 2004.
in the informal economy offers few prospects for advancement or growth. If these businesses could be helped to shift from the informal into the formal economy, many of them could go on to become income-generating, employment-creating SMEs and thus contribute to reducing unemployment. In addition, a support scheme for national private sector players could be developed by governments and donors in order to address the urgent structural, financial and organizational problems of the national private sector and thereby create more jobs. There are of course real barriers that inhibit private sector actors from moving into the formal sector. Unreasonable registration fees, high collateral demands for bank loans and time-consuming start-up procedures leave small businesses no choice but to remain in the informal economy. This limits their expansion as they are unable to access benefits such as social security and legal protection which allow companies to grow. Urgent reforms are needed to reduce red tape and excessive tax burdens.

2.3.5 Petty Business Regards as Tool for Poverty Alleviation

Gebremeskel et al, (2004) argued that in their study, which studied the role of small business in economic growth and poverty alleviation in West Virginia, youth are the most creative, energetic and passionate age cohort - all necessary attributes of successful entrepreneurs. In West Africa entrepreneurship is increasingly being accepted as an important means of creating jobs and a valuable strategy for improving the livelihood and economic independence of young people. It is an innovative approach to integrating youth into today’s changing labour markets. For business, successful young entrepreneurs means a reinforcement of supply chains, a more skilled and ambitious talent pool, and an acceleration of economic growth.

Businesses can support young entrepreneurs by promoting an entrepreneurial culture that values the principles of market economies and competition, where youth can be empowered to use their energy to create self-employment. Businesses can also use their experience and resources to provide advice, mentoring or financing for disadvantaged youth entrepreneurs.
2.4 Conceptual Framework

According to Ndunguru (2007), conceptual framework refers to an assembled set of research concepts-cum-variables together with their logical relationships often presented in form of diagrams, charts, graphs, pictographs, flow charts, organ gram or mathematical equations.

Ndunguru (2007) continues to argue that conceptual framework unveils a studied phenomenon of conceptual-cum-variables into simple set of relationship that can be easily understood, modeled and studied. However, this conceptual framework seeks to describe research concepts-cum-variables as isolated but in a unified system of relationships. The figure below is the conceptual framework of contribution of petty trade on the growth of youth employment.

Figure: 2.1. Conceptual Framework: Problem Modeling

<table>
<thead>
<tr>
<th>Independent variables</th>
<th>Dependent Variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainability of Petty trades activities</td>
<td></td>
</tr>
<tr>
<td>Petty Trade Environment elements:</td>
<td></td>
</tr>
<tr>
<td>- Policy</td>
<td></td>
</tr>
<tr>
<td>- Infrastructures</td>
<td></td>
</tr>
<tr>
<td>- Formalization process</td>
<td></td>
</tr>
<tr>
<td>- Accessibility of Capital</td>
<td></td>
</tr>
<tr>
<td>- Education/training</td>
<td></td>
</tr>
<tr>
<td>Strength of petty trade activities</td>
<td></td>
</tr>
<tr>
<td>Growth of Youth Employment</td>
<td></td>
</tr>
</tbody>
</table>

Source: Developed by researcher, 2014
CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the methodology employed during the study, whereas Kothari (2004) refers to research methodology as a systematic way applied to solve the research problem. In this chapter the research design and research approaches employed are described. The research design constituted a logical sequence that connects the empirical data to the study’s initial research questions and ultimately to its conclusions (Yin, 1994). Furthermore, sample, sampling procedure and research methods as well as instruments used during the study are intensively described. The chapter concluded by a brief explanation on how data were collected and analyzed. This is in line with the contention that the final set of activities is related to how one collected data to answer the research question specified in the first part (Verschuren and Doreeward, 1999).

3.2 Research Approach/Design

Qualitative and quantitative research approaches were used during data collection. Denzin and Lincoln (2005) define qualitative research approach as a multi-method in focus involving an interpretive and naturalistic approach to its subject matter. Employment of qualitative approach entailed the use of research methods such as interviews, observations and documentary analysis. The above-mentioned research methods provide flexibility with regard to data collection, a situation which enables the researcher to unfold information through triangulation method. Qualitative approach was used because it gives an opportunity for one of the aspects of the problem to be studied in depth and enables the researcher to collect facts and study their relationship in order to find sources of the problem as well as solutions.

Quantitative research approach is the approach which was used to collect quantified data. In due regards, it is the approach which produces findings arrived at by means of statistical procedures or other means of quantification (Strauss and Corbin, 2008).
The rationale for the intended usage of quantitative approach is that the approach did not consume time and therefore much data were analyzed and computed within short period. According to Marshal and Rossman (2006), quantitative approach reduces data to numerical indices hence leads to generalization. The statistical data was computed into percentages for easy analysis and interpretation.

The researcher used qualitative and quantitative research approaches because both approaches are compatible (Guba and Lincoln, 2005). Thus, according to Schwardt (1986), during the study the researcher enjoyed the rewards both from numbers (quantitative) and words (qualitative). Thus, the data from interviews, and questionnaires was computed in percentages, and enabled the researcher to draw valid conclusions and forward researchable issues for further studies.

### 3.3 Area of the Study

This study was conducted in Dar es Salaam. The participants at IMC were interviewed based on sampling procedures. The reason for choosing this area is because of the size of the municipality, large number of petty traders within the municipality as compared to other municipality. This helped in providing the wider picture to the contribution of petty trade on the growth of youth employment. Moreover, the area was convenient for the researcher as he resides and works in the region (Dar-es-Salaam).

### 3.4 Population Study and Units of Inquiry

Population is basically a large group that bears characteristics of the research issue. For instance, Frankel and Wallen (1993) define population as a group consisting of individuals or things or elements that fits in a certain specification, whereas Crowl (1993) defines population as a group which the researcher is interested in gathering the information from, as well as drawing conclusion on. While Crouch and Housden (2003) argued that population is the whole group that study wants to say something about by the way of the study. In this study the population consisted of Municipal Council Top Management Team, employees, petty traders.
3.5 Sample, Sample Size

A sample is a small group of respondents drawn from the population that the researcher is interested in gaining information and drawing conclusion (Kothari, 2004). Adam and Kamuzora (2008) defined sample size as exact number of items selected from a population. They clarified further by giving an example of medical doctor does not need to test the whole blood of a patient to decide whether suffering from malaria or not;” a single drop serve the purpose” A drop of blood is a sample while the total blood of a patient is a population.

According to Baradyana and Ame (2007) researchers are forced to take samples instead of complete enumeration for two basic reasons that relate to efficient utilization of the budget (cost) and time.

The sample size was 120 respondents whereby, 30 were employees of Ilala Municipal Council, 80 petty traders (street vendors, and 10 key informants (senior staff) who were directly involved in implementation of the activities at IMC.

3.6 Sampling Procedures/Techniques

There two basic ways of choosing a sample, sometimes referred to as types of sampling, namely random (probability) sampling or non-random (non-probability) sampling techniques. Adam and Kamuzora (2008) defined probability sampling as a type of sampling where every member or element in the population has a probability or a chance of being selected to form a sample. It is not biased in nature, and that is why it is preferred to non-probability sampling technique. Simple random technique is the subset of probability sampling where all elements have an equal chance of being selected to form a sample. This is not the case for another probability sampling techniques such as systematic and stratified sampling.

