

MOSHI CO-OPERATIVE UNIVERSITY

**DETERMINANTS OF TOURIST PORTER SOCIO-ECONOMIC
WELFARE IN MOSHI MUNICIPALITY, TANZANIA**

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BY

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**A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENT FOR THE AWARD OF MASTER OF BUSINESS
MANAGEMENT OF MOSHI CO-OPERATIVE UNIVERSITY, MOSHI**

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DECLARATION AND COPYRIGHT

I, **Ian Goodman Chacky**, declare that this Dissertation is my own original work and that it has not been presented and will not be presented to any other higher learning institution for a similar or any other academic award.

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CERTIFICATION

The undersigned certifies that he has read and hereby recommends for acceptance by the Moshi Co-operative University a Dissertation titled: “**Determinants of Tourist porter socio-economic welfare in Moshi municipality, Tanzania.**” in the partial fulfillment of the requirements for the degree awards for Masters of Business Management in Moshi Co-operative University.

(Supervisor`s name)

(Supervisor`s Signature)

Date: _____

DEDICATION

I dedicate this work to family and I'm thankful to them for their love and support in my school life and during the preparation of this work.

ACKNOWLEDGEMENT

I would like to sincerely thank all those who assisted me in undertaking this research and finally production of the research report. First of all, I am grateful to the Almighty God for granting me life, health and concentration that enabled me to conduct and produce this work in a favourable and peaceful environment until completion.

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TABLE OF CONTENTS

DECLARATION AND COPYRIGHT	i
CERTIFICATION	ii
DEDICATION.....	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF TABLES.....	viii
LIST OF FIGURES	ix
LIST OF ABBREVIATIONS AND ACRONYMS	x
ABSTRACT	xi
CHAPTER ONE.....	1
1.0 INTRODUCTION	1
1.1 Background Information.....	1
1.2 Statement of the Problem.....	4
1.3 Objectives of the Study.....	5
1.3.1 General objective.....	6
1.3.2 Specific objectives.....	6
1.4 Research Questions.....	6
1.5 Justification of the Study	6
CHAPTER TWO.....	7
2.0 LITERATURE REVIEW	7
2.1 Definition of Key Terms.....	7
2.1.1 Tourism.....	7
2.1.2 Tourists	7
2.1.3 Porter	7
2.1.4 Socio-economic welfare	7
2.2 Theoretical Literature Review	8
2.2.1 The Walden theory	8
2.2.2 Social theory of poverty	9
2.3 Empirical Literature Review.....	10
2.5 Research Gap.....	13
2.6 Conceptual Framework	13
CHAPTER THREE	15
3.0 METHODOLOGY	15

3.1	Research Design	15
3.2	Geographical Coverage	15
3.3	Sampling	15
3.3.1	Population.....	15
3.3.2	Sample size.....	16
3.3.3	Sampling technique	16
3.4	Data Collection	17
3.4.1	Types and sources of data.....	17
3.4.2	Data collection methods and tools	17
3.5	Data Analysis and Presentation	18
3.6	Data Validity and Reliability	19
3.6.1	Data validity	19
3.6.2	Data reliability	19
3.7	Test of Normality.....	19
3.7	Ethical Considerations	22
3.8	Operational profile of the Variables	22
	CHAPTER FOUR	23
4.0	FINDINGS, AND DISCUSSION	23
4.1	Introduction.....	23
4.2	Response rate.....	23
4.3	Socio-Demographic Characteristics of Respondents.....	23
4.3.1	Gender of Respondents.....	23
4.3.2	Age of the respondents	24
4.3.3	Marital Status of Respondents	25
4.3.4	Number of years worked	26
4.3.5	Education level of porters.....	27
4.3.6	Number of children	28
4.4	The effect of wages and tips on porters' socio-economic welfare.	29
4.4.1	Relationship between Wages & Tips and Porter Welfare.....	36
4.4.2	The ANOVA test.....	37
4.5	The effect of working conditions on porters' socio-economic welfare.....	37
4.5.1	Mountain gear and equipments.....	38
4.5.2	Policies & Porters protection law	42
4.5.3	Part-time employment.....	43

4.5.4	Relationship between working conditions and Porters welfare	46
4.5.6	The ANOVA test.....	46
4.5.7	Challenges faced on the working environment	47
4.6	The contribution of porter associations in improving their welfare	49
4.7	Porters Socio-Economic Welfare	54
CHAPTER FIVE		57
5.0	CONCLUSION AND RECOMMENDATIONS	57
5.1	Overview.....	57
5.2	Summary of the key findings.....	57
5.3	Conclusion	59
5.3.1	Conclusion on Wages and Tips level of porters.....	60
5.3.2	Conclusion on working environment of porters.....	60
5.3.3	Conclusion on the contributions of porter associations in improving porters welfare.	60
5.4	Recommendations.....	61
5.5	Areas Recommended For Further Studies	61
REFERENCES		62
APPENDICES		67

LIST OF TABLES

Table 1: Reliability test.....	19
Table 2: Results for Kolmogorov-Smirnov and Shapiro-Wilk Normality Test	20
Table 3 : Operational Variables	22
Table 4 : Response rate.....	23
Table 5 : Porters' Wages per day during expedition	30
Table 6: Number of Trips per Month (High Season)	31
Table 7 : Wages and Tips for porters.....	36
Table 8 : Model Summary	36
Table 9 : ANOVA.....	37
Table 10 : Coefficient for linear regression equation	37
Table 11 : Assistive nature of Mountain gear and equipment	40
Table 12 : Mountain gear and Equipments	41
Table 13: Policies and porter protection laws.....	43
Table 14 : Attachment with the same operator/company	44
Table 15 : Part-time employment	45
Table 16 : Model Summary	46
Table 17 : ANOVA.....	46
Table 18 : Coefficient for Multiple linear regression equation	47
Table 19 : Membership on any of the Kilimanjaro porters associations	51
Table 20 : Porter associations	53
Table 21 : Porters Welfare	55

LIST OF FIGURES

Figure 1: Conceptual Framework.....	14
Figure 2 : Normal Q-Q plot for Wages & tips.....	20
Figure 3 : Normal Q-Q plot for working conditions.....	21
Figure 4 : Normal Q-Q plot for porters welfare	21
Figure 5 : Male - Female involvement in Tourism Porter activities in Moshi Municipality	24
Figure 6 : Age of respondents involved with tourist porter activities	25
Figure 7: Marital Status of tourist porters.....	26
Figure 8 : Number of years tourist porters have been engaged with the profession ...	27
Figure 9 : Education levels of tourist porters.....	28
Figure 10 : Porters' number of children	29
Figure 11 : Provision of Mountain gear and Equipments.....	39

LIST OF ABBREVIATIONS AND ACRONYMS

APTAE	:	Peruvian Association of Adventure Tourism and Ecotourism
ATTA	:	Adventure Travel and Tourism Association
CVI	:	Content Validity Index
EAC	:	East Africa Community
EATWCA	:	East African Tourism Wildlife Coordination Agency
GDP	:	Gross Domestic Product
IMEC	:	International Mountain Explorers Connection
IPPG	:	International Porters Protection Group
IRTS	:	International Recommendations for Tourism Statistics
KGSF	:	Kilimanjaro Guide Scholarship Foundation
KINAPA	:	Kilimanjaro National Park
KPA	:	Kilimanjaro Porters Association
KPAP	:	Kilimanjaro Porters Assistance Project
MoCU	:	Moshi Cooperative University
TPO	:	Tanzania Porters Organization
UNWTO	:	United Nations World Tourism Organization
USD	:	United States Dollar(s)
UWA	:	Ugandan Wildlife Authority
WINTA	:	World Indigenous Tourism Alliance
WTO	:	World Trade Organization
WTTC	:	World Travel and Tourism Council

ABSTRACT

Porters' socio-economic welfare has been an intricate issue that is brought up every time when mountain tourism is discussed. This study sought to analyze the determinants of tourist porter socio-economic welfare in Kilimanjaro region, Tanzania. The study was focused on determining the effect of wages and tips on porters' socio-economic welfare, examining the effect of working conditions on porters' socio-economic welfare and evaluating the contribution of porter associations in improving their welfare. The study adopted a cross-sectional study design with the sample of 141 respondents who constituted the total sample of this study. Moreover, the study employed data collection methods including questionnaires, interviews and documentary reviews. Quantitative approaches were deployed to analyze data involving descriptive and inferential statistics using Statistical Package for Social Science (SPSS) 25th version. Descriptive statistics involving percentage and tables were used to present the data which was collected. The findings from the study revealed that, despite porters being the backbone of the trekking industry they are paid low wages by their employer compared to what is recommended by government public notice number 225 of June 2008. The findings further revealed that porters are working in poor environment, with insecure employment based on short term basis while using inferior equipments compared to the ones used by the tourists. Corruption in weighing station is something that is still present and practiced. The policies and porter protection laws are still lacking as they are not adjusted periodically and not followed to the latter. With regards to the porters associations, the study discovered that these associations have been doing an excellent job in building awareness among tour operators and tourists on how these porters are to be treated and paid for their labor however due to various loop holes in policies, laws, administration and corruption their efforts seems not efficient enough as majority of the porters are still underpaid and mistreated. Therefore, in order to improve the situation the government and other tourism stakeholders should view and reform the tourism policies, laws and administrations so as to meet the social and economical changes as well as conducting thorough follow ups so as to ensure the practice is conducted in an ethical manner while following the rules and systems in place.

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background Information

Mountain trekking and hiking has grown recently into something enjoyed by millions from an activity enjoyed by few people. Ever since travelers first began trekking the world's trails and mountains, mountain porters who play vital role in mountain expeditions have been the unsung heroes of the industry. In our country Tanzania, like many other countries where mountain tourism is conducted these porters form an important labor segment in tourism industry. For the case of our country these porters operate on some of the highest peaks in the world, including Mt Kilimanjaro. Despite their vitality to the sector these porters are seen to be subjected to poor working conditions as well as poor socio-economic welfare. According to various studies including those conducted by Upasana and Boban (2018) and another by Barott (2018) its revealed that tourist mountain porters are lowest in this labor hierarchy in terms of working conditions experiencing poor socio-economic welfare but still considered to be the backbone of the trekking industry because of their immense role in making trekking accessible to trekkers around the world. These studies went on further and highlighted their importance as including transporting luggage, equipments and tools during the climbing expedition, thus making the trekking experience easier and accessible to climbers.

Globally, since the early expeditions nearly one century ago, the commercialization of mountaineering and trekking has dramatically expanded to become accessible to larger populations of tourists (Barott, 2018). The study went on further and highlighted that, as result of the increase in mountain tourism, growth of the porter occupation was inevitable. The study also highlighted that due to the nature of the job that it doesn't require mental skills and formal education, it is easier for the majority of people to engage in such occupation without the consideration of their educational background thus doing if for their social-economic needs. According to Upasana and Boban (2018) tourist porters who engage in such occupation, experience welfare issues in the socio-economic perspective, meaning from their occupation up to their lives. The study used Nepal as an example whereas in Nepal, the study highlighted that porters struggle with the issues of demand for better payments which affect their individual economy, working conditions, adequate reimbursement to the families of deceased porters, and

insurance among other things which directly play a part in their socio-economic welfare.

In Peru, among the approximately 240 companies operating in the Inca trail, the law states porters need to be paid for four days (the amount of time the trail normally takes to hike), but some companies offer a three-day trek thus paying porters for three days of work (Intrepid, 2018). Offering less payment in such case affect these porters as they won't generate enough amount to sustain their personal and socio needs for both themselves and their families. These porters don't always receive the food or proper equipments mandated by law, excessive weight isn't always monitored adequately and there is a tendency of operators working off the books without a tax number. This directly has an effect on their welfare as it diminishes and toughens their working conditions (Intrepid, 2018).

In African context, socio-economic attributes like age, level of education and social responsibilities have a lot to do with porters involvement in such occupation. Social responsibilities and having little to no educational background forces majority of these porters to rely on their physical competencies so as to generate income for their day to day needs and requirements (Angling, 2020). According to Adventure Travel Trade Association (ATTA) study of 2019, unlike other travel tourism industry professions, majority of African mountain porters are notoriously under-represented by suffering low wages, dangerous working conditions, poor nutrition and receive very little support from the companies that employ them. While working conditions for mountain porters vary greatly from one country and company to the next respectively, there is a universal lack of understanding around the issues these men and women face on a day-to-day basis (ATTA, 2019).

In Uganda for instance, in relation to working environment of these porters there is a major deficiency of porter welfare laws where few companies uses protocols suggested by the Uganda Wildlife Authority (UWA) on the number of porters to use and safety standards (ATTA, 2019). Same situation of inadequate laws to protect the working conditions can be witnessed in Kenya on porters operating on mountains like Kenya, Elgon, Satima, Chepunyal Hills, Cherang'any Hills, Kulal and Ng'iro.

The situation of porters being driven by their socio-economic needs work under harsh conditions and on seasonal periods can be traced even during earlier periods in tourism as per the records of the first travel agencies of Cox & Kings and Thomas Cook both of

which required the use of locals as tourist porters in their travel destinations in Africa. From the establishment of the agency, locals were relied upon to be used as porters for these expeditions (Thomas, 2017). Thomas further stated that even from back then, porters were exposed to problems of harsh conditions due to large amounts of luggage and long distances covered with minimum remunerations meaning welfare problems was also quite an issue back then.

The study conducted by Cleth, (2015) in Tanzania shows majority of mountain porters are driven into the occupation due to their socio-economic needs. Working conditions, amounts of remunerations given, porter protection policies and laws as well as the seasonal nature of the work also tend to have an effect in the lives and welfare of these porters. Porters work hard, but they don't get enough wages, tipping from clients is somehow common these days and when offered not all of them are given to the porters (Barott, 2018). Barott also outlined that shortage and less practice of porter-related laws makes it hard for associations like KPAP to raise awareness, offer equipment and educational support, as well as outlining best practices for tour operators.

The respective works of Peaty (2018) and Melubo (2017) focus on porters in the Kilimanjaro region. The study findings indicated the income generated from tourism has been unevenly distributed and the porters who enable many tourists to visit the mountain remain heavily exploited and poorly equipped (Peaty, 2018). High wage competition and subsequent undercutting are major sources of pressure on porters (Melubo, 2017). Additionally, pressure from guides to carry heavy loads and undertake quick ascents increase porters' susceptibility to High Altitude Sickness (HAS) (Melubo, 2017).

According to the United Nations World Tourism Organization report of 2018 on tourism statistics and global performance of the sector it highlighted that various initiatives have been made and taken worldwide to deal with these matters related to mountain tourist porters' welfare. In Peru, the report stated that the Peruvian Association of Adventure Tourism and Ecotourism (APTAE) ensure their member companies comply with laws and regulations. The report went on further to show that members of World Indigenous Tourism Alliance (WINTA) have set tourism industry standards for the treatment of Indigenous and local people, and that those standards are being promoted and enforced globally. According to the Kenyan Ministry of Tourism

and Tanzanian tourism policy, the case of East Africa, the partner states have formulated East African Tourism Wildlife Coordination Agency (EATWCA) which deals with matters related to tourism with the agenda on porters and their welfare given much attention. According to Nielsen and Spenceley (2010) in Rwanda, the Rwandan Tourism policy require all tourist porters should be from surrounding society and selected by park officials so as to improve the welfare of these porters and their surrounding communities.

For the case of our country among the initiatives include, the formulation of Kilimanjaro Porters Assistance Project (KPAP) in 2003 (Maeso, 2017). The KPAP raises public awareness concerning proper treatment of Kilimanjaro porters, assists climbing companies with implementing procedures that ensure fair and ethical treatment of their porters, lends climbing gear free of charge, and offers educational classes to empower and motivate porters and mountain crew. KPAP is neither a porter membership organization nor a tour business; it's an initiative of the International Mountain Explorers Connection (IMEC), a nonprofit organization based in the United States.

Another initiative is Tanzania Porter Education Project which offers porters education during the long rains (April-June) and short rains (November) where employment opportunities are limited. Such education is provided by Exodus teamed up with the Kilimanjaro Guide Scholarship Foundation (KGFSF) to provide educational scholarships during the long rains at the Bridge Institute of Business Studies in Arusha, Mweka College of African Wildlife Management and other local institutions. To date they have been able to support over 800 porters and guides taking part in various courses from English classes to guide certification classes and they aim to continue supporting.

1.2 Statement of the Problem

Tourist porters are one of the key front-line players in mountain hiking and trekking as they carry all the necessary equipment, tools and luggage for the expeditions. Upasana and Boban (2018) found that despite their importance to the sector, these porters have been subjected to poor socio-economic welfare thus raising the need to investigate the factors contributing to this situation. The study also showed that working conditions for these porters are often tiresome and dismal, frequently carrying heavy loads over dangerous geography while receiving low remunerations which causes a strain in their socio-economic welfare. Another study conducted by Barott (2018) highlighted on the

issue of inadequate porter protection laws and policies which contribute less to the welfare of the majority of the porters as these laws and policies aren't practiced to the extent of bringing about the desired change. Cleth, (2015) shows in our country Tanzania the working conditions of these porters are unfavorable, with the policies and laws meant to preserve the interests and rights of these porters not practiced to the desired level. He added that despite being subjected to all that, these porters aren't paid the recommended amount thus adding that to the things affecting their socio-economic welfare.