Non probability sampling is a biased sampling in that it does not provide any basis for estimating the probability that each item in the population has a chance of being included in the sample. It can be accidental or purposive. For example, with accidental sampling you rely on the availability and willingness of a person to
participate in the study while in purposive sampling you are the one who decide who is to be included or excluded. (Adam & Kamuzora, 2008).

In this study both probability and non probability sampling techniques were used (purposive and accidental sampling technique). Purposive sampling technique was used to ensure that key informants involved in implementation of different activities at the IMC are included in the research, while accidental sampling technique was used to those respondents who were available and willing to participate in the study.

Both purposive and accidental sampling techniques were used to select the sample from all areas identified. In purposive sampling, the researcher purposely chooses a person who, in his judgment about some appropriate characteristics required of the sample members, is relevant to the research topic and easily available to him (Rwegoshora, 2006). The randomly selected sample was used for quantitative analysis in which case, questionnaires was administered to them, while purposive and accidental sample means qualitative analysis in which the structured interviews was carried out

3.7 Types and Source of Data

In this study, both primary and secondary data were collected from both primary and secondary sources.

3.8 Data Collection Techniques

3.8.1 Primary Data

Primary data was collected from the field through questionnaires and structured interview.
3.8.2 Secondary Data

Secondary data was collected through documentary review; this method entails the use of various relevant documents. In this study documents like various reports pertaining to this study were consulted. Apart from relevant reports, other documents like files, publications, journals, magazines and other office records were reviewed. Documents like policy and strategy also were used as a secondary data.

3.8.3 Questionnaires Administration

The questionnaire is the quite popular, particularly in case of big enquiries (Kothari, 2008). This technique has various advantages, it has the nature of inclusiveness as well as the ability to collect large amount of data in a short period of time, but also it covers the wider geographical area, it gives respondents great freedom to express their views the way they want hence the chance of being biased is very minimal. This method minimizes costs and the similar data which is collected can be interpreted and compared hence the possibility of getting the accurate and reliable data is high. However, as pointed out by Kothari (2008) this method have its shortcomings that include low rate of return of the duly filled in questionnaires, possibility of ambiguous replies as well as difficulty to know whether willing respondents are truly representative.

In this study the researcher used two types of questionnaires. Firstly, the interviewer administered the questionnaire that, in line with Saunders, Lewis and Thornhill (2009), involved recording responses by the interviewer on the basis of each respondent’s answers. In this case the researcher used structured interview which sometimes is known as interview schedule. This differs from semi structured and unstructured interview as the interviewer should not deviate from predetermined questions.

Secondly, a researcher also used self-administered questionnaires. According to Bernard (2006) self-administered questionnaire is a questionnaire that a respondent completes on his/her own, either on paper or via computer. Self-administered
questionnaires can be conducted in a number of ways, including individually, by mail, in group settings, online, and household drop-off. Researchers can present potential respondents with the questionnaire in a variety of ways, including: in person – the researcher can ask the respondents to deposit completed surveys in a designated location (a drop-box, for example) through the mail (preferably including a pre-addressed, stamped envelope for return) – such questionnaires can be directly mailed to potential respondents, or picked up by potential respondents at a specific location; online – questionnaire completion can be conducted through email or direction to a particular website, whereas David (1997) insisted that, care must be taken in identifying the target population when considering a self-administered questionnaire, as this method requires literacy and potentially computer/online access on the part of the respondents.

In this type of method, questionnaires can be distributed to a large number of people, increasing the odds for a greater number of respondents, lower costs than interviewing, and reduced interviewer bias. This method has its shortcoming such as response rates can be low, possible clarity issues can arise, possible language and literacy issues, if online, possible access issues.

In this study self-administered questionnaires or structured interview was used to capture overviews and general information about market activities. A variety of techniques of self-administered questionnaire or structured interview was used in this study. The questionnaires and structured interviews were administered to Municipal Management Team, Ilala Municipal employees, and Petty Traders.

3.8.4 Interview

Interview is a research method for data collection that involves the collection of data through direct verbal interaction between researcher and respondents (Cohen et al, 2000). Reasons for using interviews is that interviews require simple facilities such as papers and pens, and it is built on the conversation skills which the researcher already has. Data collected from interviews can be checked for accuracy and relevance as they are collected.
An interview was used to test the attitude and correctness of the subject (Rwegoshora, 2006). According to Adam and Kamuzora (2008) under this technique of data collection there is a direct contact between researcher and respondents. The interviewer (researcher) and respondents (interviewee) engage in oral questioning or discussion. Direct contact here doesn’t mean face to face interaction between individuals. It also means interaction through telephone and other modern means of information technology like video conference. Aaker, Kumar and Day (2002) subdivide interviews into personal interviews and telephone interview.

According to Kothari (2004) interview is a method of collecting data that involves presentation of oral-verbal stimuli and reply in terms of oral-verbal responses. This method can be used through personal interviews and if possible through telephone interviews. Kothari (2004) pointed out that personal interview methods requires a person known as the interviewer asking question generally in a face to face contact to other person or persons. At times the interviewee may also ask certain questions and the interviewer responds to these, but usually interviewer initiates the interview and collects the information. The method of collecting information through personal interviews is usually carried out in a structured way. As such we call the interviews as structured interviews. These interviews involve the use of a set of predetermined questions and highly standardized techniques of recording.

The interviewer in a structured interview follows a rigid procedure laid down, asking questions in a form and order prescribed (Kothari, 2004). In this style interviewers are supposed to read out questions exactly and in the same order as they are printed on the schedule. This technique has its advantages, as more and detailed information can be obtained, but again the interviewer can control who should answer questions depending on what information he wants to gather. The semi-structured interviews are defined as those organized around areas of particular interest, while still allowing considerable flexibility in scope and depth (Neumann, 2000).

In this study, before conducting interviews, participants was introduced to the objectives of the study and the expected benefits and relevancy of the study so as to enable them participate fully by listening and responding to questions and also
raising other issues relevant to the study. Semi-structured and structured interview guide was prepared. The structured interviews and semi-structured interviews were conducted in this study and, this method supplemented questionnaires during the exercise of gathering data. The interview was conducted by researcher himself whereby petty traders, Municipal Management Team as well as employees were interviewed.

3.9 Data Analysis Techniques

Data analysis is an important step towards finding solutions of a problem under study. It is a systematic process involving working with data, organizing and dividing them into small manageable portions (Guba and Lincolin, 1994).

After data being collected; the first stage was data editing. This procedure is done purposely to detect errors so as to omit and correct those errors. The completed questionnaires will be carefully scrutinized so as to be assured with accuracy, consistency, uniformity and completeness so as to be ready for arranged coding and tabulation. After editing the data was coded. According to Kothari (2008), coding refers to a process of assigning numerals or other symbols to answers so that responses can be put into a limited number of categories or classes. Coding allows efficient analysis and through it several replies may be reduced to small numbers which contain the critical information required for analysis.

Classification of data followed after data being coded; this is because data collected were the raw ones so they were to be reduced into homogeneous groups so as to bring meaningful relationships. Data of the same or common characteristics were arranged into groups or classes. Classification of data focused on the same attribute or class interval.

In this study the quantitative data collected were analyzed by using Statistical Package for Social Sciences (SPSS). For categorical variables, simple frequency analysis and cross tabulations were employed. On the other hand, for continuous variables descriptive analysis involving computation of mean, medium and mode were used. The presentation of findings was in a form of tables, figures, text
descriptions, diagrams, bar chart and Pie charts for easier interpretation and understanding.
CHAPTER FOUR

DATA PRESENTATION AND FINDINGS

4.1 Introduction

This chapter presents details of research results presented in light of predetermined research objectives and questions.

4.2 Responses Rate

Response rate showed that out of 120 respondents anticipated to be interviewed and given questionnaires, 83 respondents were interviewed and returned the questionnaires, which is 69.17%, the frequency or response of respondents which was low because of the nature of work of respondents particularly petty traders as they spend most of their time in roaming in streets searching for customers which are not close to the market. The response rate is depicted in Table 4.1 below.

<table>
<thead>
<tr>
<th>Respondents IDs</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>IMC Management team</td>
<td>6</td>
</tr>
<tr>
<td>Employees of IMC</td>
<td>25</td>
</tr>
<tr>
<td>Petty Traders</td>
<td>52</td>
</tr>
<tr>
<td></td>
<td>83</td>
</tr>
</tbody>
</table>

Source: Field data, 2014.
4.3 Description of Petty Traders environments elements at Ilala Municipality

4.3.1 Management Responses on the Petty Traders environment elements at Ilala Municipality

4.3.1.1 Policy/By Laws

In assessment on petty trades environment elements, Policy/By laws was studied and the results were as follows; two (02) employees (33.33%) indicated that Policy/By Laws was very poor to management Petty traders growth, furthermore, five (04) employees (66.67%) indicated that Policy/By Laws was poor. Table 4.2 below indicates the findings.

Table 4.2: Policy/By laws

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>Very Poor</td>
<td>2</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td></td>
<td>Poor</td>
<td>4</td>
<td>66.67</td>
<td>66.67</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>6</td>
<td>100.0</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.1.2 Business Formalization Process

Business formalization process as another element of petty trade environment was also investigated and the following were responses, one (1) employee (16.67%) indicated that business formalization process was poorly formalized and managed, and three (3) employees (50%) indicated that business formalization process was neither good and nor poor but rather moderate and two (2) employee (33.33%) indicated that business formalization process was good. Table 4.3 below indicates the findings.
Table 4.3: Formalization Process

<table>
<thead>
<tr>
<th>Valid</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>12.50</td>
</tr>
<tr>
<td>Moderate</td>
<td>3</td>
<td>50.00</td>
<td>50.00</td>
<td>50.00</td>
</tr>
<tr>
<td>Good</td>
<td>2</td>
<td>33.33</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>100.0</td>
<td>100.0</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.1.3 Business Infrastructure

Business infrastructure of petty traders as another element among the business environment elements assessed which has effect on petty trade over the growth of youth Employment, was also studied, the following were responses, four (4) employees (66.67%) indicated that business infrastructure of Petty trades was less effective; furthermore, two (2) employees (33.33%) indicated business infrastructure is more effective. Table 4.4 below indicates the findings.

Table 4.4: Business Infrastructure

<table>
<thead>
<tr>
<th>Valid</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>4</td>
<td>66.67</td>
<td>66.67</td>
<td>66.67</td>
</tr>
<tr>
<td>Good</td>
<td>2</td>
<td>33.33</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>100.0</td>
<td>100.0</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.1.4 Capital Accessibility of Petty Traders

An, element of Capital accessibility, was also investigated and three (3) employees (50.0%) indicated that capital accessibility of petty from financial institution was poorly accessed, two (2) employees (33.33%) indicated capital accessibility was moderately accessed and one (1) employees (16.67%) indicated that there were good capital accessibility from financial sectors. Figure 4.5 below indicates the findings.
Table 4.5: Capital Accessibility of Petty Traders

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poor</td>
<td>3</td>
<td>50.00</td>
<td>50.00</td>
<td>50.00</td>
</tr>
<tr>
<td>Moderate</td>
<td>2</td>
<td>33.33</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td>Good</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>16.67</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.1.5 Education/training

Education/training as one among the petty trade elements, was investigated and three (4) employees (66.67%) indicated that petty trades education/training was poorly, two (2) employees (33.33%) indicated Education/training of Petty traders at Ilala Municipal Council was good. Figure 4.6 below indicates the findings.

Table 4.6: Education/training

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poor</td>
<td>4</td>
<td>66.67</td>
<td>66.67</td>
<td>66.67</td>
</tr>
<tr>
<td>Good</td>
<td>2</td>
<td>33.33</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.2 Employees Responses on Petty Traders environment elements at Ilala Municipal Council

In describing current Petty trades environment elements, in Ilala Municipality, the researcher after having the management views also wanted to know the employees’ views of the same.
4.3.2.1 Policy/By Laws

Policy/By Laws element was investigated and eighteen (25) respondents participated and provided responses, five(5) respondents (20.0%) indicated that Policy/By Laws was very poorly managed while thirteen (13) respondents (52.0%) indicated that Policy/By Laws was poorly managed, while furthermore, three (3) respondents (12.0%) indicated that Policy/By Laws was moderately managed, further more four (4) respondents (16%) indicated that Policy/By Laws was Good managed. Table 4.7 below indicates the findings.

Table 4.7: Policy/By Laws

<table>
<thead>
<tr>
<th>Valid</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very poor</td>
<td>5</td>
<td>20.0</td>
<td>20.0</td>
<td>20.0</td>
</tr>
<tr>
<td>Poor</td>
<td>13</td>
<td>52.0</td>
<td>52.0</td>
<td>52.0</td>
</tr>
<tr>
<td>Moderate</td>
<td>3</td>
<td>12.0</td>
<td>12.0</td>
<td>12.0</td>
</tr>
<tr>
<td>Good</td>
<td>4</td>
<td>16.0</td>
<td>16.0</td>
<td>16.0</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.2.2 Business Formalization Process

Employees provided the following as their views on Petty trades regarded business formalization process at Ilala Municipal, eleven (14) respondents (56.0%) indicated that business formalization process was fairly moderate, while eight (8) respondents (32.0%) indicated that business formalization process was effective. Meanwhile three (3) respondents (12.0%) indicated that business formalization process was ineffective, Table 4.8 below indicates the findings.
Table 4.8: Business Formalization process

<table>
<thead>
<tr>
<th>Valid</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>3</td>
<td>12.00</td>
<td>12.00</td>
<td>12.00</td>
</tr>
<tr>
<td>moderate</td>
<td>14</td>
<td>56.00</td>
<td>56.00</td>
<td>56.00</td>
</tr>
<tr>
<td>Good</td>
<td>8</td>
<td>32.00</td>
<td>32.00</td>
<td>32.00</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.2.3 Business Infrastructure
In assessment of petty trade environment, element of business infrastructure was investigated. The employees’ responses on the same were as follows; ten (10) respondents (40.00%) indicated that business infrastructure within Ilala Municipality was very poorly constructed and managed, while seven (7) respondents (28.00%) indicated that business infrastructure variable was poorly managed, further more Eight (7) respondents (28.00%) indicated that business infrastructure was fairly good to support petty traders business growth. Table 4.9 below indicates the findings.