Many initiatives have been done by trekking porters associations and national park authority like The International Porter Protection Group (IPPG), KPAP, TPO, KINAPA and KPA. These initiatives help in facilitating porters to be provided with suitable clothes to protect them from cold, rain and snow, including boots and sunglasses. Also these initiatives help with the issues of payment of recommended wages, proper shelter at night, either in a lodge or a tent; life insurance and proper medical care no different from what the tourists receive meaning that sick porters be taken to safety and treated by someone who speaks their language; porters load weight to be limited; helping mat and blanket or sleeping bags. All these have been done to improve the porters' welfare starting from their working environment, health statuses and facilitating them to be content with their job.

Despite the efforts done and taken initiatives, the Kilimanjaro porters are still facing socio-economic welfare challenges (Intrepid, 2018). Working conditions like outdated travel gears, carrying luggage above the weight limit which is 18kg are still existent and tend to have an impact on their welfare as they have effect on their health thus making porters to be aggrieved in their current job. Also, matters related to the hiring rate, wages and tips still show low amounts and variations from one agency to another as porters are paid less compared to what was recommended on Government Notice Number 228 of June 2008 as it was seen in the study conducted by Cleth (2015). These situations have led to decline of welfare of these porters as the chances of being hired are reduced due their massive number and upon being hired they are underpaid while being subjected to tiresome and dismal working conditions. It is therefore the reason this particular study attempts to find answers by investigating the determinants responsible for the improved socio-economic welfare of tourist porters.

1.3 Objectives of the Study

1.3.1 General objective

The main objective of the study was to analyze determinants of tourist porter socio-economic welfare.

1.3.2 Specific objectives

In order to achieve the general objective, the following specific objectives were put into consideration:

- (i) To determine the effect of wages and tips on porters socio-economic welfare.
- (ii) To examine the effect of working conditions on porters socio-economic welfare
- (iii) To examine the contribution of porter associations in improving their welfare.

1.4 Research Questions

For the purpose of achieving the above mentioned specific objectives, the following research questions were considered:

- (i) How do wages and tips affect the porters socio-economic welfare?
- (ii) How do the working conditions affect their socio-economic welfare?
- (iii) How are the contributions of porter associations in improving and uplifting their welfare?

1.5 Justification of the Study

The findings from this study have provided the knowledge and understanding on the welfare of porters. The information generated from this study will be helpful in identifying reasons causing poor socio-economic welfare of the mountain porters. Working conditions will further be improved bringing sense of job satisfaction and commitment to the porters. It is anticipated that the study will assist stakeholders in Tourism industry in taking appropriate measures focused in improving porters' remunerations scale and generating effective policies and porters' protection laws.

In Tanzania, this study has added on inadequately in-country published research data and literature related to porters, also the findings from this research will add into the academic and professional research data base in the country and trigger further research on the same subject or related areas.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Definition of Key Terms

2.1.1 Tourism

According to the UNWTO (2018) tourism is defined as activities of people travelling to and staying in places outside their usual environment for not more than one year for leisure, business and other purposes not related to an activity remunerated from the place visited. In this study tourism is defined a social, cultural and economic phenomenon which entails the movement of people to countries or places outside their usual environment for leisure, personal or business/professional purposes. For the case of this study tourism will be associated with mountain trekking and hiking.

2.1.2 Tourists

WTO (2015) defined tourists as the temporary visitors staying in a place outside their usual place of residence, for a continuous period of at least 24 hours but less than one year, for leisure, business or other purposes. In this study tourists are the visitors climbing the Kilimanjaro Mountain.

2.1.3 Porter

A porter is a person who carries objects, cargo and luggage for tourists at altitude in inclement weather on multi-month mountaineering expeditions or trekking on various trails of tourism importance (UNWTO, 2017). They can carry items of specified weight on their backs (backpack). In this study the porters are the people who carry all the necessary equipments, tools and luggage for mountain expeditions for the tourists.

2.1.4 Socio-economic welfare

Refers to the combined sociological and economical state of doing well; condition of health, happiness and comfort resulting from a person's work experience and economic position (Gollnick; Donna; Chinn; Phillip, 2016). Such comfort extends up to the way of living resulting from an economic activity of an individual. It extends beyond the standard of living to the quality of life putting into perspective non material aspects like happiness and satisfaction as they determine the well-being of an individual.

For this case of this study porters welfare was measured by looking at their accessibility to their basic needs, social services, contentment with their job and the health condition of the porter himself.

2.2 Theoretical Literature Review

This study was guided by two theories, namely the Walden theory and the Social theory of poverty. The theories were selected because of the nature of the study. The two theories link to one another in the sense that they complement each other in the sense that, according to the Walden theory one of its assumptions is patience where one has to wait for change to occur and not compromise. This was complemented by the social theory of poverty in the sense that, as per the theory economic, political and social system also causes the people to have limited opportunities and resources to achieve income and well being. When the two theories are put together it can be seen that, one might be patient enough waiting for the change that won't occur because of the systems in place. Another place where the theories tend to interrelate with one another is one of the assumption of Walden theory is self reliance and that is possible if the systems (theory of poverty) in place support so. For the case of our study it was seen that porters are subjected to poor socio-economic welfare while waiting for the desired change to occur but in fact the systems in place hinder such change from ever happening.

2.2.1 The Walden theory

Walden, in full Walden; or, Life in the Woods, series of 18 essays by Henry David Thoreau, published in 1854. According to the theory it entails that, No matter what income you land at, you need to find happiness at a lower level than you earn. Only then are you going to be able to invest the difference.

The theory is driven by the following assumptions, self-reliance which is economic and social, where financial self-reliance is the most vital aspect. Another assumption is the simplicity in terms of life style and consumer activities. Last assumption is patience where as per the theory there is no need for one to compromise so one must wait for change to finally occur. Criticism to the theory is largely placed on the patience were it was criticized that sometimes the change must be triggered and facilitated when factors responsible for the change are seen to be adamant.

The theory is basic, but profound in application. Johnson and Peter (2018) described that people have a certain comfort level with their income. 4 or 5 levels below current income feel like deprivation. It feels nearly impossible and horrible. In reality, as income changes over time, people adjust to this new level fast. Example one makes 30 thousand a year, 61-75 thousand seems perfect. But a few years later, a few kids, a

bigger house payment, and 61 thousand feel tight. 30 thousand a year would just be impossible and 120 thousand would be nice. The line, where “perfect income” lies has just moved. And that is the Walden Theory.

The strengths of the theory are, the theory facilitates self reliance and suggests and facilitates one to live simple life. It’s a good thing because it saves one from unnecessary costs and stretching one spending. Another strength of the theory is the patience where one only waits to without the need for one to compromise so one must wait for change to finally occur. This can also be a weakness as sometimes change must be triggered.

In our research, the focus was on the comfort and satisfaction the porter gets from his wages by putting into perspective the social and economic responsibilities and needs. The focus was on the amount offered and if it’s reasonability for the porters to be satisfied and obtain happiness and meet their needs thus improving their socio-economic welfare while putting in perspective the changes in his needs and requirements as well growth in the number of his responsibilities.

2.2.2 Social theory of poverty

This theory was propounded by Goldsmith and Blakely (1992). The theory state that poverty is caused by economic, political and social distortions. Meaning not only the individual is a source of poverty, but also the economic, political and social system causes the people to have limited opportunities and resources to achieve income and well being (Bradshaw, 2006). Karl Marx (1848) stated that, economic, political discrimination and exploitation of the capitalism lead to social distortion such as low wages and unreliable employment. Bradshaw (2006) argued that the economic and political system is structured in such a way that poor people fall behind regardless of how competent they are. Majority of porters are poor in nature with little education resulting to relying on their physical skills to generate income. Lima, Eusebio and Partidario (2011) stated that as a service industry, tourism is highly dependent on the systems in place, policies and relationships within the host communities meaning that both porters and visitors depend on good cooperation, communications and systems within the society to secure jobs and visit tourist attraction sites respectively.

Assumptions under this theory are, first, the existence of classes regarding the control and use of the means of production. These polarized into two contending classes, each

with its supporting groups. In this research the case will be those who set the systems (government) and those who adhere to the set systems (porters). Another assumption the unequal distribution of resources confers power to control the further allocation of resources and hence is a source of tension and conflict. Another assumption is that as time went on the classes would disappear or diminish in size.

Criticism on the theory was it didn't explain degrees of income differentials within or even between classes. Another criticism is the failure to predict either the increase of different types of intermediate groups or the decrease of the central core of the working class, and emphasis on the divisive character of production rather than the more graduated character of consumption.

As the study was concerned, systems in place also contributes to porters not being able to achieve better socio-economic welfare hence remain poor. In the case of tourist porters, inadequate porter protection laws, wages scale and mechanisms to support them during low seasons as the numbers of jobs during this season are low leave them poor. The remuneration scale remains the same regardless the growth and development of tourism sector. Various improvements have been made to the tourism sector while matters related to the porters aren't given much efforts thus making it difficult for major changes and efforts made by various organizations such as KPAP and others to finally take place.

2.3 Empirical Literature Review

Angling (2020) conducted a study on porters' rights and working practices in mountain tourism through observation and interviews. The analysis was through a qualitative descriptive paradigm and it was revealed that policies have not adequately covered issues on porter activities. Existing policies are limited to the tariff, guided trekking, and organizational aspects of the porters' association. . Some barriers in budgeting and communication appeared to conclude that such policies are not yet effectively implemented. Monitoring and evaluation systems are carried alone by the National Park. In addition to that, the absence of policies on porters' working conditions has been indicated to contribute to unfavorable working conditions of porters, including excessive workloads and uncertain weight limitations.

Upasana and Boban (2018) conducted a study on improving the welfare of Nepal's mountain porters and uncovered the following issues; there is the lack of identification

and verifiability of porters as there are no records of them and guides and porter leaders extort porters. The porters are hired informally on an ad hoc basis without any contracts. The lack of reliable information leads to design and targeting issues of welfare programs. Trekking agents have no way of verifying the experience level, honesty and strength of porters hence; they rely primarily on their networks to hire porters. Therefore, good porters do not have any credible mechanism to signal their abilities. In addition, extractive guides and porter leaders often engage in opportunistic behavior by demanding commissions from porters in return for trekking opportunities.

Barott (2018) carried a research on the impediments and facilitators to porter health in the Khumbu region with the intention of determining the common impediments to porter well-being and to analyze current actions being taken to improve porter health. The study discovered that porters are composed mainly of young individuals looking to make a career in the enticing business of trekking and mountaineering tourism. The current status of porter health in Solukhumbu is poor. Many ailments exist to physical and social well-being, and social segregation, incentives to carry heavier loads and a lack of basic health needs have left the porter population victim to a system that sacrifices health for financial profit. Altitude illness and respiratory infections were common diseases for the regional porter population, and impediments to well-being included inadequacies in equipment, accommodation, insurance and education.

Maeso (2017) did a study on the economic, labor and social effects of seasonality in tourism where on the case of porters the study discovered that the intensity and the duration of the jobs in the high season; this affects the families and takes on to the well known phenomena of “key children”, under-aged that stay alone while their parents work very long hours. After high season it’s followed by periods of dismissal and unemployment and this causes a feeling of uncertainty and precariousness for porters of this industry. The study also discovered that one of the most harmful consequences of what has been exposed affects the mental health of the porter and its consequences at a personal level, with low self-esteem, insecurity and the lack of family coexistence because of difficult timetables. All this causes tension within the family members that can give way, in some cases, to violence between genders. Coexistence of the different cultures and nationalities sometimes leaves a feeling of shading the original culture or a feeling of not recognizing the original values and customs.

Cleth (2015) conducted a study on the challenges facing tour guides and porters where purposive and simple random sampling technique was used on 120 respondents. Information for quantitative data was analyzed by using Statistical Package for Social Science (SPSS) and content analysis was used for qualitative information. The study found that working environments of porters was not friendly due to the fact that, they lack pension funds (100%), permanent contract and health/life insurance (98%). Porters worked at their own risk. As for income level, porters were paid an average of Tshs 18,000/= and 8500/= per day which is low compared to what was recommended on Government Notice Number 228 of June 2008, whereby porters should receive 10 USD per day. In regards to the challenges, majority of porter/guides were faced various challenges originating from various sources such as altitude mountain sickness, bad weather condition and lack of communication.

Intrepid (2018) conducted a study on facilitation and awakening the society on matters related to the mountain porters and found that there is no industry standard when it comes to porter welfare. Beyond any local laws and enforcement at the government level, every company and tour is left to make its own decisions. Porters' climb the mountain and work hard, but they don't get enough salary, tipping from clients is not common these days and when offered not all are given to the porters. Excessive weight is not always monitored adequately. According to IRTS (2015) in Peru, the porter law is almost 20 years old which Intrepid also verified, and while many companies have increased wages over the years to match inflation, the law has not changed to meet such changes. The study also discovered porter protection laws are largely non-existent, inadequate, or poorly enforced, unfortunately allowing some service providers who use this to their advantage.

ATTA (2019) conducted a study on porter welfare and how it relies on local authorities, tour operators and travelers uncovered that working conditions for porters vary greatly from one country (and company) to the next, there is a universal lack of understanding around the issues these men and women face on a day-to-day basis. Matters related to low wages, dangerous working conditions, poor nutrition and very little support from the companies that employ them were present in their report.

From the above studies, issues that were stressed upon in these studies included issues of low wages, unfavorable working conditions affecting both the health and

performance of the porter as well as his/her contentment of the activity. Inadequacy of the policies and porter laws also seemed to appear in many of the above studies. Inefficient performance of the porter associations also appeared to be the case in the studies conducted in different areas by different scholars.

2.5 Research Gap

Studies by Angling (2020), Barott (2018), Upasana and Boban (2018) focused much on porters of Indonesia and Nepal. Also, these studies especially the ones conducted by Angling (2020) and Barott (2018) focused on the working conditions and how to improve them without showing what effect such conditions have on the socio-economic welfare of the porters, hence this study. Furthermore, the empirical literatures of Angling (2020), Barott (2018), Upasana and Boban (2018) Maeso (2017) needed to address the involvement and contributions of porter associations in improving the welfare of these porters and that will be covered in this study. The proposed study will therefore add value to the existing body of literature and filling the identified gaps by giving empirical evidence through analyzing the determinants of tourist porters' socio-economic welfare in Moshi Municipality (Mount Kilimanjaro).

2.6 Conceptual Framework

The conceptual framework is the theoretical structure of the assumption that holds together the ideas of comprising a broad concept of the study. The conceptual frameworks illustrate the relationship between the variables (Independent and Dependent). For this study the determinants of porters' socio-economic welfare were considered as independent. Dependent variable is the Socio-economic welfare. The welfare is the dependent variable that is affected by independent variables as it shown in figure 1.

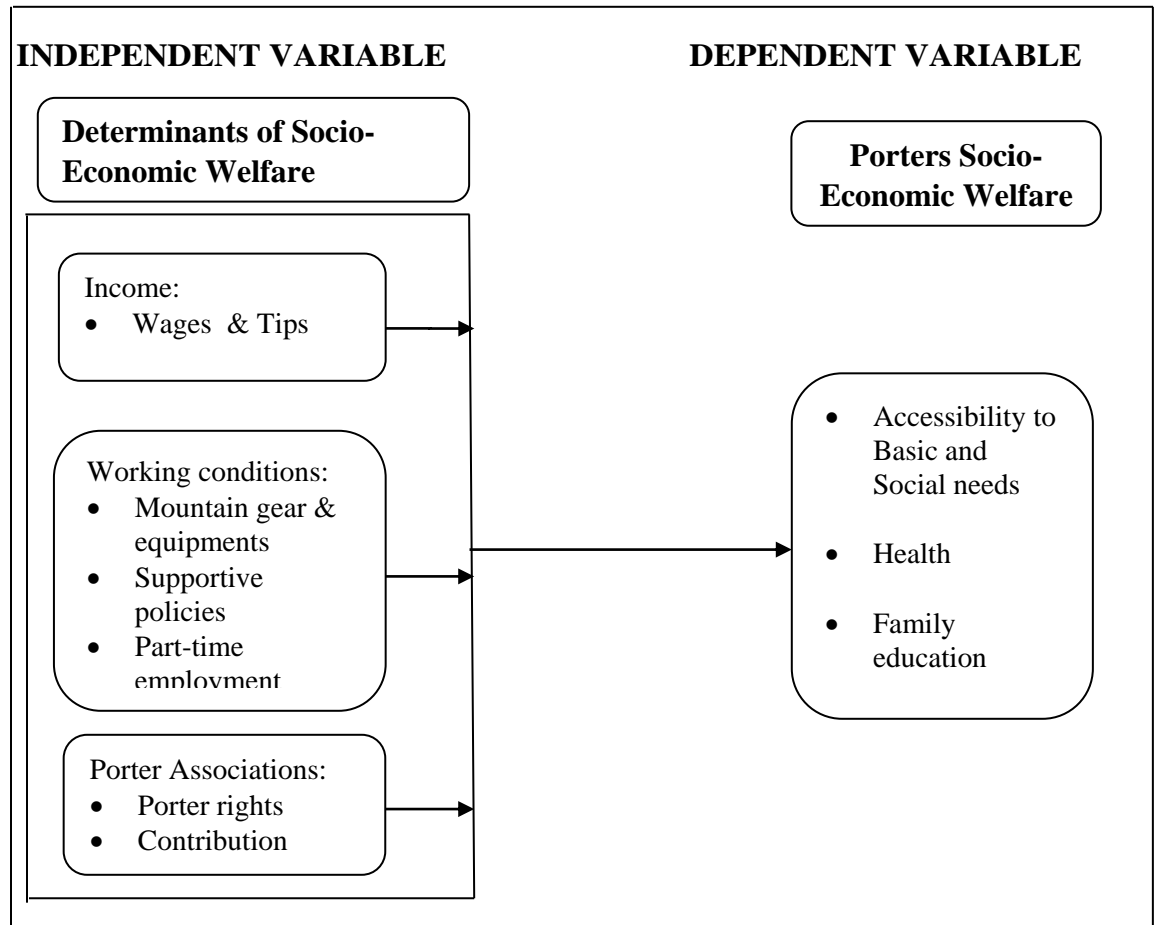


Figure 1: Conceptual Framework

Source: Researcher's Own Construct (2021)

CHAPTER THREE

3.0 METHODOLOGY

3.1 Research Design

This study used Cross-sectional research design because the process collection and gathering of data needed was done at one point in time. The reason for choosing a cross sectional design was simply because it is flexible, economical and easy to manipulate data and information. This design was applied in the sense that data concerning this particular study was collected and gathered simultaneously at one point in time by the researcher and his data gathering assistants. The process was conducted in duration of two weeks.