Table 4.9: Business infrastructure

<table>
<thead>
<tr>
<th>Valid</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Poor</td>
<td>10</td>
<td>40.00</td>
<td>40.00</td>
<td>40.00</td>
</tr>
<tr>
<td>Poor</td>
<td>7</td>
<td>28.00</td>
<td>28.00</td>
<td>28.00</td>
</tr>
<tr>
<td>Good</td>
<td>7</td>
<td>28.00</td>
<td>28.00</td>
<td>28.00</td>
</tr>
<tr>
<td>System</td>
<td>1</td>
<td>4.00</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014.

4.3.2.4 Capital Accessibility
In assessment of petty trade’s environment element, Capital accessibility was investigated. The employees’ responses were as follows; Sixteen (16) respondents (64.00%) indicated that capital accessibility of petty traders within Ilala Municipal was very poorly accessible, while Eight (8) respondents (32.00%) indicated that
capital accessibility was poorly accessed, further more One (1) respondents (28.00%) indicated that capital accessibility was fairly good to support petty traders business growth. Table 4.10 below indicates the findings.

**Table 4.10: Capital Accessibility**

<table>
<thead>
<tr>
<th></th>
<th>frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Very Poor</td>
<td>16</td>
<td>64.00</td>
<td>64.00</td>
<td>64.00</td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>32.00</td>
<td>32.00</td>
<td>32.00</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>28.00</td>
<td>28.00</td>
<td>28.00</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014.

4.3.2.5 Education/Training

In assessment on Petty trades elements of Education/training of petty traders, was investigated and fifteen (15) employees (60.00%) indicated that petty trades education/training was very poorly, four (4) employees (16.00%) indicated that Education/training of Petty traders at Ilala Municipal Council was Poor furthermore, six (6) respondents (24.00%) indicated that education/training of petty traders was Good. Figure 4.11 below indicates the findings.

**Table 4.11: Education/Training**

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Very Poor</td>
<td>16</td>
<td>60.00</td>
<td>60.00</td>
<td>60.00</td>
</tr>
<tr>
<td>Poor</td>
<td>4</td>
<td>16.00</td>
<td>16.00</td>
<td>16.00</td>
</tr>
<tr>
<td>Good</td>
<td>6</td>
<td>24.00</td>
<td>24.00</td>
<td>24.00</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.3.3 Petty Trader Responses on the Growth of Youth Employment at Ilala Municipal
Despite having management and employees views of the role of petty traders on the growth of youth Employment at Ilala Municipal elements, the researcher thought that it also very important to have Petty trader’s views of the same. Below are their views:

4.3.3.1 Product Quality

Seventeen (17) respondents (32.69%) indicated that product quality is fairly good quality for human being uses, while twenty seven (27) respondents (51.92%) indicated moderate, further more four (4) respondents (7.69%) indicated that their product quality is fairly poor. Table 4.12 below indicates the findings.

Table 4.12: Product Quality

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>Good Quality</td>
<td>17</td>
<td>32.69</td>
<td>32.69</td>
</tr>
<tr>
<td></td>
<td>Moderate</td>
<td>27</td>
<td>51.92</td>
<td>51.92</td>
</tr>
<tr>
<td></td>
<td>Poor Quality</td>
<td>4</td>
<td>7.69</td>
<td>7.69</td>
</tr>
<tr>
<td>Total</td>
<td>System</td>
<td>48</td>
<td>92.31</td>
<td>92.31</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>52</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field data, 2014

4.3.3.2 Pricing System

In assessment of pricing system performed by Petty traders at Ilala Municipal council, the Petty traders provided the following responses; twelve (12) respondents (23.08%) said pricing system is not good for retailers, while twenty two (22) respondents (42.31%) said pricing system at the market is good, further more fifteen (15) respondents (28.85%) indicated that the pricing system was fairly poor at the Market. Table 4.13 below indicates the findings.
Table 4.13: Pricing System

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>12</td>
<td>23.08</td>
<td>23.08</td>
<td>23.08</td>
</tr>
<tr>
<td>Missing</td>
<td>22</td>
<td>42.31</td>
<td>42.31</td>
<td>42.31</td>
</tr>
<tr>
<td>Good</td>
<td>15</td>
<td>28.85</td>
<td>28.85</td>
<td>28.85</td>
</tr>
<tr>
<td>Poor</td>
<td>49</td>
<td>94.24</td>
<td>94.24</td>
<td>94.24</td>
</tr>
<tr>
<td>Total System</td>
<td>3</td>
<td>5.77</td>
<td>5.77</td>
<td>5.77</td>
</tr>
<tr>
<td>Total</td>
<td>52</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field data, 2014

4.3.3.3 Source of Business Information

In order to understand how Petty traders obtained sufficient and reliable business information about availability of goods at Ilala Municipal, the researcher asked Fifty two (52) respondents. Nineteen (19) respondents (36.54%) indicated that they get information through other businessmen; twenty one (21) respondents (40.39%) get information by phone. Furthermore ten (10) respondents (19.23%) indicated that the obtained information from the wholesale shops (Agents). Table 4.14 below indicates the findings.

Table 4.14: Source of business Information

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>19</td>
<td>36.54</td>
<td>36.54</td>
<td>36.54</td>
</tr>
<tr>
<td>Business friends</td>
<td>10</td>
<td>19.23</td>
<td>19.23</td>
<td>19.23</td>
</tr>
<tr>
<td>Missing</td>
<td>21</td>
<td>40.39</td>
<td>40.39</td>
<td>40.39</td>
</tr>
<tr>
<td>from Agents</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>By Phone</td>
<td>50</td>
<td>96.15</td>
<td>96.15</td>
<td>96.15</td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
<td>3.85</td>
<td>3.85</td>
<td>3.85</td>
</tr>
<tr>
<td>System</td>
<td>52</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>
4.3.3.4 Sources of Funds/Capital

In order to understand how Petty traders obtained their initial funds/capital to run her/his business at Ilala Municipal, the researcher asked Fifty two (52) respondents. Thirty five (35) respondents (67.31%) indicated that they obtained their initial capital from family assistance; sixteen (16) respondents (30.77%) indicated that their sources of business capital come from friends. Table 4.15 below indicates the findings.

Table 4.15:  Source of Information

<table>
<thead>
<tr>
<th>Source of Information</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Family level</td>
<td>35</td>
<td>67.31</td>
<td>67.31</td>
<td>67.31</td>
</tr>
<tr>
<td>Missing</td>
<td>16</td>
<td>30.77</td>
<td>30.77</td>
<td>98.08</td>
</tr>
<tr>
<td>Friends</td>
<td>16</td>
<td>30.77</td>
<td>30.77</td>
<td>98.08</td>
</tr>
<tr>
<td>Total System</td>
<td>51</td>
<td>98.08</td>
<td>98.08</td>
<td>98.08</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>1.92</td>
<td>1.92</td>
<td>1.92</td>
</tr>
<tr>
<td>Total</td>
<td>52</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field data, 2014

4.4 Challenges Facing Ilala Municipal Council on Maintaining Petty traders

4.4.1 Management Responses on Challenges Facing Ilala Municipal Council

In this study researcher asked respondents about challenges that facing Ilala Municipal Council on maintaining petty trade environment to improve the growth of youth employment, and Six (6) respondents participated and provided responses, two (2) employees (33.33%) indicated the petty trade market infrastructures was poor and lack of special market zone to absorbs them, one (1) employee (16.67%) indicated that mostly Petty trade don’t paid any tax to the municipal to Tanzania Revenue Authority (TRA), furthermore, One (1) employees (16.67%) indicated
both 1and 2 above and One (1) employees (16.67%) said 1&3 above. Table 4.16 below indicates the findings.

Table 4.16: Challenges Facing Ilala Municipal on Maintaining Petty Traders

<table>
<thead>
<tr>
<th></th>
<th>frequency</th>
<th>Percent</th>
<th>Valid %</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Poor Market</td>
<td>2</td>
<td>33.33</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td>Infrastructure</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>16.67</td>
</tr>
<tr>
<td>Missing Tax Contribution</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>16.67</td>
</tr>
<tr>
<td>1&amp;2 above</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>16.67</td>
</tr>
<tr>
<td>1&amp;3 above</td>
<td>5</td>
<td>83.33</td>
<td>83.33</td>
<td>83.33</td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>16.67</td>
</tr>
<tr>
<td>Missing</td>
<td>6</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.4.2 Employees Responses on Challenges Facing Ilala Municipal Council.

The researcher also collected views from employees about challenges facing Ilala Municipal Council on managing Petty trades and twenty five (25) respondents participated and provided responses, twelve (12) respondents (48.00%) indicated one of the major challenges facing Ilala Municipal Council was the availability of market zone to absorbs many petty trade at once, lack of adequate infrastructure, Seven (7) respondents (28.00%) s. Furthermore three (3) respondents (12.00%) indicated that mostly of petty trades don’t have business knowledge and skills, while two (2) respondents (8) said 1&3 above. Table 4.17 below indicated the findings.

Table 4.17: Challenges Facing Ilala Municipal Council on Management of Petty traders
<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Poor Infrastructure</td>
<td>12</td>
<td>48.00</td>
<td>48.00</td>
<td>48.00</td>
</tr>
<tr>
<td>Missing Operation Cost</td>
<td>7</td>
<td>28.00</td>
<td>28.00</td>
<td>28.00</td>
</tr>
<tr>
<td>Poor Business Knowledge</td>
<td>3</td>
<td>12.00</td>
<td>12.00</td>
<td>12.00</td>
</tr>
<tr>
<td>1&amp;3 above</td>
<td>2</td>
<td>8.00</td>
<td>8.00</td>
<td>8.00</td>
</tr>
<tr>
<td>Total</td>
<td>24</td>
<td>96.00</td>
<td>96.00</td>
<td>96.00</td>
</tr>
<tr>
<td>Missing</td>
<td>1</td>
<td>4.00</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014

4.5 Importance of Managing Petty Traders Environment Elements in Effective Way

4.5.1 Management Responses on Managing Petty Traders Environment Elements in Effective Way

Respondents’ responses on the role of Petty traders on the growth of youth Employment, Petty trader’s environment elements depicted the current status of petty traders in Ilala Municipal whereby Six (6) respondents participated and provided responses on the following petty trade environment elements namely; Policy/By laws, infrastructure, Formalization Process, Capital accessibility, Education/training. The findings revealed that 66.67 per cent of respondents argued that product Policy/By Laws was at poor status, Table 4.2 indicates the findings, on Business formalization process, 50 per cent of respondents indicated moderate business formalization process system, Table 4.3 depicts the findings, while on business/market infrastructure element, findings indicated that 66.67 per cent of respondents argued that promotion is poor, Table 4.4 indicates the findings furthermore Capital accessibility element, 50 percent of respondents, shows that the capital accessibility system was poor, Table 4.5 indicates the findings. While Education/training element, 66.67 percent of respondents shows that their education/training was poor. Table 4.6 indicates the findings
4.5.2 Employees Responses on Importance of Effective Management of Petty Traders

Employees’ responses on the role of petty traders on the growth of youth Employment depicted the current status of Petty traders at Ilala Municipal on influence of the youth employment growth whereby Twenty five (25) respondents participated and provided responses on the same elements variables. The findings revealed that 52 per cent of respondents argued that Policy/By laws was poor, table 4.7 indicates the findings, in Business formalization process system, 56 percent of respondents argued that formalization process was Moderate, table 4.8 indicated the findings, Business/market infrastructure networks system, 40.00 per cent of respondents argued that petty traders infrastructure was very poor to support the business growth, table 4.9 indicated the findings, Meanwhile in petty traders capital accessibility system, 64 percent of respondents argued that capital accessibility of petty traders was very poor, table 4.10 indicated the findings lastly in Education/training the findings revealed that 60 percent of petty traders they don’t have sufficient education or training to enable them to run their business smoothly. Table 4.11 indicated the findings

4.6 Strength of Petty Traders Environment Elements in supporting Growth of Youth Employment at Ilala Municipal

4.6.1 Management Responses on the Strength of Petty traders

In order to understand the performance of Petty traders at Ilala Municipal the researcher asked the respondents to rank the strength that the Petty traders has. The elements that were investigated were Policy/By Laws, Infrastructure Formalization process, Capital Accessibility and Education/training. Two (2) employees (33.33%) indicated that elements are poor; furthermore three (3) employees (50.00%) indicated that the elements are good and one (1) employee (16.67%) indicated that the elements are very good. Table 4.18 below indicates the findings.

Table 4.18: Management response on Strength of Petty Trader Elements

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Poor</td>
<td>2</td>
<td>33.33</td>
<td>33.33</td>
<td>33.33</td>
</tr>
</tbody>
</table>
4.6.2 Employees Responses on the Strength of Petty Traders Environment Elements

The same elements were ranked, and the following were responses; eight (8) respondents (32.00%) indicated that the elements are moderate; fourteen (14) respondents (56.00%) indicated that the elements are good while three (3) respondents (12.00%) indicated that elements are very good. Table 4.19 below indicates findings.

Table 4.19: Employees Responses on the Strength of Petty traders Environment Elements

<table>
<thead>
<tr>
<th>Element</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>Moderate</td>
<td>8</td>
<td>32.00</td>
<td>32.00</td>
</tr>
<tr>
<td></td>
<td>Good</td>
<td>14</td>
<td>56.00</td>
<td>56.00</td>
</tr>
<tr>
<td></td>
<td>Very Good</td>
<td>3</td>
<td>12.00</td>
<td>12.00</td>
</tr>
<tr>
<td>Total</td>
<td>25</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Research Data, 2014

4.7 Sustainability of Petty Traders in supporting Youth Employment at Ilala Municipal

4.7.1 Management Responses on Sustainability of Petty Traders at Ilala Municipal

In order to understand the sustainability of Petty trades elements sin Ilala Municipality, the researcher asked respondents (Management) about future sustainability of the Petty traders at that area, and six (6) respondents participated
and provided the following responses, two (2) respondents (33.33%) ranked sustainability as good, while four (4) respondents employees (66.77%) indicated it as very good. Table 4.20 below indicates the findings.