3.2 Geographical Coverage

This study was conducted in Moshi Municipal in Kilimanjaro region focusing on welfare of the porters operating in Mount Kilimanjaro. Three criteria were used to select the study area. First, porters operating on the Kilimanjaro, this enabled the researcher to conduct research on the welfare of porters operating on internationally known landmark and the most climbed of all the seven summits (the highest mountains on each continent) according to the statistics provided by the United Nations World Tourism Organization (2018). This gave an insight on how the welfare and working conditions are for the porters operating in such vital landmark, with intentions of checking if such vitality of the area has any positive impacts on the welfare and working conditions of these porters.

Secondly, this area was selected on the basis of vast number of porters in the region, where majority of porters are living in Moshi municipality as reflected in the statistics given by World Travel and Tourism Council (2019) report. This was advantageous to the researcher as majority of these porters represented their actual situation. This could have been difficult if their numbers were to be distributed to other regions were factors like differences in cost of living could have affected the results of such segments. Thirdly, Kilimanjaro region which hosts the mountain is among the earliest destinations in Tanzania to experience tourism activities. This gave the time-frame advantage of assessing and measuring how their welfare situation and working conditions was back then and when the research was being conducted.

3.3 Sampling

3.3.1 Population

The target population for the study was the Kilimanjaro mountain tourist porters. They were selected in order to provide sufficient information concerning mountain tourist porters' socio-economic welfare.

3.3.2 Sample size

It is difficult, time consuming and cost to reach the whole population during the study. However, to set sample is important. The results obtained from the sample will generalize the whole population. Therefore, a sample is a significant element to represent population.

Cochran (1963) was used to calculate sample sizes since the population is unknown and the population is estimated to exceed or equal to 10,000. The reason for using this formula is because the actual number of porters is not known as there are many unregistered porters operating in Kilimanjaro Mountain.

Therefore, sample size according to Cochran (1963) for large populations (Exceeding or equal to 10,000).

$$n = \frac{Z^2 pq}{e^2} \dots \dots \dots \text{equation (1)}$$

Where:

n = is the sample size required;

Z = corresponding to 95% confidence level;

P = Is 50% of population estimated

q = 1-P;

e = degree of accuracy desired, set at 0.04

$n = \frac{(0.95)^2 (0.05) (0.05)}{(0.04)^2}$

$n = \frac{0.9025 \times 0.25}{0.0016}$

$n = 141.015625$

n=141 porters.

3.3.3 Sampling technique

Simple random sampling was applied to provide an equal chance for every member in the population to be included in the study. The porters in the sample size were selected randomly and in doing so, to provide equal chance to every member of porter

population. Porters were selected randomly in their waiting stations when they were waiting to be transported to the mountain to begin expedition and when they were done with the expedition at the same locations. Such selection was done at their waiting zones at KPAP quarters, Rau pub, Keys Hotel, and coffee union. Other porters directed the research assistants to some of the locations of porters homes' in Rau, Majengo, Soweto, Pasua and Njoro.

3.4 Data Collection

3.4.1 Types and sources of data

Primary data

Primary data provide first hand information or direct evidences regarding the topic under investigation. Primary data was collected from the respondents who are porters situated at Moshi operating in Kilimanjaro mountain. Primary data was collected through survey method using questionnaire, interview and observation.

Secondary data

Secondary data means data that are already available (Saunders, Lewis & Thornhill, 2015). Secondary data constitute existing literature, government reports and official documents, book chapters, journal articles and papers, reports, electronic materials, books and research papers and other relevant documentation have been made, all these so as to help the study to support findings. For the case of this research, studies from different scholars, government report from tourism sector and global organizations dealing with tourism were used.

3.4.2 Data collection methods and tools

The study used combination of data collection techniques (triangulation) such as, survey, interviews and documentary review. The purpose of combining different data collection techniques was to maximize the quality of the data collected and reduces the chance of bias, also to make research to be flexible in collecting data (Saunders, Lewis & Thornhill, 2015).

The tools of data collection included questionnaires and key informant interview guide. For questionnaire, both open and close ended questions were used. The open ended questions require respondent to write responses they think and closed questions,

respondents are restricted to the pre-determined answers. The aim of using both forms was to get a wider scope of understanding the phenomenon and data.

For interview, a total of 4 key informant interviews were undertaken using a guide. The key informants were personnel working in these porter associations. In order to achieve flexibility in data collection using interview method, a face-to-face semi-structured interview for key informants was used, and responses were recorded using notebook and phone-recorder to record the information collected (Gaya and Smith, 2016). Interview were useful when respondent’s time is limited and in appropriate to use other methods to collect primary data from respondents.

3.5 Data Analysis and Presentation

The study employed both qualitative and quantitative techniques, data obtained was processed by Statistical Package for Social Science (SPSS) 25th version and excel then results are informs of cross tabulations, frequency tables and charts. Data analysis was done by the use of descriptive statistics using population parameters such as mean, frequency distribution, percentages and standard deviation. The qualitative data from the third objective was analyzed qualitatively focusing on the content and narrations in order to develop themes and categories that will enable the researcher to present the data in a descriptive and meaningful manner (Bernard, 2000).

Second objective was analyzed by Multiple linear regression where;

$$Y_i = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_n X_n + \epsilon \dots \dots \dots \text{equation}(2)$$

Where, for i=n observations:

- Y_i = dependent variable (porters Socio-economic welfare)
- β₀ = y-intercept (constant term)
- β₁X₁ = Mountain gear & equipments
- β₂X₂ = Supportive policies
- β₃X₃ = Part-time employment
- ε = the model’s error term (also known as the residuals)

First objective was also be analyzed by simple linear regression where;

$$Y_i = f(X_1, \beta) + \epsilon \dots \dots \dots \text{equation}(3)$$

Where, for i=n observations:

- Y_i = dependent variable (porters Socio-economic welfare)

f	=	function
X_1	=	Wages & tips
β	=	Unknown parameters
ϵ	=	the model's error term (also known as the residuals)

3.6 Data Validity and Reliability

3.6.1 Data validity

In order to measure validity this study measured content validity, questionnaire prepared with the assistance of experts in the field of study was pre-tested through carrying pilot testing of fourteen (14) respondents who are not part of the study population. The intention of such pre-test was to check whether the tool is giving out required results and checking accuracy of the instrument and if needed, the adjustments were made to ensure validity of data collected. The pilot study was carried out to test the data collection instruments, time for data collection, test procedures for data processing and analysis and examine if the findings would be sensible.

As the pilot tested questionnaires were 14 this covered the 10% of the sample size rule of thumb for pilot test as declared by Cooper *et al.* (2018). The sample size was 141 respondents therefore by conducting a pilot test of 14 questionnaires that rule of thumb were covered. The results from the pilot test were then presented to experts and measured against the available information to test the authenticity thus allowing the researcher to conduct the study.

3.6.2 Data reliability

To ensure reliability this study used Cronbach's alpha test to measure the reliability of data as proposed by Gelbal (2017) that variable constructs will be reliable if a Cronbach's alpha value of 0.7 is attained.

When questionnaire for this study was tested, the coefficient revealed that the internal consistency of the measuring instrument was sufficient to provide reliable data with alpha coefficient of 0.7 and above which is acceptable.

Table 1: Reliability test

Variables	Cronbach's Alpha	Comment
Wages & tips	0.798	Reliable
Working conditions	0.823	Reliable
Porter Associations	0.877	Reliable

3.7 Test of Normality

Kolmogorov-Smirnov test and Shapiro – Wilk test were used to test whether the distribution as a whole deviated from a comparable normal distribution. According to Field (2009), if the test is non-significance ($p > 0.05$) it means that the distribution of the sample is not significantly different from a normal distribution which means it is probably normal. The results in table 2 show that the distribution was normal. Furthermore, Q-Q plots were done and the results were as shown in figures 2, 3 and 4.

Table 2: Results for Kolmogorov-Smirnov and Shapiro-Wilk Normality Test

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	Df	Sig.
Wages & tips	.059	141	.200	.991	141	.215
Working conditions	.057	141	.200	.990	141	.174
Socio-economic Welfare	.082	141	.200	.990	141	.079

A look at Q-Q plot on figure 2 shows that the points for Wages & tips are distributed along the normal line indicating normal distribution and the data could therefore be used to run regressions.

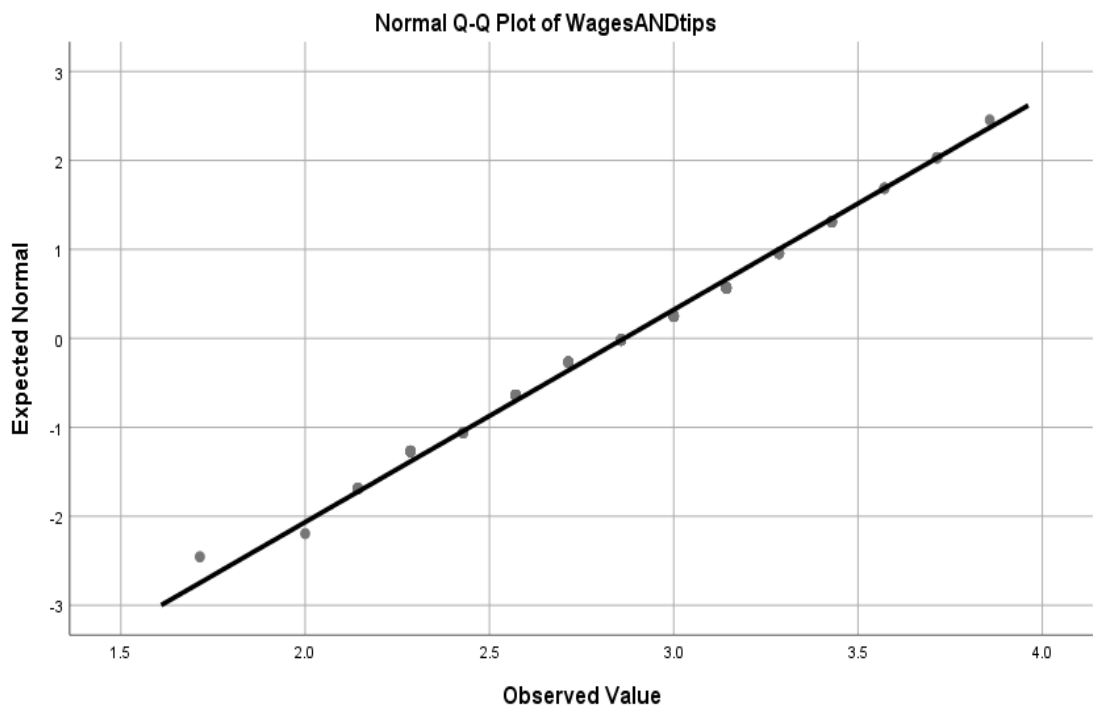


Figure 1 : Normal Q-Q plot for Wages & tips

A look at Q-Q plot on figure 3 shows that the points for working conditions are distributed along the normal line indicating normal distribution and the data could therefore be used to run regressions.

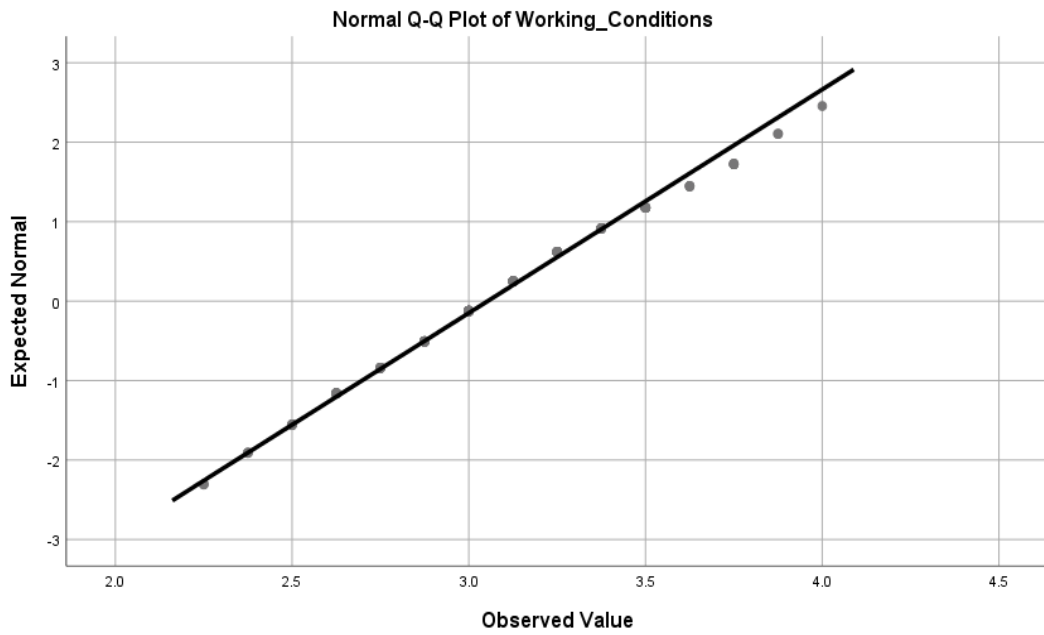


Figure 2 : Normal Q-Q plot for working conditions

A look at Q-Q plot on figure 4 shows that the points for porters welfare are distributed along the normal line indicating normal distribution and the data could therefore be used to run regressions.

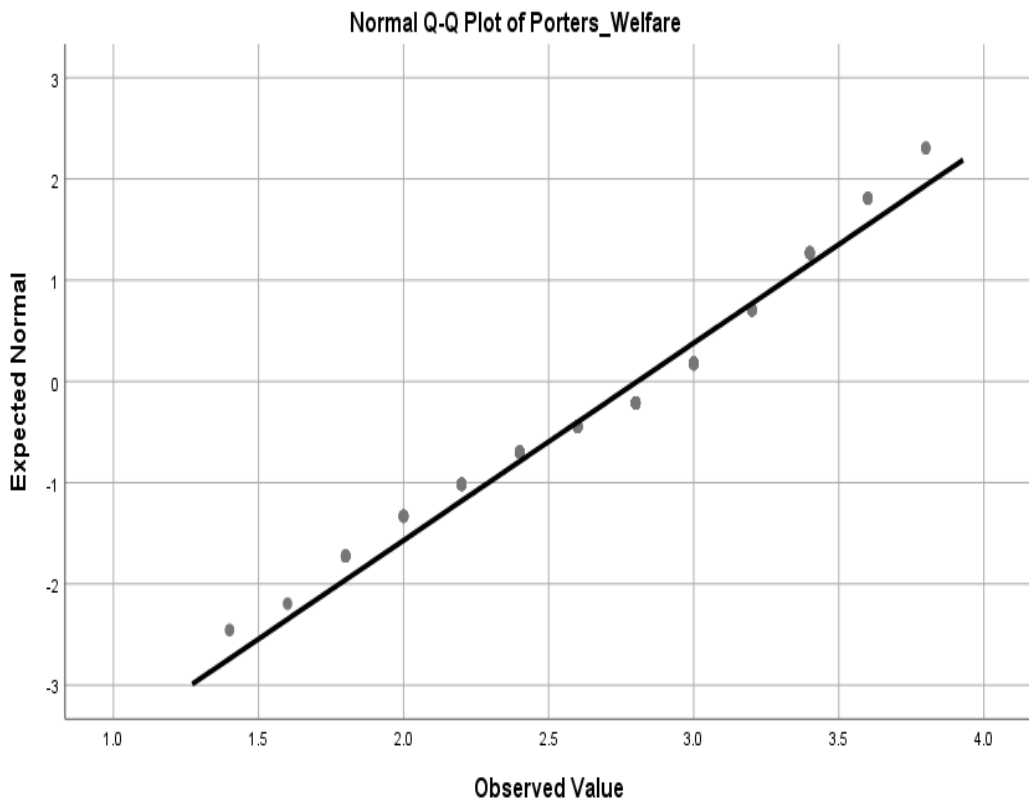


Figure 3 : Normal Q-Q plot for porters welfare

3.7 Ethical Considerations

During the conduction of this study ethical consideration was regarded as an important and vital aspect. In doing so, ethical issues were considered in the study as recommended by the MoCU guideline. The study informed all the respondents about the purpose of the study and assured them of their confidentiality regarding the obtained information. The study obtained consent from the respondents as they were asked beforehand if they were willing to answer and respond to the questionnaires. The study also obtained permits from MoCU and Regional Administrative Secretary of Kilimanjaro region.