Table 4.20: Management responses on sustainability of Petty Traders at Ilala Municipal

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>Good</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td></td>
<td>Very Good</td>
<td>66.77</td>
<td>66.77</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field data, 2014

4.7.2 Employees Responses on Sustainability of Petty Traders at Ilala Municipal

In order to understand the performance and sustainability of Petty trades regarding in Ilala Municipality (related to environment elements), the researcher asked respondents (Employees) to about future sustainability of the Petty traders. Twenty five (25) respondents participated and provided the following responses, Seven (7) respondents (28.00%) ranked sustainability as good, Meanwhile four (4) respondents employees (16.00%) indicated that the sustainability of petty traders was moderate, furthermore fourteen (14) respondents (56.00%) indicated that the future sustainability of growth of youth employment at Ilala Municipal was very good. Table 4.21 below indicates the findings.

Table 4.21: Employees responses on sustainability of Petty Traders at Ilala Municipal

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td>Good</td>
<td>28.00</td>
<td>28.00</td>
</tr>
<tr>
<td></td>
<td>Moderate</td>
<td>16.00</td>
<td>16.00</td>
</tr>
<tr>
<td></td>
<td>Very Good</td>
<td>56.00</td>
<td>56.00</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field data, 2014
4.8 Suggestion Strategy on Managing Petty Traders at Ilala Municipal Council

4.8.1 Management Suggestions on Strategies to manage Petty Traders.

In order to understand which strategies to establish to make it possible for effective Petty trade, suggestions on strategies were collected. Six (6) respondents participated and provided responses, four (4) respondents (66.67%) suggested to rehabilitate, expand and maintain infrastructures to suit needs, wants and demand of petty traders to performed his/her business smoothly, one (1) respondents (16.67%) suggested that petty traders should works in groups for easy recognition and given funds in order to adds their working capital. Table 4.22 below indicates findings.

Table 4.22: Suggestions on Strategy/s

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Market Infrastructure</td>
<td>4</td>
<td>66.67</td>
<td>66.67</td>
<td>66.67</td>
</tr>
<tr>
<td>Missing Group Working</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>16.67</td>
</tr>
<tr>
<td>Total</td>
<td>5</td>
<td>83.33</td>
<td>83.33</td>
<td>83.33</td>
</tr>
<tr>
<td>Missing</td>
<td>1</td>
<td>16.67</td>
<td>16.67</td>
<td>16.67</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Field Data, 2014.

4.8.2 Employees Suggestions on Strategies to Manage Petty traders

In order to understand which strategies to use on managing Petty traders activities in Ilala Municipality, the researcher asked the employees, suggestions on strategies were collected. Twenty five (25) respondents participated and provided responses, thirteen (13) respondents (52.00%) suggested to rehabilitate, expand and maintain the market infrastructures, four (4) respondents (16.00%) suggested to review Policy/ By laws to Petty traders performed his/her business better according to By laws. Furthermore, Six (6) respondents (24.00%) suggested that bureaucracy should be removed during business formalization process, and one (1) respondent (4) suggested 1& 3 above Table 4.23 below indicates findings.
Table 4.23: Suggestions on Strategy/s

<table>
<thead>
<tr>
<th>Valid Market Infrastructure</th>
<th>frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Missing Policy/By Laws</td>
<td>13</td>
<td>25.00</td>
<td>25.00</td>
<td>25.00</td>
</tr>
<tr>
<td>Formalization Process</td>
<td>4</td>
<td>16.00</td>
<td>16.00</td>
<td>16.00</td>
</tr>
<tr>
<td>1&amp;3 above</td>
<td>6</td>
<td>24.00</td>
<td>24.00</td>
<td>24.00</td>
</tr>
<tr>
<td>Total</td>
<td>24</td>
<td>96.00</td>
<td>96.00</td>
<td>96.00</td>
</tr>
</tbody>
</table>

| Missing                     | 1         | 4.00    | 4.00          | 4.00               |
| Total                       | 25        | 100.00  | 100.00        | 100.00             |

Source: Field Data, 2014

CHAPTER FIVE

DISCUSSION OF FINDINGS

5.1 Introduction

This chapter discussed the findings of the study in relation to the study objectives/questions. The discussion also explains the findings of study in support or contrast to the literature after which conclusions and recommendations were drawn.

5.2 Description of petty trades environment elements

The presence of Petty traders in Ilala Municipal seems absorbs numbers of youth generation, failure of formal sectors to provide youth Employment which result into massive movement of youth into Petty traders absorb youth, the function of Petty traders element variables satisfy the growth of youth Employment at Ilala Municipal.
During the study several issues were found, views on the role of Petty traders on growth of youth Employment provided by different groups which include: management team, employees of Ilala Municipal Council and Petty traders. On Policy/By Laws enacted by Ilala Municipal Council, management team and employees of Ilala Municipal revealed that Policy/By Laws element is poorly managed or not effectively performed in Ilala Municipality, due to various reasons; lack of strong link between petty traders and Ilala Municipality authority on Policy/By laws design and planning, whereas Policy/By Laws was only done at Municipal level while it was supposed to be comply by Petty traders during implementation stages which results into frequently violence between Ilala Municipal Security Officer and Petty Traders as has been revealed by 66.67% of Management team and 52% of Employees.

Furthermore, 50% of management team and 56% of employees of Ilala Municipal revealed that business formalization process was moderate, whereby hence the process of formalization petty traders business was not friendly to them, since in order for municipal to issues business license to them they need to have permanent business premises, Tax Identification Number (TIN). These are among of the factors which leads to moderate business formalization process at Ilala Municipal which results mostly of Petty performing their business without business license hence roaming in the streets searching for customers while some of them built their temporary business premises along the streets especially at kariakoo area whereby there are plentiful number of petty traders along the streets, these building business premises to unauthorized areas leads to frequently violence between Petty traders and Ilala Municipal Security Officer. The reason of difficult business formalization process was due to poor Policy/By laws enacted by Ilala Municipal to support enlargement of petty traders.

Management team responded by 62.5 percent, and employees by 40 percent revealed that business infrastructure was poor to support Petty traders to performing their business smoothly and those available petty traders business infrastructure was poorly located, constructed and managed such as Kibasila Petty traders market and Kilwa street Petty Traders market was poorly located, Also Construction of Machinga Complex Building along Lindi street / Kawawa road
was not user friendly to petty traders business that why since its inauguration in 2010 don’t work efficient and effectively as has been planned.

Management team and Employees which was 50 percent and 64 percent respectively respondent reveled that capital accessibility of petty traders from financial institutions was poor, since most of them they fail to formalize their business due to not to meet conditions such as permanent business premises and TIN by lacking those requirements fails to meet conditions to be assisted financially by financial sectors to access loan facility to expand their business

Management and employees revealed that education and training for many petty traders was poor which was 66.67 percent and 60 percent respectively of respondents which results of failure of them to comply with authority Policy/By laws and regulation established by municipal. Due to lack of fundamental education some of them they even sold goods which have been expired. Even through recently there are massive movement of Youths from different schools and colleges into these businesses due to lack of formal employment from Public and private sectors.

Moreover petty traders were interviewed and reveled that most of their goods sold were moderate standard which was 51.92 percent while 32.69 percent of petty traders revealed that their goods was fairly good for human consumptions. These was due to various reasons: Agents or distributors uses petty traders as their discarded site of their goods which are nearby to expires, Poor handling of goods, lack of storages facility which results into loose of their quality eg perishable goods.

Furthermore mostly of Petty traders 67.31percent revealed that they obtained their initial business capital from their family assistance, these shows that family level play crucial way to initiated and supported business formation stage to their youths rather than left them staying restless.

Management team and employees of Ilala Municipal Council ranked the strength of the petty trades as 50 percent and 56 percent respectively, in terms of these
5.3. Importance of Managing Petty traders Environment Elements in effective way

Effective management of petty traders environment elements leads to the sustainable growth of youth employment, hence it obvious that it is important to manage it in an effective way better performance petty traders activities. It was revealed that petty trader’s elements like Policy/By laws, capital accessibility, Business Infrastructure as well as education/training are poor while Business formalization process are at moderate process. As presented in chapter four above.

5.4 Challenges Facing Petty Traders

Management of Ilala Municipal Council revealed that major challenges facing the growth of petty traders are poor condition of infrastructures, Poor location of their markets, lack of capital accessibility as well as Poor knowledge of business formalization which hinder them to access financial support from financial sectors such as Banks, Microfinance and Saccos. Mostly of Petty traders diverged into tax payment due lack of Tax identification numbers, Also lack of infrastructure which results into poor storages of their goods.

Employee of Ilala Municipal Council 46 percent revealed that major challenges facing petty traders to support growth of petty traders was availability of petty trader’s markets zone to absorbs many petty traders at ones, poor market infrastructure to support their business activities, Operation cost to the municipal since mostly of petty traders don’t paid taxes to the neither to the local authority nor TRA.

5.5 Sustainability of Petty trades at Ilala Municipality
Management team of Ilala Municipal Council shows that 66.67 percent of respondents revealed that there are tremendous growths of informal sectors in urban their area which absorbs and provides massive numbers employment to youths, Several Policy and By Laws has been restructured to incorporates petty traders as major sources of employment the youths in Ilala Municipal. Even thought of different challenges facing them but management team said that their very good growth of youth employment through petty trader business.

Also employees of Ilala Municipal Council 56 percent of respondents revealed that there are very good sustainability of Petty trades in relation to the growth of youth Employment. These are due to lack of formal sector to recruits these youths once they graduates from their school or colleges, so informal sectors mainly petty traders provides the solution of them.

5.6. Suggestion Strategy on Manage Petty traders at Ilala Municipal Council

Management team of Ilala Municipal Council suggested different strategies to managed better performance of petty traders to support youths employment growth at Ilala Municipal are as follows: to rehabilitate the current petty traders markets, to expand and maintain the market infrastructures to suits needs, wants and demand of petty traders to performed his/her business smoothly another suggestion was that petty traders should works together in groups for easy recognition and given financial supports to increases their working capital.

Employees of Ilala Municipal council also provided different strategies to enable petty traders to growth from micro entrepreneurs to small entrepreneur up to medium size Entrepreneurs which will managed to absorb massive numbers of youth in informal sector employment. The following strategies were suggested such as review of Policy/By laws to suits Petty traders needs, to rehabilitates, expand and maintain market infrastructures as well as suggested that bureaucracy performed by market department at ilala municipal during business formalization process petty traders should be diminished.
CHAPTER SIX

SUMMARY, CONCLUSIONS AND POLICY IMPLICATIONS

6.1 Introduction

This chapter entails the summary of the findings, conclusion, recommendations, policy implication and area for further research that emanate from the findings of the study.

6.2 Summary of the Study

The following is the summary of findings from the study. This is organized in relation to the specific objectives of the study.

Findings revealed that the petty traders activities were poorly managed despite that they absorb and provide massive numbers of youths employment at Ilala Municipality, Petty traders environment elements Policy/By laws, Business market
infrastructures, Capital accessibility, Education/training were poorly design, established and managed while Business formalization process are moderately to support petty traders business.

It was found out that challenges facing the petty traders business performance at Ilala Municipal are poor condition of market infrastructures, Poor reallocation of their markets, lack of capital accessibility, Poor knowledge and skills on business operation as well as lack of knowledge on the importance of business formalization as well as failure of them to pay taxes

As revealed in description of current strategies to managed Petty traders, effective management of Petty trader’s variables led to effective and efficient performance of any business growths, for this study it was found out that ineffective management of Petty traders business resulted into poor business performance which hinder their business growth.

6.3 Conclusions

Proper, effectively and efficiently petty traders’ environment elements management is very crucial tool for Ilala Municipal Council enabling petty traders business to support youth’s employment as major alternative to reduce unemployment rate so as to support the Central Government through provision of employments to the youths. Therefore, Municipal have to manage these elements in a rational effective manner to achieve their business development objectives and targets since when Petty traders are well managed and organized can be major sources of revenues to the local authority and national at large.

However, the Municipal authority does not provide sufficient on management of Petty traders environments elements such as Policy/By laws, Business/Market Infrastructure, Business formalization Process, Capital accessibility, Education/training and other strategies in order to support the growth of petty businesses.
Therefore, undertaking of this study was important to the extent of management of Petty trades environment elements within the municipal was low to moderate level as per the findings on Policy/By laws, infrastructures, capital accessibility, education/training and business formalization process, and other challenges facing the informal sector mainly petty traders.

Ilala Municipal Council Management team, employees of Ilala Municipal council and Petty traders provided the researcher with the description of the current Petty trade environment elements, strategies at the Ilala municipal Council, and challenges facing petty trade.

Policy/by laws is very important elements in any organization success but in a Ilala Municipal Council the Policy/By Laws was rated poorly constructed, formulated, designed and implemented as indicated by management, employees and Petty traders. Infrastructure was not effective and strategic, designed to suits the needs, wants and demands of Petty trader business environments; Capital accessibility is not effectively available due to unfriendly/unaffordable accessibility conditions e.g. collateral, formalization.

The researcher proposed several ways to overcome challenges revealed during the study as far as Petty trades development to support youths employment is concerned. The Municipal authority is in itself in a position to overcome the named challenges facing the Petty trade’s growth if they have to improve business environment elements at municipal level. Despite the challenges facing them, Petty business has a huge opportunity to grow and has sustainable future because of the strength that market embrace, and if those elements improved which includes policy/by laws, infrastructure formalization process, capital accessibility and education/training.

6.4 Recommendations and Policy Implications

The study recommended the following to the organization.
(i). Ilala Municipal Council authority should provide Education/training to petty trader on business skills, financial management, as well as storage skills to maintain product quality. 

(ii). To improve infrastructures in order to accommodate scattered petty traders. Mostly of petty traders they prefer petty market like Machinga complex should be built at any area where they are high movement of peoples and accessibility of transport across the Dar es Salaam City like Karume, Kigogo Sambusa, Ilala Boma and Buguruni markets as well as to expand ferry fish market. 

(iii). To rehabilitate infrastructures and frequent maintenance in order to maintain. 

(iv). To review Business Policy/By laws on business initiation stage to support Petty business growth. 

(v). To design business Identification Number (BIN) rather than Tax identification number to those petty trader with the business capital less than Tzs 500,000.00 

(vi). To remove tax payment for all petty traders with capital less than Tzs 500,000.00 through Business identification number. 

(vii). To support the Ilala Employees in controlling product quality by providing them with up to date business skills information. 

(viii). To establish strong link between Petty trader and Ilala Municipal Authority. This will reduces conflict between Ilala Municipal security officers with Petty traders. 

(ix). The Ilala Municipal authority to invite financial institutions to provide credit facilities to Petty trader to improve their business opportunities. 