3.8 Operational profile of the Variables

Table 3 : Operational Variables

Types		Variable	Indicator	Data collection method
Dependent	Porter Welfare	Health condition	- Good - Moderate - Bad	Questionnaire
		Family education	- Standard - Moderate - Below	Questionnaire
		Access to Basic and Social services	- Good - Moderate - Bad	Questionnaire
Independent	Determinants	Income	- Satisfactory - Normal - Unsatisfactory	Questionnaire
		Mountain gear & equipment	- Standard - Moderate - Below	Questionnaire
		Porter Associations	- Effective - Normal - Ineffective	Questionnaire
		Policies	- Adequate - Moderate - Inadequate	Questionnaire

CHAPTER FOUR

4.0 FINDINGS AND DISCUSSION

4.1 Introduction

This chapter presents and discusses the findings. It is organized into five main sections. The first section, presents the socio-economic characteristics of the respondents. Second, the assessment on income level of porters. Third, explores the working conditions and environment of the porter. Fourth, evaluate the contributions of porter associations in improving the welfare of these porters. Last section suggests ways to improve the working conditions of the porters.

4.2 Response rate

From the data collected, out of the 141 questionnaires administered to respondents by the researcher (61 questionnaires) and his two assistants (40 each) all were filled and returned, which represents 100% response rate. This was achieved as the researcher decided to hand out more questionnaires than the indicated number in order to replace the uncollected and invalid ones. The extra number of questionnaires handed out did not include the 14 questionnaires which were used for pilot testing. In doing so, this enabled the researcher to obtain his desired number of samples. Obtaining the response rate with such design and method was considered excellent and efficient to make conclusions for the study. Draugalis *et al.*, (2008) supported this by saying that offering more questionnaires enables the researcher to obtain excellent data which will enable him/her to obtain the desired and effective results. Based on this assertion, the response rate of 100% obtained in this study was excellent for analysis and reporting. This was all made possible by the researcher and his two assistants employing serious and frequent follow up visits to collect and remind the respondents to complete the questionnaires.

Table 4 : Response rate

Response rate	Sample size	Response rate (%)
Collected questionnaires	141	100.0%
Un-collected questionnaires	0	0.0%
Total	141	100

4.3 Socio-Demographic Characteristics of Respondents

4.3.1 Gender of Respondents

The findings show that, majority of the tourist porters in Moshi Municipality are males (75.9%). The porter activities attracted a small number of women (24.1%). The higher proportion of males probably is due to the fact that, traditionally males dominated tourism operations as porters and the nature of the activity at hand. The occupation requires much physical attributes which are more in correspondence to the male physique. The findings are in line with Cleth, (2015) who also found that the number of males is more than the females when it comes to tourist porter activities. The results are presented by figure 5.

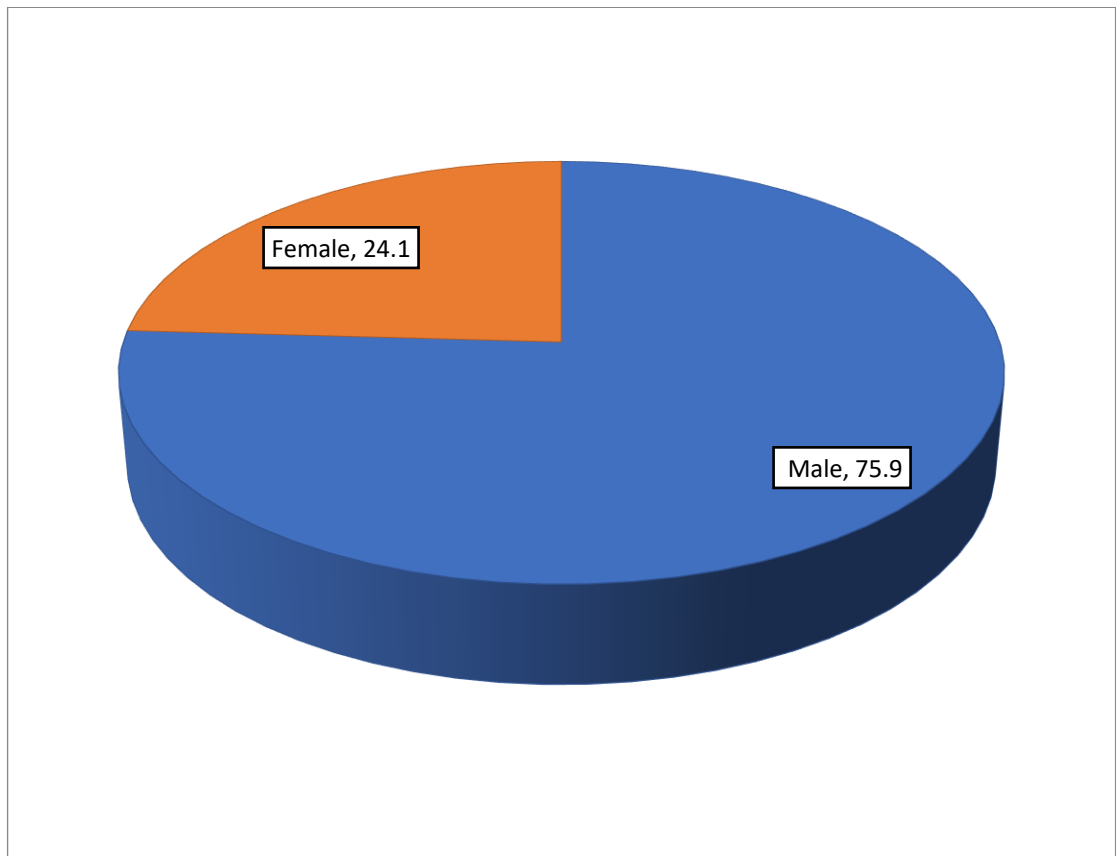


Figure 4 : Male - Female involvement in Tourism Porter activities in Moshi Municipality

4.3.2 Age of the respondents

Regarding to the age of the respondents, majority (44.7%) were aged between 26 and 35 years followed by 34.0% who were aged between 18 and 25 years. The remaining percentages of 12.1% and 9.2% belonged to two groups of porters those, aged between 36 to 45 and those above 45 respectively. The results from the conducted study indicate that majority of porters are below the age of 35 years thus being in their youth prime. The probable reason for this is due the nature of the tasks which demand healthy and

energetic people, those who are fit to climb and while carrying heavy loads of expedition supplies and tourists bags. These findings are also in line with the research conducted by Ndekirwa *et al.*, (2018) where their results indicated that older porters are more likely to reject human pottage activities. Another reason discovered is that, with many years of experience and connections generated, older porters tend to shift to other economic activities as the result of the connections they developed while conducting their activities with people who later on help them into these activities. This in turn results into a smaller number of aged and older porters. Last reason is purely biological as with the increase in age, health condition and body energy start diminishing. Such results are supported by the study conducted by Barott, (2018) who also found that number of aged porters is less compared to the number of youth porters. The above results are presented by figure 6.

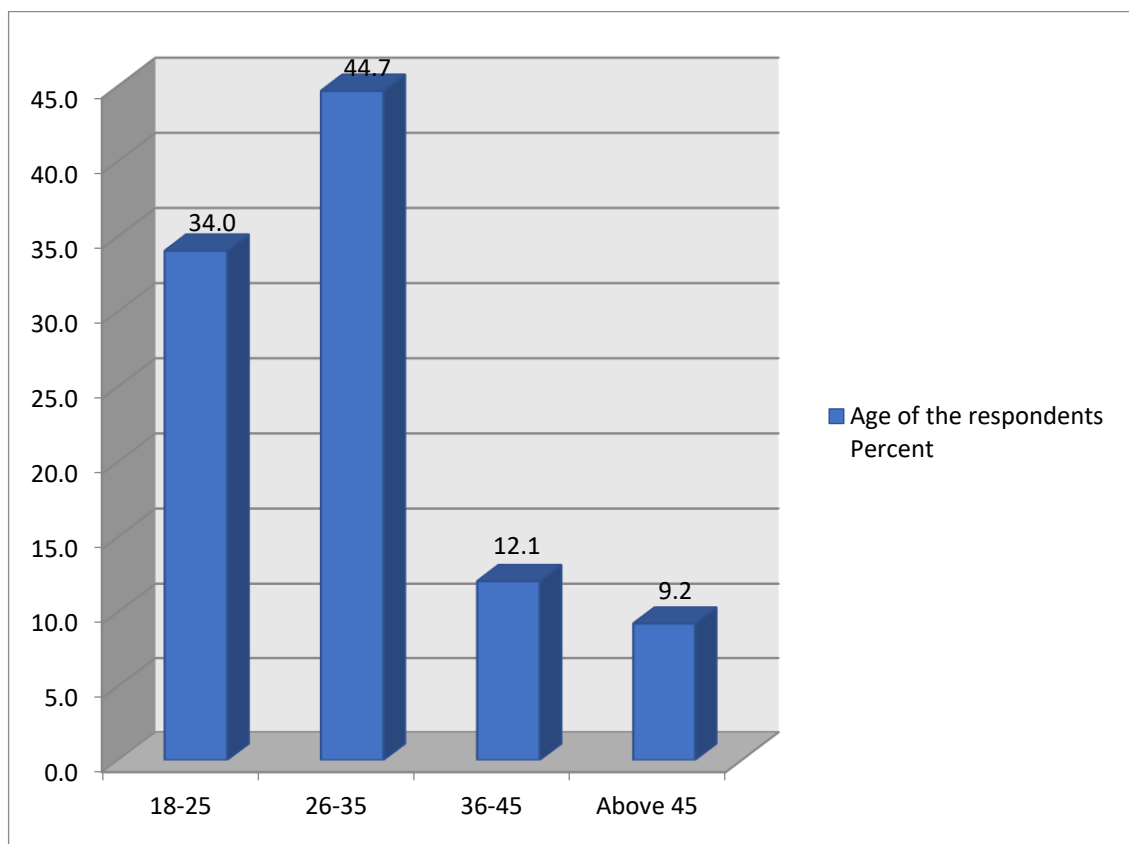


Figure 5 : Age of respondents involved with tourist porter activities

4.3.3 Marital Status of Respondents

The results from the conducted study showed that majority (48.9%) of the tourist porters in Moshi Municipality are married. This shows that majority of them are responsible for the provisions and responsibilities of their families. Porters that are

single, make up the second largest number after the married ones by 38.3%. As per the data collected majority of the single porters that fell into this category were between the ages of 18-25. The divorced ones were represented by 10.6% and widowed ones represented by 2.1%. The researcher inquired about marital status in order to reflect the costs associated with maintaining the families and from the results, majority of porters are seen to be subjected to these costs and with the income factor in mind its clearly evident that inquiring about marital status of the porter is essential. The results can be seen clearly on figure 7.

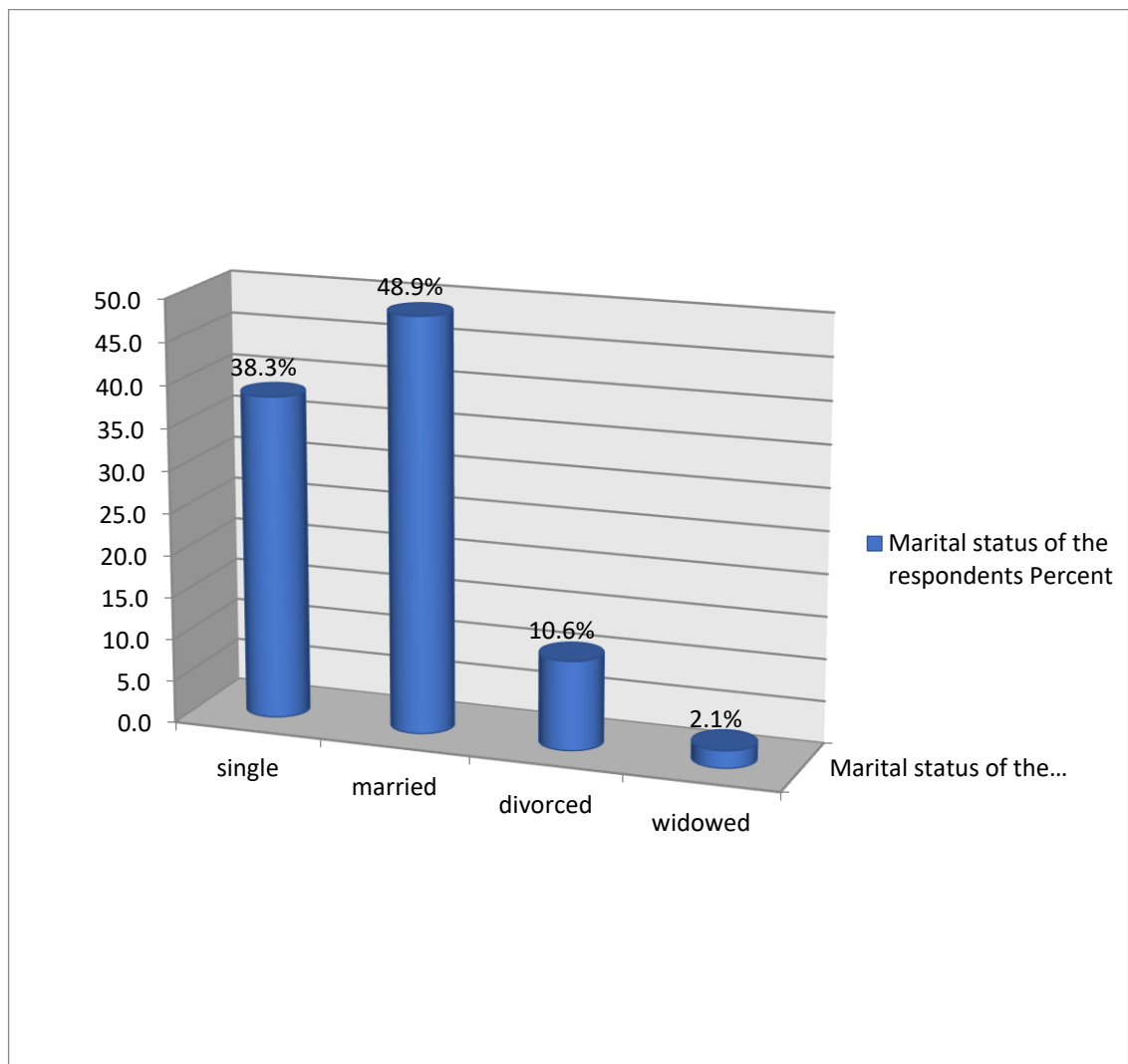


Figure 6: Marital Status of tourist porters

4.3.4 Number of years worked

Number of years worked build and develop working experience. This is the same with the participants from the study where as many years spent in the porter occupation the porter becomes more adaptive to the mountain environment and activities thus being able to do number of trips continuously. Being able to perform their activities swiftly

tend to inspire tourists to give good reviews and remarks on porters who have attended them efficiently. These results have a positive impact on these porters as they will be sought by other tourists and visitors from the same company etc. About (43.3%) of the porters from the study had a working period of 11-15 years which reflects their competency of porter activities. The second group (34.8%) were the porters worked for 6 to 10 years. The third group comprised of those worked for 15 years and above which is presented by 13.5%. The last group of respondents fall in the category of less than 5 years which was made up of 8.5%. From the results above we can clearly see the large number of porters have been in the profession for more than 10 years. The findings from the study are in line with Melubo, (2017) who conducted a study on the working conditions of wagumu (high altitude porters) on Mt Kilimanjaro and found that majority of them have been conducting the activities for more than 10 years and above. The results are shown in figure 8.

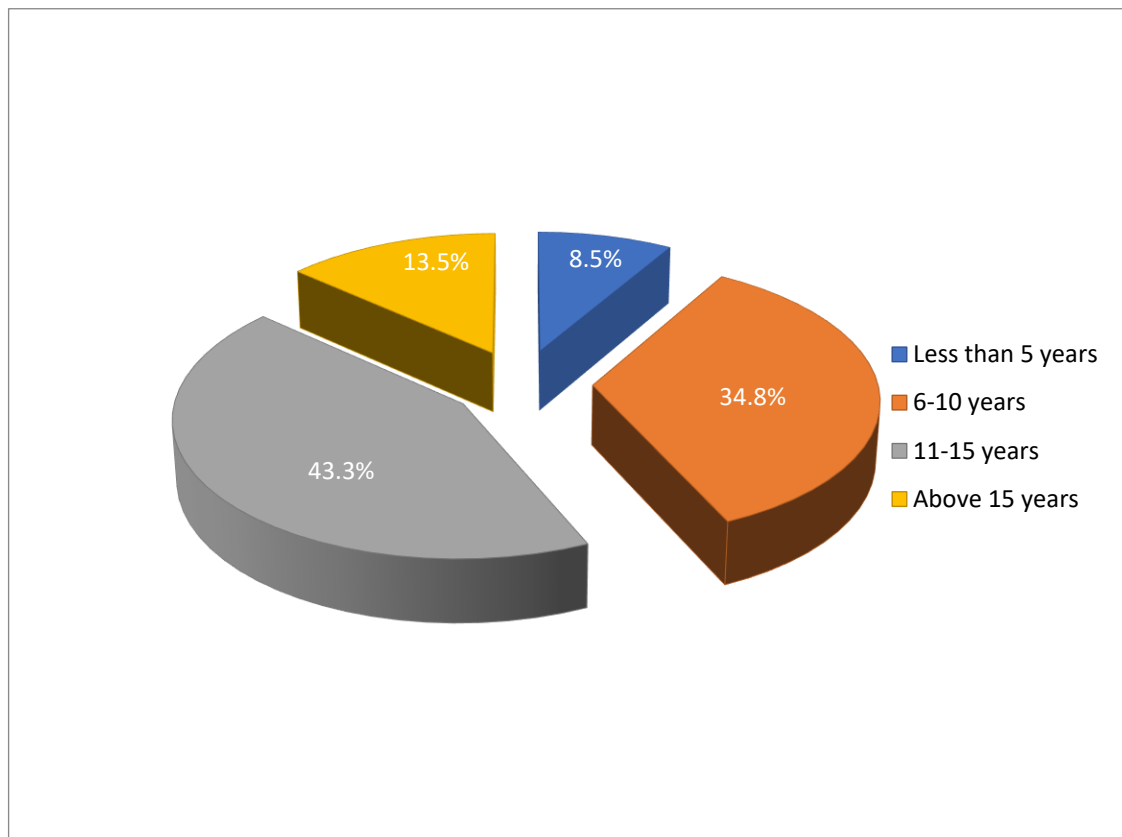


Figure 7 : Number of years tourist porters have been engaged with the profession

4.3.5 Education level of porters

Education level have influence in intellectual tasks but this is not the case when it comes to porter activities as it only requires endurance and the ability/energy of

carrying tourist bags, trekking equipments and other necessary equipments needed for the expedition. Findings show that majority of the respondents (60.3%) attained Primary education. These were followed by those who have secondary education presented by 22.0%. Porters with informal education represented the third group in the education strata, presented by 12.1%. The last group are the porters with education level of college and above. These are represented by 5.7%. From the data above we can clearly see that majority of porters possess low level of education and this doesn't have negative impact on their performance since their profession rely much on their physical strength rather than intellectual. The results when compared to the study conducted by Biyaga, (2016) both studies show majority of porter population have low level of education. See figure 9 for more detailed results.

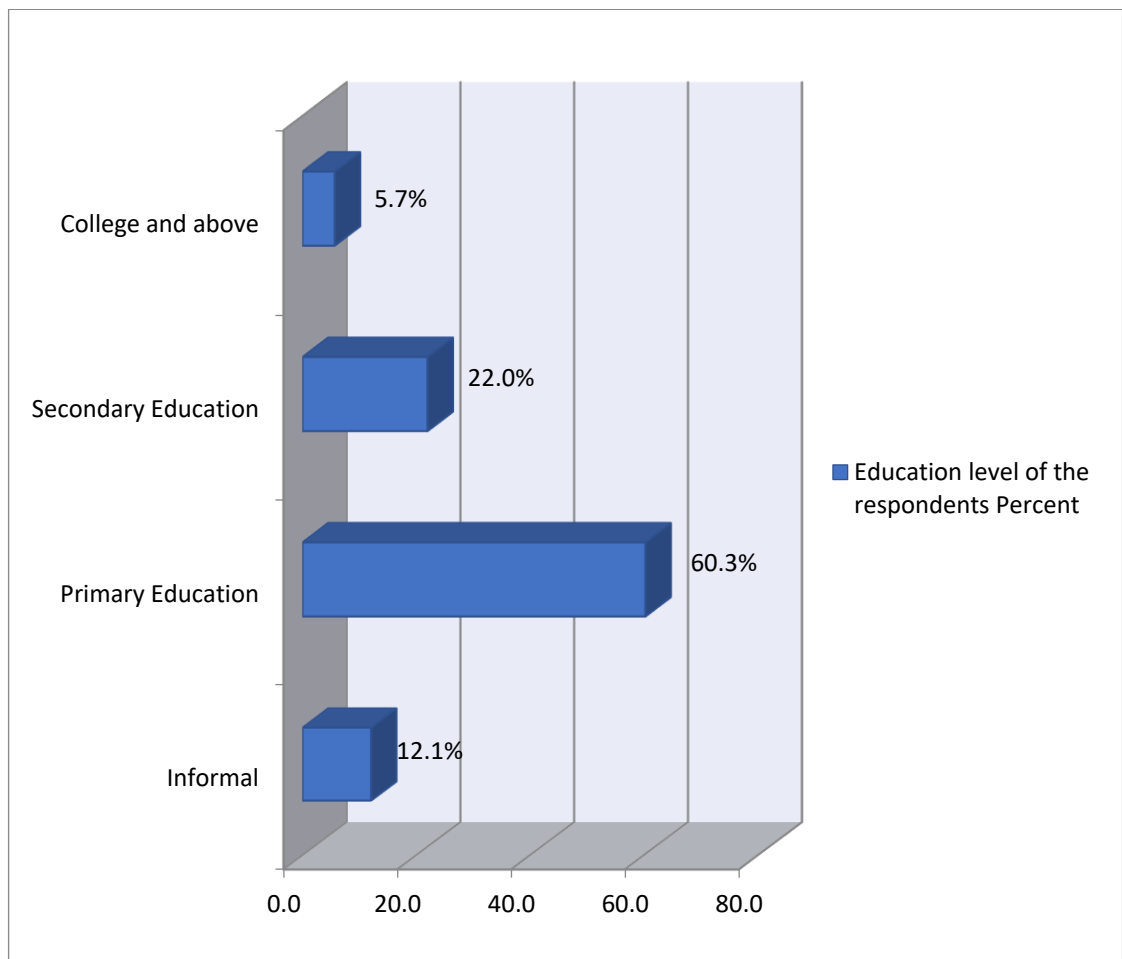


Figure 8 : Education levels of tourist porters

4.3.6 Number of children

From the conducted study it was revealed that, majority of tourist porters (51.1%) have 1-3 children. Those with more than 3 children were represented by 26.2%. This implies

that more than half of the porters' population have children to care for. The remaining 22.7% of population had no children. The reason such study decided to inquire about the number of children each respondent has, was because these children are among the major reasons these people decided to get involved with this work in order to provide for them. Taking that in mind, the reader of this study can be able to draw a clear picture in his/her mind regarding the amounts generated by such porters and if such amounts are enough to be allocated and distributed among family members especially the needs of these children. From the results above it can be clearly seen that part of the income of majority of the porters will be allocated for the provisions and needs of the children as majority of them have children. The above results are presented by the following figure 10.

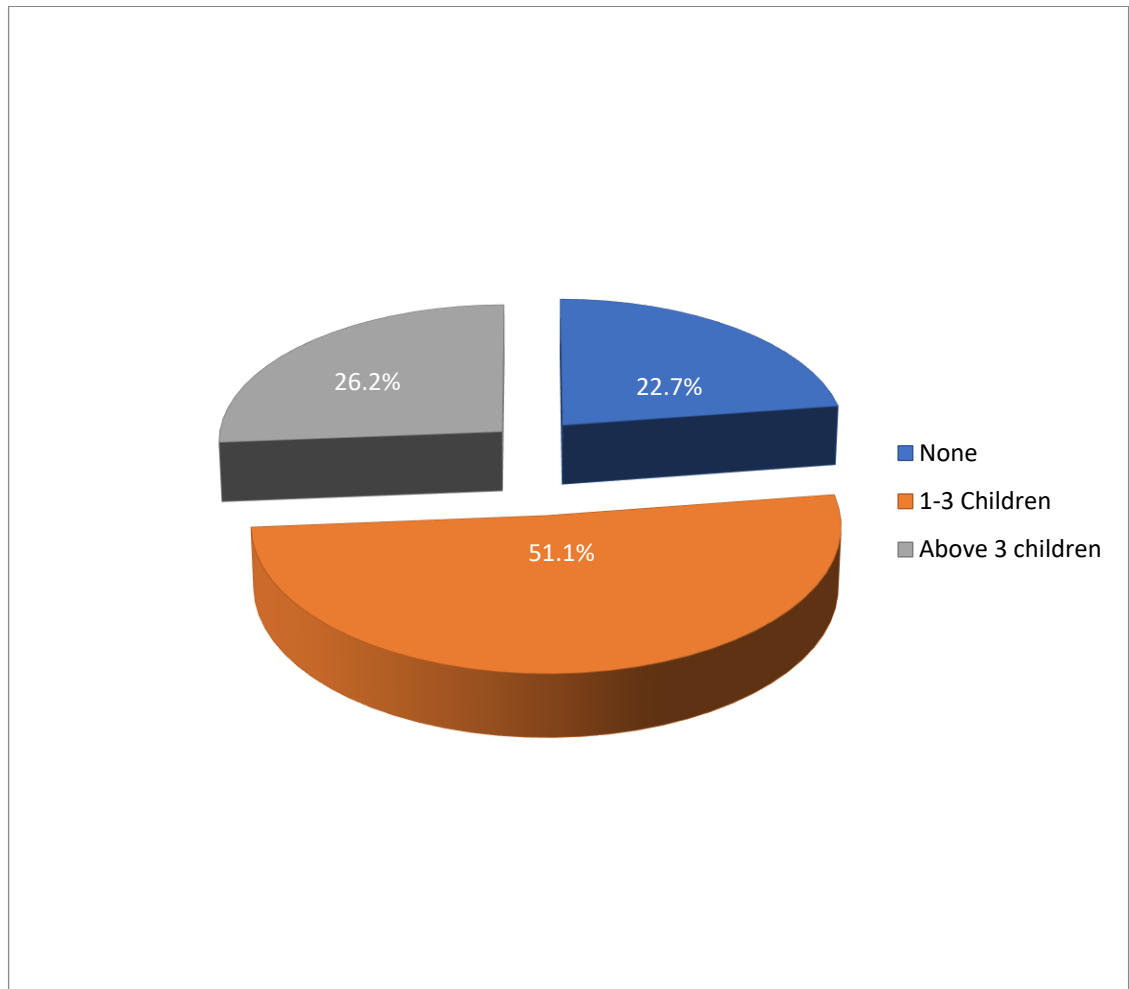


Figure 9 : Porters' number of children

4.4 The effect of wages and tips on porters' socio-economic welfare.

Porters are considered a very vital element in the tourism industry especially the trekking activity. For trekking and hiking to be successful these people must be present as they are crucial in the assistance and conducting all the necessary activities that enable the whole trekking experience to be successful and worth to the visitors' experience. These people are paid inform of wages as their activities are on part time basis. The first objective of this study was to determine the effect of wages and tips on porters' socio-economic welfare in Moshi Municipality. The respondents were requested to rate several statements about the effect of wages and tips on a scale of 1 to 5. The researcher found the following;

Majority of porters are paid the amount of 10,000-19,000 per day during expedition as it was seen that 103 respondents which represented 73.0% of the sample size. Those who are paid less than 10,000 were 24 representing 17.0% of the sample size and this is low compared to what was recommended on Government Notice Number 228 of June 2008, whereby porters should receive 10 USD per day. Those who receive 20,000 and above were only 14 representing only 9.9% of the sample. As per the above findings it can clearly be seen that porters are paid less than the amount recommended by the government. Such findings can be supported by studies conducted by Melubo, (2017), Joshi, (2018) and Cleth, (2015) which indicated and revealed that porters are underpaid. These studies also established that bargaining between porters and operators occurs despite collective bargaining agreements and these bargaining rarely occur in favor of the porters. Due to underemployment and the low barriers to entry inherent in unskilled labor, the number of jobs available is outstripped by the number of porters willing to take them (Melubo, 2017). Often porters are negotiating well below the established wage baseline, agreeing to work for less than the recommended amount (Joshi, 2018). Above results shows negative effect on the welfare of these porters as majority are paid less amounts thus being unable to meet their social and economic needs. The results are presented by table 5.

Table 5 : Porters' Wages per day during expedition

Wages	Frequency	Percentage (%)
Less than 10,000	24	17.0
10,000-19,0000	103	73.0
20,000 and above	14	9.9
Total	141	100.0

In regard to the number of trips these porters trek in a month, the researcher found that majority of porters only trek 1-2 trips per month during the high season and this was evident because of the 82 respondents who represented 58.2% of the sample size. Fewer trips means less amount of money received and since the number of porters is massive compared to the number of tourists, it makes it hard for these porters to have many trips in a month. Those who trek 3 times per month were 47 representing 33.3% and those who are lucky enough to trek 4 times per month were only 12 thus representing only 8.5% of the sample. The number of trips per month is largely affected by the number of porters which is massive and the number days taken by different routes. The ones with higher number of trips tend to be using the Marangu route which is 6 days and per calculations those are 24 days of trekking in a month if one is lucky enough to trek 4 trips in a month. As per the above findings it can clearly be seen that majority of porters tend to generate less as they are trekking less number of trips in a month. Those with high number of trips tend to generate more than others but having less number of days to rest thus having an impact on their health and thus affecting their welfare. These results are supported by the findings obtained by Barott, (2018) who conducted the study on health conditions of porters stating that porters have a tendency of overworking themselves so as to generate more without considerations of their personal health states. The results are presented by table 6.

Table 6: Number of Trips per Month (High Season)

Trips	Frequency	Percentage (%)
1-2 Trips/Month	82	58.2
3 Trips/Month	47	33.3
4 Trips/Month	12	8.5
Total	141	100.0

The researcher found the following from the several statements about the effect of wages and tips on porter's welfare as they were rated on a scale of 1 to 5.

About 43.3% of respondents which marked the majority were neutral on the issue of wages being enough for them to be satisfied with the porter occupation. This indicated that they couldn't agree or disagree and one of the explanations that they gave was that, since their job opportunities are limited due to their large number, they are just grateful for generating something and not concentrating on measuring if it's enough or not to satisfied with their occupation. About 31.2% disagreed that the wages are enough for them to be satisfied with the porters' occupation. Majority of those who disagreed were

those with children and families that depended on them. Another 14.9% of respondents agreed that the wages are indeed enough for them to be satisfied with the porter occupation. Most of these had no kids and were young in age and all they required is the money to sustain themselves. 5.7% of respondents strongly disagreed that the wages are enough to be satisfied with the occupation while 5.0% strongly agreed the wages are indeed enough.

About 47.5% of respondents being the majority disagreed that the wages generated are enough for them to afford the basic needs and access the required social services. This indicated that they are unable to fully obtain their basic needs and the needed social services with the wages they generate from the porter activities. This in turn causes the wages to have a negative effect on their welfare. A number of porters represented by 27.0% were neutral on the matter of whether the wages generated are enough for them to afford the basic needs and access the required social services. About 15.6% agreed that the wages are indeed enough for them to afford the basic needs and access the required social services. Lastly, 9.9% of respondents strongly disagreed saying that the wages are nowhere close to enabling them to afford the basic needs and access the required social services. The researcher therefore realized that the inadequacy of wages affected these porters welfare as majority are not able to fully acquire their basic needs. The results are in correspondence with the findings of the study conducted by Intrepid, (2018) which showed that attaining basic needs through wages is something that tends to be difficult for majority of porters.

It was revealed that, about 61.7% of respondents agreed that tips are a normal thing to happen during payments. This means that majority of porters receive and are given tips during payments from their expeditions. About 27.0% strongly agreed that tips are normal thing to happen during payments. 7.1% were neutral on whether tips are a normal thing to happen during payments or not, while 4.3% disagreed that tips are a normal thing to happen. From inquiries done to porters, it was found that there are cases where the tour guides tend not to give the amounts of tips to the porters hence causing such results. Another reason that was discovered is that in some cases the tourists themselves do not hand out tips due to personal reasons such as tight budget, misunderstandings with the porters etc. With such findings it can be seen that tips play part in porters welfare as they increase the amount generated in form of wages hence enabling them to meet their needs. The results from the study can be verified by the

study conducted by Peaty, (2018) who revealed that tips boost the payments and thus increasing the amount these porters receive.