(x). To improve effective management of Petty trader’s environment elements at Ilala municipal authority, employees and management as well as other players to the trade and commerce industry should ensure that they abide by the current National business Policy. 

(xi). The government should also polish the policy for effective performance on petty trades.
6.5 Area for Further Studies

A study of only one element of the Petty trader’s environment is also advised. This can be very important as it will provide a chance for a single element to be studied in detail and particularly for elements which have been discovered to be ineffectively managed according to the results of this study. These elements are Policy/By laws, Business infrastructure, capital accessibility, Education/training., even though the element of business formalization process should be further studied.

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**QUESTIONNAIRES**

**Appendix I. Interview – Guidelines for Management team of Ilala Municipal Council.**

1. Can you please describe policy, by laws, infrastructures, formalization process, capital accessibility and other elements on petty trade environment, which ensures the growth of youth employment in Ilala Municipal Municipality?

2. What are the measures or initiatives taken so far by Ilala Municipal Council (IMC) to manage the above?

3. How does the management of the above elements contribute on the growth of youth employment at Ilala Municipality?
4. How do you think petty traders perceive those petty trade environment elements (policy, by laws, infrastructures, and formalization process, capital accessibility and other elements) in Ilala Municipality?

5. What are the major petty traders complaints regarding the above?

6. How do you do to handle this?

7. Is the current status of petty trade environment elements in Ilala Municipal Council satisfactory? If no why?

8. What are the major challenges on managing petty trade at Ilala Municipality?

9. What exactly do you think the authority should do to overcome the challenges of management petty trade so as to meet to improve the growth of youth employment?

Appendix II. Dodoso la Mwongozo wa Mahojiano Kati ya Mtafiti na Mfanyabiashara mdogo, Katika Manispaa ya Ilala Kuhusu Mchango wa Biashara ndogo ndogo inavyochangia utoaji/ukuaji wa ajira kwa vijana(The role of Petty Trade on the Growth of Youth Employment in Ilala Municipality).

1. Jinsia…………………………………………………………………………

2. Unaishi wapi?......................................................................................

3. Elimu/mafunzo......................................................................................

4. Umri........................................................................................................

5. Una muda gani katika biashara hii?...........................................................

6. unanunua wapi bidhaa unazouza ?...........................................................

7. Unanunua kwa fedha taslim au kwa mkopo?kwa dhamana gani..............

8. Una mtaji kiasi gani?je unatosha?............................................................
10. Unapataje taarifa juu bidhaa unazonunua? ..........................................................
11. Kwa kawaida unapata wateja wa aina gani? ...................................................
12. Unalipa kodi kiasi gani? Kwa nani? ...........................................................
13. Ulikuwa ukifanya shughuli gani na wapi kabla hujaanza biashara? .............
14. Taja changamoto unazokabiliana nazo katka shughuli ..............................
15. Una ushauri au maoni gani juu ya mazingira ya biashara ndogo ndogo? ...
......................................................................................................................
......................................................................................................................

QUESTIONNAIRES

DATA COLLECTION

Appendix III. A: Questionnaire for Management Team of Ilala Municipal Council
This questionnaire is meant for collecting data for research study in connection of Petty Trade environment elements at Ilala Municipality, in Dar es Salaam City, Tanzania, Your views will be treated very confidentially and anonymously. Kindly support my study work by filling a few questions given in this questionnaire:

1. Personal details.
   (i.) For how long have you been working with IMC ..............................
2. **Current Petty Trade environment elements at Ilala Municipality**

Mention current petty trade environment elements which currently implemented at Ilala Municipality (on policy/by laws, formalization process, infrastructure, capital accessibility and education/training and other elements)

3. **Are they implemented smoothly? If no why?**

4. **Assessment of the Petty Trade Elements**

(i.) In this section, you are requested to indicate your assessment on the growth of youth employment on the following petty trade environment elements.

<table>
<thead>
<tr>
<th>Elements</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy/by laws</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Infrastructure</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Formalization process</td>
<td></td>
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</tr>
<tr>
<td>Capital accessibility</td>
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</tr>
<tr>
<td>Education/ Training</td>
<td></td>
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</tr>
</tbody>
</table>

5. **Strength of petty trade environment elements for Sustainability on the growth of youth employment**

(i.) How do you rank the strength of petty trade environment elements (policy/by laws, infrastructure, formalization process, capital accessibility, and education/training) on the growth of youth employment at Ilala Municipality compared to other areas in Tanzania? Tick one answer only.

   - Very Poor [ ], Poor [ ], Moderate [ ], Good [ ], Very Good [ ]

(ii.) Based on your experience, how do you rate the future sustainability of growth of youth employment at Ilala Municipality?
6. **Suggestions on Strategy**

Please suggest on strategy/strategies which you think should be of top priority for Ilala Municipality to implement in order to improve growth of youth employment sustainability on petty trade environments in Tanzania?

........................................................................................................................................................................................................................................................................................................................................................................

7. **Challenges Facing Ilala Municipal Council Authority**

Mention challenges which you consider that the **Municipal Council Authority** might be facing on maintaining petty trade environment to improve the growth of youth employment?

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**Appendix iv. B Questionnaire for Employees of Ilala Municipal Council**

This questionnaire is meant for collecting data for research study in connection to Petty Trade environment elements at Ilala Municipal Council, in Dar es Salaam City, Tanzania. Your views will be treated very confidentially and anonymously. Kindly support my study work by filling a few questions given in this questionnaire:

**1. Personal details.**

   (i.) For how long have you been working with IMC…………………………

   (ii.) Which department are you currently working with: ..............................

**2. Current Strategies to Manage Petty traders**
Mention current petty trade environment elements which currently implemented at Ilala Municipality (on policy/by laws, promotion, distribution system and other strategies)

3. Are they implemented smoothly? If no why?

4. Assessment of the Petty Trade Elements

(ii.) In this section, you are requested to indicate your assessment on the growth of youth employment on the following petty trade environment elements.

<table>
<thead>
<tr>
<th>Elements</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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</thead>
<tbody>
<tr>
<td>Policy/by laws</td>
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<tr>
<td>infrastructure</td>
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<tr>
<td>Formalization process</td>
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</tr>
<tr>
<td>Capital accessibility</td>
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<tr>
<td>Education/ Training</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

5. Strength of petty trade environment elements for Sustainability on the growth of youth employment

(iii.) How do you rank the strength of petty trade environment elements (policy/by laws, infrastructure, formalization process, capital accessibility, and education/training) on the growth of youth employment at Ilala Municipality compared to other areas in Tanzania? Tick one answer only.

Very Poor [ ], Poor [ ], Moderate [ ], Good [ ], Very Good [ ]

(iv.) Based on your experience, how do you rate the future sustainability of growth of youth employment at Ilala Municipality?

Very Poor [ ], Poor [ ], Moderate [ ], Good [ ], Very Good [ ]
6. Suggestions on Strategy

Please suggest on strategy/strategies which you think should be of top priority for Ilala Municipality to implement in order to improve growth of youth employment sustainability in petty trade environments in Tanzania?

........................................................................................................................................................................

7. Challenges Facing Ilala Municipal Council Authority

Mention challenges which you consider that the Municipal Council Authority might be facing on maintaining petty trade environment to improve the growth of youth employment?

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