The researcher found that, about 68.7% of respondents agreed that tips assist in providing for and accessing their needs. This means that majority of porters enjoy the increased amount generated as the tips are given on top of the generated wages thus assisting them in meeting their needs and cover for the expenses which the wages alone could have not covered. About 20.0% strongly agreed that that tips assist in providing for and accessing their needs. 5.0 % were neutral and 4.3% disagreed that tips assist in providing for and accessing your needs. The reasons for such neutral and disagree responses were for the cases where the tour guides tend not to give the amounts of tips to the porters thus causing the porters to be unable to enjoy the tips assistance. Another reason that was discovered is that in some cases the existence of both wages and tips tend to be low thus being inadequate hence the neutral response. With such findings it can be seen that tips play a part in porters welfare as they assist in providing for and accessing their needs. According to Melubo, (2017) it was also discovered that existence of tips boost the generated amount and in doing so reducing the harsh condition of having low wages.

As per the conducted study, the researcher discovered that 45.5% of respondents disagreed that the amounts generated from these activities are helpful enough to acquire piece of land and construction of a house. This means majority of porters disagree that the amounts generated from the wages and tips are sufficient enough for them to acquire a piece of land and construct a house. The reason being that with the unlimited needs and little amounts generated it becomes quite impossible for them to buy land and construct a house leaving majority of them with the option of renting small houses. The ones who were neutral represented 29.6%. Those who agreed that the amounts generated from these activities are helpful enough to acquire piece of land and construction of a house were represented by 13.0% and it was found out that majority of these already had pieces of land from inheritances thus leaving them with the responsibility of constructing houses. Others from this category were found to be able to acquire these lands and houses from assistances offered by the tourists they bonded with during expeditions. Lastly 11.9% strongly disagreed that the amounts helpful enough to acquire piece of land and construction of a house. From such findings it can

be seen majority of porters are unable to obtain lands and houses using the money they generate from the activities.

Concerning the education of children and other family members, the study found that, 38.3% of the respondents agreed that the activities allow them to afford education needs of their children /spouse/relatives. These porters are thankful that the government schools tuition costs are free and thus allowing them to cover other minor costs through the generated amounts from the activities. 34.0% represented the number of porters who were neutral on whether the activities allow them to afford education needs of your children /spouse/relatives or not. Lastly, 27.7% strongly disagreed that the activities allow them to afford education needs of your children /spouse/relatives. It was discovered that majority of these porters who disagreed were schooling their children in the private sector which tend to be expensive compared to the government sector. From such findings it can be seen majority of porters are able to afford education needs of their children /spouse/relatives.

About 42.0% of respondents which marked the majority were neutral on the issue of whether the amounts generated from these activities are helpful enough to acquire quality health and medical services for both individual and family members/close relatives. This indicated that they couldn't agree or disagree and one of the explanations that they gave was that, there are many instances where these amounts seems to be quite inadequate but they are just grateful for having something to cover for the basic medications rather than to have nothing at all. About 32.5% disagreed that the amounts generated from these activities are helpful enough to acquire quality health and medical services for both individual and family members/close relatives. Majority of those who disagreed explained that since the occupation doesn't offer them health insurance, therefore matters related to their health condition are solely upon them and this can be supported by the results obtained through the study conducted by Cleth, (2015). In his study he discovered that porters are not given health insurance and thus they use the generated amount to treat themselves and cover for the health and medical costs of their loved ones. This tends to be quite hard as quality medicines are quite expensive. One porter had this to say:

“From the generated wages am supposed to buy foods (fatty foods) to replenish my health and prepare my body for next expedition, at the same time am

supposed to treat myself against the effects which results from spending much time in cold conditions. Sometimes am forced to only take painkillers just to keep up with the strict budget. In situations where I come home and find one of my family members sick, things tend to be hard as the whole amount won't be able to accumulate the medical costs, food, and other household costs".(Porter1, 2 September, 2021).

The remaining responses from respondents were 16% from those who agreed and the ones who strongly disagreed and strongly agreed were 5.7% and 3.95 respectively.

Table 7 : Impact of Wages and Tips on porters welfare

Statements	S.A (%)	A (%)	N (%)	D (%)	S.D (%)	MEAN	S.DVN
Wages are enough for you to be satisfied with the porter occupation	5.0	14.9	43.3	31.2	5.7	3.1773	.92801
Wages generated are enough to afford the basic needs and access the required social services	0	15.6	27.0	47.5	9.9	3.5177	.87507
Tips are a normal thing to happen during payments	27.0	61.7	7.1	4.3	0	1.8865	.70804
Tips assist in providing for and accessing your needs	20.0	68.7	5.0	6.4	0	1.8998	.70846
Amounts generated from these activities are helpful enough to acquire piece of land and construction of a house	0	13.0	29.6	45.5	11.9	3.5773	.88406
The activities allow you to afford education needs of your children /spouse/relatives.	0	38.3	34.0	27.7	0	2.8936	.80801
Amounts generated from these activities are helpful enough to acquire quality health and medical services for both individual and family members/close relatives.	3.9	16.0	42.0	32.5	5.7	3.1337	.93902

S.A=Strongly Agreed, A=Agreed, N=Neutral, D=Disagree, S.D=Strongly Disagree
Source: Field data (2021)

4.4.1 Relationship between Wages & Tips and Porter Welfare

Table 8 : Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			
						F Change	df 1	df2	Sig. F Change
1	0.682 ^a	0.465	0.462	0.287	0.465	21.952	3	137	.000

a. Predictors: (Constant), Wages & Tips

b. Dependent Variable: Porter Welfare

By looking at the model above the R² is 47% implying that variations in the state of socio-economic welfare (dependent variable) of porters are contributed by 47% by wages and tips. This indicates a fairly strong relationship between the variables. The remaining 53% may be contributed by other factors that were not covered in this study.

4.4.2 The ANOVA test

Table 9 : ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	20.678	3	6.892	21.952	0.000 ^b
	Residual	43.016	137	0.314		
	Total	63.694	140			

a. Dependent Variable: Porters Socio-Economic welfare

b. Predictors: (Constant), Wages & Tips

The results from the ANOVA display a level of significance of 0.000 thus concluding the significance of the model since $P \leq 0.05$. The F test value produced 21.952 indicating a large enough figure to support fitness of the model thus showing a significant and important relationship between wages & tips and porters socio-economic welfare hence concluding that Wages & tips to be vital predictor of porter welfare.

Table 10 : Coefficient for linear regression equation (n=141)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig. (2-tailed)	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	0.654	.285		5.769	0.001		
	Wages and Tips	0.375	.456	0.342	3.763	0.037	0.674	1.483

The results obtained shows VIF of 1.483 for wages and tips showing absence of multi collinearity problem between indicators of the predictor variable since the VIF for predictor variable is below 5

The coefficients of the independent variable was 0.375 for wages & tips showing a positive linear relationship ($\beta = 0.375$, $p > 0.05$) between wages & tips and porter socio-economic welfare. That can be explained that a unit change in Wages and tips will stimulate a positive results to porters socio-economic welfare by 0.375.

$$Y_i = f(X_i, \beta) + \epsilon \dots \dots \dots \text{equation (4)}$$

The linear regression model is Porter Socio-economic Welfare = 0.654 + 0.375

From the model, the relationship between Wages & Tips and porter socio-economic welfare is explained by coefficient $\beta = 0.375$ which means a unit increase in Wages & tips the socio-economic welfare will grow by 0.375.

4.5 The effect of working conditions on porters’ socio-economic welfare

Working conditions in this study described the surrounding conditions in which employer

operates and treats their porters in provisions of employment terms, work tools and necessary mountain gear. Also the conditions looked on the policies and porter protection laws which act and are in place to protect the interests of these porters. Working conditions and environments of porters were investigated by looking on the aspects like; mountain gear and equipments, porter protection laws and policies and lastly the employment terms. The researcher concentrated on these as they shape the working environment which has effect on the socio-economic welfare as the health of the porter, satisfaction with his activity as well as ethical treatments and remunerations are touched and affected by the working conditions.

4.5.1 Mountain gear and equipments

According to the data collected the researcher found the following results pertaining the mountain gear and equipments needed by the porters during the mountain expeditions and hiking. It was discovered that mountain gear and equipments such as heavy and warm coats, mountain boots, walking and assistive sticks, mountain backpacks and cold preventative caps used by these porters are not given to them and they are required to look and acquire them on their own. This can be evidenced as 130 respondents representing 92.8% responded with a “NO” that they aren’t provided with such equipments and it’s solely upon them to acquire such equipments. The remaining 11 respondents representing 7.8% responded with a “YES” and it was discovered that there are companies that tend to give them such equipments on condition that the porter leaves something valuable then collects it upon returning the equipments when the expedition is over. Same results were also discovered when Joshi, (2018) conducted a study on the working conditions of porters and asked whether they are given the mountain gear and equipments. The results are presented by figure 11.

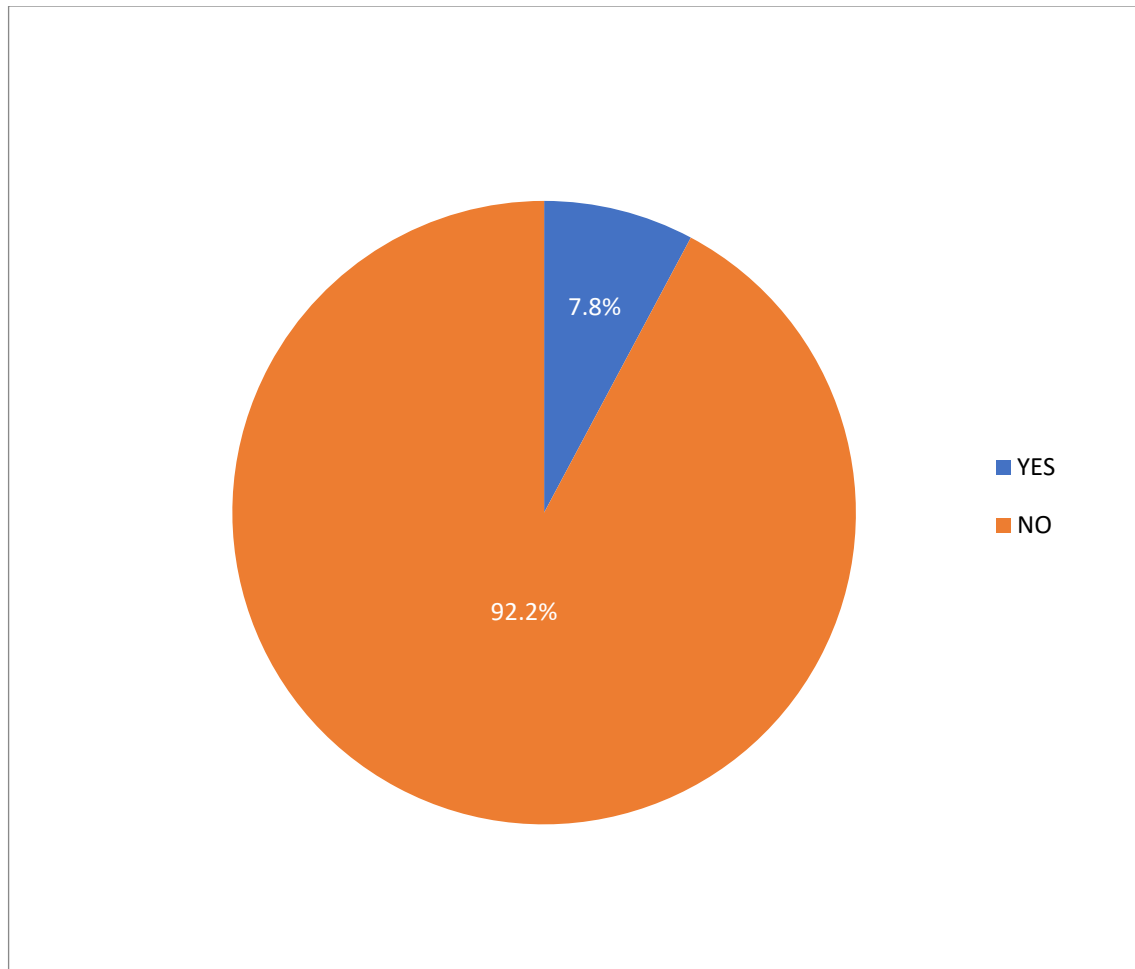


Figure 10 : Provision of Mountain gear and Equipments

On the question of whether the mountain gear are assistive enough while conduction their activities, the researcher was able to discover that the equipments are assistive enough to these porters and thus concluding and establishing the importance of these gears. All 141 respondents responded with a “YES” when they were asked if the mountain gear and equipments are assistive enough in conducting their activities. Such results were able to support the argument that the equipments play a part in porters’ welfare by simplifying their activity and at the same time protecting their health. Majority highlighted that the equipments assist them in combating Altitude Mountain Sickness (AMS). Porters experience AMS due to decrease in oxygen pressure and consequently the decreased content of oxygen in the arterial blood as the results of high altitude to human physiology (Hultgren, 2016).

The importance of such gears is also supported by the of a study done by John *et al* (2014) whom revealed that, it is likely that, trekkers experience some form of AMS at some point while Muza *et al* (2016) argued that, while climbing Kilimanjaro more than

75% of trekkers will experience at least some form of mild altitude sickness, caused by a failure of the body to adapt quickly enough to the reduced level of oxygen, in the air at an increased altitude and rapid changing of climatic conditions as they ascend. The results are presented by table 11.

Table 11 : Assistive nature of Mountain gear and equipment

Response	Sample size	Response (%)
YES	141	100.0%
NO	0	0.0%
Total	141	100

The researcher found the following from the several statements about how mountain gear and equipment facilitate the working condition as far as satisfaction with porter occupation and porter's welfare is concerned. The answers were rated on a scale of 1 to 5.

On the issue of the quality of mountain gear used by the porters, the researcher found that majority of the porters representing 47.5% of the sample disagree that the equipments that they use is of similar quality like those used by the tourists. The reason behind is that as these porters are required to look for their equipments majority of them cannot afford the quality ones as those used by the tourists. Number of porters representing 27.0% of the sample remained neutral. 15.6% of the respondents agreed that the equipments are similar to those that are used by the visitors. It was later discovered that majority of the ones who agreed are those who tend to be borrowed by some of the tour operators and return them upon descent. The remaining 9.9% of the respondents strongly disagreed that the quality of mountain gear is similar to that of the visitors. Like the study conducted by Peaty, (2018) this study concluded that there is huge difference in terms of quality between the equipments used by the tourists and those used by the porters.

Concerning the issue of replacement and improvement done on worn out and outdated equipments and if it is an ongoing activity, the researcher discovered that 40.4% of the respondents disagreed and thus marking the majority of the respondents. Respondents who strongly disagreed represented 24.1%. The number of porters who remained neutral was 19.9%. Lastly, respondents representing 15.6% agreed that the replacement is an ongoing activity. It was also discovered that some of the visitors tend to give the equipments when done with the expedition and the tour operators tend to use such

opportunities to replace the worn out and outdated equipments. From the above results we can clearly conclude that replacements and improvements on worn out equipments is not an ongoing activity as more than 60% of respondents disagreed against it. The results from the study are in line with findings from the study conducted by Biyaga, (2016) who also discovered that replacement in the equipments used by porters is not something that is given much attention.

On the issue of luggage weight limit, it was discovered that majority of the respondents representing 41.1% agreed that the issue of weight limit is something that is given a lot of attention by the park officials and rangers. That is not the same case with every respondent as 30.5% of respondents disagreed and stated that the weight limit is checked only at the gate and not when they are inside the mountain reserve. The Kilimanjaro National Park Authority imposes a maximum load of 18 kg to be carried by each porter, including their own bag. Park employees weigh each load to make sure was within the limits. Respondents were able to identify causes such as bribing park employees responsible for monitoring loads and guides registering extra porters, who then returned home instead of carrying the loads which were registered in their names, then redistributed among the remaining porters. Such ghost porters are known as “Virunje”. Such results is supported by the results by Ndekirwa *et al.*, (2018) who argued that, many porters have been coerced into carrying loads over the limit by some companies. A certain porter narrated that,

“...Sometime, we are forced by tour operators to carry bags weighing more than the allocated weight of 18 kilograms. They do so in order to reduce the running costs of their companies but at the expense of our health.”(Porter₂, 3 September, 2021).

The remaining 28.4% of respondents remained neutral on the issue of luggage limit. The above results can be summaries and presented by the following table 12.

Table 12 : Mountain gear and Equipments

Statements	S.A (%)	A (%)	N (%)	D (%)	S.D (%)	MEAN	S.DVN
The quality of the mountain gear used is similar to that used by the visitors	0	15.6	27.0	47.5	9.9	3.5177	.87507
Replacements and improvements done on worn out and out dated equipments is an ongoing activity	0	15.6	19.9	40.4	24.1	3.7305	.99914
Luggage weight limit is something that is paid a lot of attention to by park	0	41.1	28.4	30.5	0	2.8936	.84263

officials

S.A=Strongly Agreed, A=Agreed, N=Neutral, D=Disagree, S.D=Strongly Disagree

Source: Field data (2021)

4.5.2 Policies & Porters protection law

According to the data collected the researcher found the following results pertaining the policies and porter protection laws which preserve the interests of the porters during the mountain expeditions and hiking.

On the issue of policies in place and if are adequate enough to facilitate the smooth performance of the activity, the researcher found that porters representing 38.3% of the sample agree that the policies in place are adequate enough to facilitate the smooth performance of the activity. They supported this on the grounds that due these policies there have been some improvements on the matters related to porters taking example of the issue of wages. Wages have increased compared to before and majority of tour operators and tourists know of the recommended amount of wages however majority tend not to put it into practice. Number of porters representing 34.0% of the sample remained neutral. 27.7% of the respondents disagreed that the policies in place are adequate enough to facilitate the smooth performance of the activity. It was discovered that the reason for such response is failure of such policies to be adhered to and followed properly. Many of the respondents that disagreed argued that, the policies only make the tourists and tour operators aware of what is to be done but actually doing it is totally another case. Results from Cleth, (2015) also indicate the existence of such policies and some positive effects brought about with their existence. The study also showed that practice of such policies is something which still experiences some hindrances.

About 33.3% of respondents which marked the majority were neutral on the issue of whether the porters' protection laws are existent and play part in protecting porters' remunerations and their physical health. This indicated that they couldn't agree nor disagree and one of the explanations that they gave was that, there are some instances where these porter protection laws seem to be useful when they are followed properly. In other instances they tend to completely useless when they are maneuvered around by few who tend to work against them. A good example is the weight limit matter where there is a tendency of bribing park employees responsible for monitoring loads and guides registering extra porters, who then returned home instead of carrying the loads

which were registered in their names, then redistributed among the remaining porters. About 21.3% agreed that the porters' protection laws are existent and play part in protecting porters' remunerations and their physical health. 19.1% of the respondents disagreed while 13.5% strongly agreed. The remaining 12.8% strongly disagreed.

On the issue of periodical adjustments and amendments made to these policies and porters' protection laws about 47.5% of respondents being the majority disagreed with the argument that periodical adjustments and amendments made to these policies and porters' protection laws to keep up with the situational changes. This indicated that there aren't any adjustments and amendments made to these policies and porters' protection laws. A number of porters represented by 27.0% were neutral on the matter of whether adjustments and amendments made to these policies and porters' protection laws. About 15.6% agreed that the adjustments and amendments made to these policies and laws. Lastly 9.9% of respondents strongly disagreed saying that there are no adjustments and amendments made to these policies and porters' protection laws. The researcher therefore realized that the policies and laws are present but haven't been adjusted to meet the periodical changes or practiced to the required degree. Also such results indicated that the recommendations, policies and laws are outdated and they don't really keep up with the changing environment. The results are shown clearly on table 13.

Table 13: Policies and porter protection laws

Statements	S.A (%)	A (%)	N (%)	D (%)	S.D (%)	MEAN	S.DVN
Policies in place are adequate enough to facilitate the smooth performance of the activity	0	38.3	34.0	27.7	0	2.8936	.80801
Porters' protection laws are existent and play part in protecting porters remunerations and their physical health.	13.5	21.3	33.3	19.1	12.8	2.945	1.20955
Periodical adjustments and amendments are done to these policies and porters' protection laws to keep up with the situational changes	0	15.6	27.0	47.5	9.9	3.5177	.87507

S.A=Strongly Agreed, A=Agreed, N=Neutral, D=Disagree, S.D=Strongly Disagree

Source: Field data (2021)

4.5.3 Part-time employment

According to the data collected the researcher found the following results in relation to the part-time employment nature of the porter occupation.

The field data indicated that, 100% porters worked as a free lancers, which implied lack of job security. One porter had this to say, “Porters often negotiated terms of work by word of mouth like the wages per day; if a porter from a team willed to negotiate a more lucrative arrangement, the lower bidding group usually took the jobs. When porters have proven their ability with a prior work, their performance could ensure a job for future opportunities over other porters”.

During the interview with one of the KPAP personnel, the interviewee had this to say,

“A job as a porter is very appealing as no professionalism is needed, it requires little to no training but just ability to carry mandated 18 kgs of gears and bags in large sacks that they balance on their head and back packs. So it is a loss for company to give a porter contract while a guide can select cheap freelancers at the national park entrance gates.”(K.I₁, 8 September, 2021).

The following table 14, indicate the response of whether the part-time employment is attached with the same operator/company.

Table 14 : Attachment with the same operator/company

Response	Sample size	Response (%)
YES	0	0
NO	141	100.0%
Total	141	100

From the table it can be concluded that, porters work as a free lancers, which implied lack of job security. Such results can be cemented by the results from the study conducted by Biyaga, (2016) which showed that big tour agencies draw from pools of unemployed workers rather than relying on regulars, and use the long-term unemployment of these porters to the advantage of their bottom line in negotiations. Smaller companies on the other hand rely on repeat porters at first to avoid the cost of staff turnover but with time they also change. This is done because porters were unfamiliar with each other and with their employer and thus giving the tour operator an upper hand in the negotiation and bargaining of the wages.

The researcher found the following from the several statements and questions posed to porters regarding the part-time nature of their work as far as satisfaction with porter

occupation and porter's welfare is concerned. The answers were rated on a scale of 1 to 5 Majorities of the respondents 34.0% agreed that working part time facilitate the smooth performance (including resting) of the activity given the nature of the activity. This indicated that working part time enable these porters to operate smoothly and recuperate due to the nature of their job. Resting between expeditions has also proven to be quite helpful to the health of these porters. About 24.8% of the respondents were neutral on the argument that working part time facilitates the smooth performance (including resting) of the activity given the nature of the activity. They remained neutral with the argument that due to the nature of the activity and the number of porter population it's only natural that the activity will be done on part time basis. 22.0% of the respondents strongly agreed with the same reason like the ones who agreed. The remaining 19.1% disagreed they argued that, due to the nature of the job, resting and the days that they aren't working means they are not earning anything and with the level of wages being already low, resting means negative effect on the level of wages earned. They went on further to say that they have to work continuously without regard of their health just to be able to generate something enough to provide for themselves and their families.

On the issue of periodical employment being favorable to keep up with other personal activities either economical or social, majority (44.0%) agreed that the periods in between expeditions were they aren't working they are able to conduct other activities that may boost their economies and welfare. About 30.5% of the respondents were neutral on the argument that periodical employment being favorable to keep up with other personal activities either economical or social. About 14.9% of the respondents disagreed with the argument that, porter activities are the main activities that they are currently conducting and therefore the periodical nature of the activity tends to have a negative effect on them. The remaining 10.6% strongly agreed with the argument that because of the nature of the job they had to develop a side hustle to keep them floating when things are tough and there are no expeditions.

Table 15 : Part-time employment

Statements	S.A (%)	A (%)	N (%)	D (%)	S.D (%)	MEAN	S.DVN
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Working part time facilitate the smooth performance (including resting) of the activity given the nature of the activity	22.0	34.0	24.8	19.1	0	2.4113	1.03559
Periodical employment is favorable to keep up with other personal activities either economical or social.	10.6	44.0	30.5	14.9	0	2.4965	.87525

S.A=Strongly Agreed, A=Agreed, N=Neutral, D=Disagree, S.D=Strongly Disagree

Source: Field data (2021)

4.5.4 Relationship between working conditions and Porters welfare

Table 16 : Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	0.586 ^a	0.343	0.347	0.872	0.343	34.016	3	137	.000

a. Predictors: (Constant), Mountain gear & equipments, Policies & Laws, Part-time employment

b. Dependent Variable: Porter Welfare

By looking at the model above the R^2 is 34% implying that variations in the state of socio-economic welfare (dependent variable) of porters are contributed 34% by working conditions. This indicates a fairly strong relationship between the variables. The remaining 66% may be contributed by other factors that were not covered in this study.

4.5.6 The ANOVA test

Table 17 : ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	77.556	3	25.852	34.016	0.000 ^b
	Residual	104.12	137	0.760		
	Total	181.676	140			

a. Dependent Variable: Porters welfare

b. Predictors: (Constant), Mountain gear & equipments, Policies & Laws, Part-time employment

The results from the ANOVA display a level of significance of 0.000 thus concluding the significance of the model since $P \leq 0.05$. The F test value produced 34.016 indicating a large enough figure to support fitness of the model thus showing a significant and important relationship between working conditions and porters socio-

economic welfare concluding that mountain gear and equipments, policies & porter protection laws and part time employment to be vital predictors of porter welfare.

Table 18 : Coefficient for Multiple linear regression equation (n=141)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig. (2-tailed)	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	0.459	0.416		3.512	0.001		
1 Mountain Gear & Equipment	0.221	0.102	0.573	2.337	0.013	0.645	1.550
Policies & porter laws	0.165	0.105	0.594	3.633	0.028	0.732	1.366
Part-time Employment	0.345	0.141	0.552	3.143	0.017	0.867	1.153

The results obtained shows VIF of 1.550, 1.366, 1.153 for mountain gear & equipments, policies and porter laws and part-time employment respectively thus showing absence of multi collinearity problem between indicators of the predictor variable since the VIF for predictor variable is below 5. The results also indicate that the predictor variables were all statistically significant with values below 0.05.

The coefficients of the independent variables were 0.221, 0.165 and 0.345 for mountain gear and equipments, policies and porter laws and part-time employment respectively. These had significances of 0.013, 0.028 and 0.017 respectively.

In order to show the extent to which each predictor variable influenced the dependent variable, coefficients have been entered into the multiple regression equation 3.

$$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e \dots \dots \dots \text{equation (5)}$$

$$Y = 0.459 + 0.221X_1 + 0.165X_2 + 0.345X_3$$

The study indicates that a unit increase in mountain gear and equipments the porters socio-economic welfare will increase by 0.221. The study also indicates that for a unit increase in policies and porter protection laws the socio-economic welfare of these porters will increase by 0.165. The study also indicated that for a unit increase in part-time employment the welfare will increase by 0.345

4.5.7 Challenges faced on the working environment

Altitude Mountain Sickness (AMS)

From the study conducted 103 respondents (73%) mentioned the Altitude Mountain Sickness (AMS) as a challenge. This was attributed by exposure to a low partial

pressure of oxygen at the high altitude. That is, the higher the altitude trekkers reached and the faster rate of ascent, the more likely hikers got an acute mountain sickness. The major effect of high altitude upon human physiology is the decrease in oxygen pressure and consequently the decreased content of oxygen in the arterial blood (Hultgren, 2016). The low oxygen concentration subsequently, received by the body causes symptoms of AMS.

On top of that, the AMS effect can be severe and sometimes partial depending on body effects and age. During interviews with another key informant (porter association personnel) he said that;

“...aged people above fifty years are not affected much because they ascended and descended by walking very slowly. In this way, it allowed the body to make acclimatization hence, partial AMS effects like headache, loss of appetite and ataxia symptom can be identified.” (K.I₂, 9 September, 2021).

Such results can be supported by the results of study conducted by Hackett and Rennie (2016), Hultgren (2016) and Roach *et al.* (2015) who stated that, young tourists are more susceptible to AMS than older tourists. The interview with other porter association personnel confirmed that;

“Every year, trekkers were affected and others die due to altitude sickness, when they were climbing above 4500m. This caused symptoms such as a headache, loss of appetite, and sleeping troubles. If the sickness progress to a high altitude pulmonary edema or high altitude cerebral edema which could lead to serious effects and later on deaths after a few hours”. (K.I₃, 11 September, 2021).

These results reflect a study done by John *et al* (2014) whom revealed that, it is likely that, trekkers experience some form of AMS at some point while Muza *et al* (2016) argued that, climbing Kilimanjaro more than 75% of trekkers will experience at least some form of mild altitude sickness, caused by a failure of the body to adapt quickly enough to the reduced level of oxygen, in the air at an increased altitude.

Therefore, research suggests that, mountain sickness symptoms can be avoided by taking a slow and gradual ascent to the high altitude, in order to allow sufficient time for the body to adjust to the reduction in oxygen pressure, also the guides should send

down trekkers if s/he observes a clients or staff were severe affected by AMS so as to avoid serious sick conditions and deaths.

Bad weather condition

Field data revealed that, overall of (83.4%) of the respondents gave the opinion that they faced a problem of weather change which resulted into bad weather conditions. Conditions like cold winds sometimes, lowered the temperature below the freezing point and foggy weather is usual to be experienced by these porters. These situations are usually terrible during the night hours. Under such conditions, accidents like falling while climbing tend to occur. One of the porters' association personnel had this to say:

“The weather pattern of Kilimanjaro are unpredictable, may change at any time and any point. Kilimanjaro mountain experience heavy rain and strong winds in February and November, that affected negatively health of trekkers mostly when climb at night. It resulted into sickness and sometime a death due to cardiovascular failure” (K.I4, 13 September, 2021).

Porter's Luggage Weight

It has revealed that some companies overload porters. Overall 30.5% of the respondents confirmed this as a problem. During conducting this study, respondents were able to identify causes such as bribing park employees responsible for monitoring loads and guides registering extra porters, who then returned home instead of carrying the loads which were registered in their names, then redistributed among the remaining porters.

The Kilimanjaro National Park Authority imposes a maximum load of 18 kg to be carried by each porter, including their own bag. Park employees weighed each load to make sure was within the limits. Ndekirwa *et al.*, (2018) argued that, many porters have been coerced into carrying loads over the limit by some companies.

4.6 The contribution of porter associations in improving their welfare

Porter associations are welfare organizations trying to support the fair and ethical treatment of Kilimanjaro porters. They do this by monitoring how companies treat their porters and by providing counsel to both the company and the porters about how to ensure proper treatment. They also lend clothing and equipment to the porters to make sure they have the appropriate gear to do their job safely. These organizations advocate for porter welfare, campaign for better wages on the porter's behalf and ensure proper ethical treatment of these porters. The known and registered associations include

Kilimanjaro Porters Assistance Project (KPAP), Kilimanjaro Association of Tour Operators (KIATO), Zara's Mount Kilimanjaro Porters Society and Kilimanjaro Porters Association (KPA).

Despite the fact these organizations focus on porter welfare, there are differences between their monitoring procedures and their methods for objectively and independently examining a company's treatment practices. Consequently, companies who say they adhere to fair porter treatment standards do not always have to provide evidence of their actual treatment of porters. Since ethical and sustainable tourism is on the rise, companies may claim to be ethical to be more appealing to conscious travelers. It's confusing for travelers to know who is really implementing fair porter treatment.

The researcher had to look the involvement of such organizations with porters and in doing so he had to ask on the membership basis of porters with such organizations and therefore he inquired if porters are members of any of the registered and known Kilimanjaro porters associations.

According to the data collected the researcher found the following results in relation to the membership of the porters to any of the above stated organizations.

The researcher found that porters are required to register with one of the porter societies and pay an annual fee in order to climb Kilimanjaro. This means porters must therefore be registered with any of the above registered and known porters association in order to obtain a permit to operate as a porter on the mountain. Due to such fact all of the 141 respondents representing 100.0% responded with a YES to being member of one of the above mentioned porter associations.

It was also discovered that some climbing companies may claim to have their own internal porter monitoring programs. However, none of these are examined by an outside and independent organization and, as such, it is not possible to ascertain whether their initiatives are legitimate or not.

Furthermore it was discovered that KPAP is the only organization that is fully independent of a climbing company as well as transparent in their reporting of their findings of a Partner company's climbs. They apply strict procedures and they monitor their partner companies who must prove their commitment to fair porter treatment practices on an ongoing basis by objective measurements in order to qualify as KPAP Partner companies. The difference between KIATO and KPAP is that KPAP can

demonstrate that the standards are being met through the scorecard performance every climbing season. Furthermore, KPAP differs from Zara's Porter Society and every other internal porter monitoring program because KPAP is a completely separate organization from any climbing company. The following table 19 shows the response of membership on any of the Kilimanjaro porters associations.

Table 19 : Membership on any of the Kilimanjaro porters associations

Response	Sample size	Response (%)
YES	141	100.0%
NO	0	0.0%
Total	141	100

According to the data collected by the researcher on the contribution of porter associations in improving their welfare the researcher found the following results from the several statements and questions posed to porters whose answers were rated on a scale of 1 to 5.

The study found that, majority of the porters 49.0% agreed that porter associations have facilitated in the improvement of matters affecting porters' e.g. low wages and luggage weight matters. They argued that existence of such associations have facilitated and brought about changes as majority of tour operators and companies are now paying above 10,000 Tshs with an exception of the few though it's not ideal as per the government recommendations. 34.5% remained neutral as they couldn't agree nor disagree with the reason that there are some instances where these associations seems to be helping while other instances the situation tends to be quite the opposite. 10.9% of the respondents disagreed that porter associations have facilitated in the improvement of matters affecting porters e.g. low wages and luggage weight matters. These ones argued that with existence of such associations there are still many instances where the problems still proves to be quite an issue to these porters. Problems like low wages, luggage over weight and unethical treatment. The remaining 5.6% of the respondents strongly agreed. Therefore to study concluded that ever since the establishment of such association matters related to porters welfare have taken a positive direction. The results are in line with the results obtained by Cleth, (2015) who stated that porter association greatly improved the situations of the porters from where it was though problems are still evident and seen.

The results indicated that, majority of the porters 31.3% were neutral on the positive impact such associations has brought about in the rights and treatment of porters. The reason for neither supporting nor denying is simply because existence of such associations has brought awareness to tour operators and tourist on how porters are to be treated and paid but there are many instances where these porters are paid below the recommended wages and forced to carry luggage over the required weight of 18 kg, thus making it hard for them to agree if such associations has brought about positive impact or not. 26.3% of the respondents agreed with the reason that these associations seems to be helping as porters are treated much fairly these days compared than when such associations were absent. 21.1% of the respondents disagreed that porter associations has brought about positive impact in the rights and treatment of porters simply because all they have achieved is building awareness but are still lacking proper counter measures for dealing with those who tend to violate the rights and treatment of these porters . 12.8% of the respondents strongly disagreed with the reason being the same as those who disagreed. The remaining 8.5% of the respondents strongly agreed.

Concerning matters related to the education assistance, the results of the study indicated that, majority of the porters (44.4%) disagreed that the education assistance offered by Exodus and KGSF is helpful in your performance. They argued that such the education assistance is not something that can be received by all rather only the selected few. 20.1% strongly disagreed with further reason that the tour operators tend to propose the names of the porters who they have worked with mostly and if a tourist sends money for these porters to be educated majority of the funds tend not to reach the intended porters. 19.9% of the respondents remained neutral. The ones who agreed and strongly agreed were 9.4% and 6.2% respectively. In the study conducted by Intrepid, (2018) cases where porter assistance money are taken by tour operators and guides were also noted.

In relation to the assistance offered by such associations in form of mountain gear and equipments and if such assistance has been effective enough, the results of the study showed that, majority of the porters (45.9%) disagreed due to the fact that porters are required to possess such tools before securing an expedition and the assistance that is said to be offered by such associations such as lending these gears with less cost tend to be not enough and take a lot a time until they acquire them. 20.0% remained neutral as there are some cases where the equipments can be obtained with relative ease and other

cases not so much. 18.5% of the respondents strongly disagreed leaving the number of those who agreed and strongly agreed to be 11.9% and 3.7% respectively. From such findings it's clearly seen that assistance offered by these association inform of mountain gear and tools is not as we were led to believe and due to that porters acquire such tools on their own. Such results are in line with the findings obtained by Joshi, (2018) who stated that, acquiring and lending hiking equipments from these organizations tend to take time and processes which sometimes make these porters to lose expedition deals.

The results indicated that, majority of the porters 40.0% remained neutral concerning whether the contributions of such associations is something that can be experienced by majority of porters. The reason behind is that these associations have managed to spread awareness on the matters related to porters and treatment of such porters but when it comes to implementations and follow ups on those who violate the ethical conduct to the porters, these associations are somehow still lacking. 34.5% of the respondents disagreed with the reason that these associations have set standards on how these porters should be treated but implementing such standards with all the tour operators is still a challenge for them. 10.9% of the respondents agreed that contributions of associations are enjoyed by many as there are things that have improved ever since these associations were formed. 9% of the respondents strongly agreed with the reason being the same as those who agreed. The remaining 5.7% of the respondents strongly disagreed.

Table 20 : Porter associations Contribution to Welfare

Statements	S.A (%)	A (%)	N (%)	D (%)	S.D (%)	MEAN	S.DVN
Porter associations have facilitated in the improvement of matters affecting porters e.g. low wages and luggage weight matters	5.6	49.0	34.5	10.9	0	2.4965	.87552
Existence of such associations has brought about positive impact in the rights and treatment of porters	8.5	26.3	31.3	21.1	12.8	2.9645	1.55209
The education assistance offered by Exodus and KGsf is helpful in your performance	6.2	9.4	19.9	44.4	20.1	3.7305	.99419
The assistance offered by such associations in form of mountain gear and equipments has been	3.7	11.9	20.0	45.9	18.5	3.8177	.87705

effective enough

The contributions of associations is something that can be experienced by majority of porters	9	10.9	40.0	34.5	5.7	3.1773	.92801
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S.A=Strongly Agreed, A=Agreed, N=Neutral, D=Disagree, S.D=Strongly Disagree

Source: Field data (2021)

4.7 Porters Socio-Economic Welfare

The socio-economic welfare refers to the combined sociological and economical state of doing well; condition of health of an individual, happiness and comfort resulting from a person's work experience and economic position (Gollnick; Donna; Chinn; Phillip, 2016). Such comfort covers the way and standards of living of an individual which results from the economic activity performed by such individual. It extends beyond the standard of living to the quality of life putting into perspective non material aspects like happiness and satisfaction as they determine the well-being of an individual.

In this study porters welfare was measured by looking at their accessibility to their basic needs, social services, contentment with their job, the health condition of the porter himself and his/her ability to meet their personal needs and covering the needs and education of the children, spouse and relatives.

The study wanted to know the level of socio-economic welfare of the respondents and thus presenting the respondents with various statements on a Likert scale where the respondents were required to rate these statements on the scale of 1 to 5 to show the extent of these statements in regard to their socio-economic welfare. The responses where in the order of, 1 represented strongly agreed, 2 agreed, 3 neutral, 4 disagree and 5 strongly disagree. The assertions were assigned a mean of 1.0 to 2.4 to represent well off. The assertion of neutrality or not being sure was assigned the mean of 2.5 to 3.5. Lastly, the assertion assigned the mean of 3.6 to 5.0 to indicate not doing well.

From the statement accessibility to basic needs such as food, shelter and clothing have improved considerably as a result of porter activity remunerations such as wages and tips from porter occupation, the respondents were neutral since the mean was 3.3248. This shows that the respondents couldn't agree or disagree that the accessibility has improved or not.

The results from the statement health condition of the porter himself has improved due to the contributions made by the laws and policies laid to protect them in their working environment also received a neutral response from the respondents since the mean was 3.4936.

The findings from the posed statement of accessibility to quality social services comes as a result of the contributions made by being involved with the porter activities also generated a neutral response from the respondents due to the mean being 3.2603. The respondents remained neutral of whether their accessibility to quality social services was made possible due to being involved with the porters occupation or not.

Another neutral response with the mean of 3.3703 was generated from the statement satisfaction through meeting your personal needs those of your children /spouse/relatives comes as the result of being involved with porter activities.

Last but not least, the statement education needs of the children and other family members can now be achieved thanks to the amounts generated from the activity generated a neutral response from the respondents since the recorded mean was 3.4794.

The overall results concerning porters' socio-economic welfare indicate a neutral answer with the mean of 3.3856. The neutrality of the answer is between being well off and not doing well. However, if we look closely on the mean of the mean which is 3.3856 we can clearly see that the figure is very close to the set limit of neutrality that is 3.5 and thus near the assertion which assigned the mean of 3.6 to 5.0 to indicate not doing well. This simply means that though the results indicate somewhere between the two states but is very close to not doing well. Such results can be supported by Peaty, (2018) who did a study on Kilimanjaro tourism and what it means for the local porters and for the local environment. In his study he revealed that porter activities enable porters to get on by but to the case of bringing about desired positive effect on their welfare is something that is rare. He went on further and revealed that these activities just enable them to sustain themselves with clear visibility of many situations where these porters are seen to be doing poorly. Table 21 shows the results in terms of mean and standard deviation.

Table 21 : Porters Welfare

STATEMENTS	MEAN	STANDARD
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		DEVIATION
Accessibility to basic needs such as food, shelter and clothing have improved considerably as a result of porter activity remunerations such as wages and tips from porter occupation	3.3248	.87490
Health condition of the porter himself has improved due to the contributions made by the laws and policies laid to protect them in their working environment	3.4936	.84263
Accessibility to quality social services comes as a result of the contributions made by being involved with the porter activities	3.2603	.85664
Satisfaction through meeting your personal needs those of your children /spouse/relatives comes as the result of being involved with porter activities	3.3703	.96331
Education needs of the children and other family members can now be achieved thanks to the amounts generated from the activity.	3.4794	.82354
MEAN	3.3856	

CHAPTER FIVE

5.0 CONCLUSION AND RECOMMENDATIONS

5.1 Overview

This chapter provides the final sections included in the study, which is the summary of the whole study including the reiteration of the aims and objectives of the study as well as the findings that were presented in the previous chapter. The conclusions were based on these findings and enumerated the deductions made based on the presented information. Finally, the further recommendations listed the actions and further researches. As such, this chapter was further subdivided into three sections (i.e. summary, conclusion and recommendations).

5.2 Summary of the key findings

As per the study conducted on porters, the study findings have been abridged as follows. In regard to the descriptive statistical findings on the part of the demographic information, the study uncovered that majority (75.9%) of the respondents were males which implies that majority of tourist porters are males. The study found that majority of porters (44.7%) were aged between 26 and 35 proving them to be youthful and energetic people which is vital as the nature majority of the porter tasks demand healthy and energetic people fit and capable of climbing while carrying heavy loads of expedition supplies and tourists bags. The study went on further to discover that most (48.9%) of the respondents were married. The study also showed that majority (51.1%) of the porters has between 1 to 3 children. With regard to the number of years worked about (43.3%) of the porters from the study had a working period of 11-15 years which reflects their competency of porter activities. Concerning the education level of the porters it was discovered that majority of the respondents (60.3%) attained Primary education. This means that the porter occupation doesn't require intellectual and educational achievements for its performance rather it only requires endurance and the ability/energy of carrying tourist bags, trekking equipments and other necessary equipments needed for the expedition.

In relation to the specific objectives, the summary of the findings are highlighted and outlined as follows;

The study aimed at determining the effect of wages and tips on porters' socio-economic welfare. The findings obtained indicated that majority of porters (73.0%) are paid the amount of 10,000-19,000 per day during expedition and this is low compared to what

was recommended on Government Notice Number 228 of June 2008, whereby porters should receive 10 USD per day. The study also found that apart from the majority who were neutral on the issue of wages being enough for them to be satisfied with the porter occupation since their job opportunities are limited due to their large number thus being grateful to be able to generate something, about 31.2% disagreed that the wages are enough for them to be satisfied with the porters occupation and these had children and families that depended on them. The wages were said not to be enough when it comes to accessing their basic needs as it was claimed by 47.5% of the respondents. The study discovered that tips are a normal thing to happen during payments and the boost up the amount received after expeditions and this is evidenced by the 61.7% of respondents who agreed. The study went on further to discover that such tips are vital and important as they also assist in providing for and accessing their needs though not being enough but its assistance is seen compared to not being there. The results from the study also indicate that amounts generated from these activities aren't helpful enough to acquire piece of land and construction of a house as evidenced by 45.5% of respondents who supported that. In the case of education of the children and other family members the study discovered that the wages and tips are assistive in providing for such education. On the issue of whether the amounts generated from these activities are helpful enough to acquire quality health and medical services for both individual and family members/close relatives the study discovered that majority remained neutral as these amounts seems to be quite inadequate in some instances but these porters are just grateful for having something rather than to have nothing at all.

The study intended to examine the effect of working conditions on porters' socio-economic welfare. The findings obtained indicated that mountain gear and equipments such as heavy and warm coats, mountain boots, walking and assistive sticks, mountain backpacks and cold preventative caps used by these porters which tend to protect the health of these porters are not given and are required to have them before attaining a job. This was evidenced by 130 respondents representing 92.8% who responded with a "NO" that they aren't provided with such equipments and it's solely upon them to acquire such equipments. On the issue of assistive capabilities of the equipments the study found out that the equipments are assistive enough to these porters as they protect them against extremely cold weather conditions and Altitude Mountain Sickness (AMS). This can be evidenced as all 141 respondents agreed on the vitality and assistance offered by such equipments. In relation to the quality of the gear used to

study found that the quality of the gears used by the porters differs and inferior to those used by the tourists as evidenced by the 47.5% of the respondents.

The study also exposed that replacement and improvement of worn out and outdated equipments like tents used by the porters is not an ongoing activity. The study showed that weight limit matters are now being taken care of and given attention with the exception of instances where tour operators tend to violate such requirements. In relation to the porter policies and protection laws the study indicated the existence of such laws and policies but outlining that they are still lacking and no periodical adjustments are made to them. The study also indicated that the nature of porter activities is of freelance nature which implies lack of job security and often the negotiated terms of work are by mouth. The study also found that the nature of the work enables them to recuperate given the nature of activities performed but having an impact as the days without expedition means there is no income generated on such days.

The study also aimed at evaluating the contribution of porter associations in improving their welfare. The results from the study indicated that porters are required to register with one of the porter societies and pay an annual fee in order to obtain a permit to operate as a porter on Mount Kilimanjaro. All of the 141 respondents agreed to being members of one of the registered and known porter associations. It was also discovered that KPAP is the only organization that is fully independent of a climbing company as well as transparent in their reporting of their findings of a Partner company's climbs. The results from the study indicate that majority of the porters 49.0% agreed that porter associations have facilitated in the improvement of matters affecting porters e.g. low wages and luggage weight matters. The results further revealed that majority of the porters 31.3% were neutral on the positive impact such associations has brought about in the rights and treatment of porter as such associations has brought awareness to tour operators and tourist on how porters are to be treated and paid but there are many instances where that seems not to be the case hence leaving porter not being able to agree or not. On matters related to education assistance and equipment assistance the results show that such assistances are something that can't be enjoyed by many but only the selected few.

5.3 Conclusion

Overall findings from the conducted study in Moshi Municipality on porters socio-economic welfare show that tourist porters are still subjected to poor socio-economic welfare. The conclusion will therefore be divided in accordance to the study objectives.

5.3.1 Conclusion on Wages and Tips level of porters.

Findings shown that, despite porters active participation on mountain tourism and being the backbone of the trekking industry they are paid low wages by their employer compared to what is recommended by government public notice number 225 of June 2008. This notice directed and recommended that, all companies and tour operators should pay at least 10 dollars per day to porters. However, the wages recommended in 2008 by public notice is not paid by many and majority of companies and tour operators until today. As Welfare theory is concerned the porters have been patient enough as the recommended amount is in effect from 2008 and unfortunately majorities don't even receive the recommended amount hence they have to run their lives with income that is not even equal to the recommended amount.

5.3.2 Conclusion on working environment of porters.

The findings revealed that porters are working in poor environment. Their employment is insecure and works at risk because, work is based on short term basis assignment without permanent contract, they use inferior equipments compared to the ones used by the tourists. Corruption in weighing station is something that is still present and practiced. The policies and porter protection laws are still lacking as they are not adjusted periodically and not followed to the latter. As per the social theory of poverty, the systems in place have loop holes which are being used by tour operators in undermining the porters hence having a negative effect on their performance, health and contentment with the job. These have an effect on the socio-economic welfare of these porters.

5.3.3 Conclusion on the contributions of porter associations in improving porters welfare.

The results of the field data show that, the porters association has been able in building awareness among tour operators and tourists on the improvements of matters related to porters and how such porters are to be treated and paid for their labor. They have succeeded to some extent as wages has improved and weight matters are now given the required attention. However their efforts aren't sufficient enough as majority of the porters are still paid below the government recommended amount. Also instances of

corruption in weighing station tend to put negative view on the efforts done by such association.

5.4 Recommendations

Based on the study conducted, its objectives, the findings and the conclusions related to the study, the following recommendations are provided in order to improve tourist porter socio-economic welfare;

The Government through the Ministry of Natural Resources and Tourism in collaborations with TANAPA should reform the tourism policy of June, 2008 on payment of guides, cooks and porters because it is outdated compared to the rise of the living standards. Such reform should put into considerations the current living standards and the nature of work performed by these porters. This should also be in line with formulating mechanisms that will keep in line the tour operators regarding payment practices, as well as facilitating the organs in place i.e KINAPA to conduct vertical follow ups on those operators that underpay the porters so as to take necessary legal steps against them.

KINAPA management should enforce and maintain close supervision on what's happening along the trails especially matters related policies, laws and guidelines and general working conditions these porters are subjected to and strictly dealing with those who will be found violating them e.g. exceeding luggage weight limits. Such supervision should also cover the type and qualities of mountain gear and equipments that these porters are given by the tour operators e.g. sleeping tents and mattresses so as to ensure that they are up to the required quality.

The porters associations should increase their efforts while dealing with matters related to porters as they have succeeded to some extent as wages has improved and weight matters are now given the required attention. They should take an active role in ensuring underpaid porters are paid the government recommended amount.

5.5 Areas Recommended For Further Studies

The study, has covered only a small portion of mountain tourism in KINAPA, The findings have been generalized to reflect the determinants of Tourist porter socio-economic welfare in Moshi municipality, Tanzania. Therefore, similar studies can be done on;

- Assessment on the contributions of porters in mountain Kilimanjaro tourism development.
- The role of porters on waste management in Kilimanjaro National Park.
- Evaluation of a health promotion and policy intervention to improve the health of the porter's population at the Kilimanjaro National Park.

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APPENDICES

Appendix 1: QUESTIONNAIRE

I am Ian Goodman Chacky, a student at Moshi Cooperative University (MoCU) pursuing a Master Degree in Business Management with Registration number MBM/HD/218/19. I am conducting a research study on “*Determinants of Tourist porter socio-economic welfare in Moshi Municipality, Tanzania*”. This research study is partial fulfillment of my postgraduate degree studies. Thus, I kindly request your participation by filling this questionnaire. The information you provide shall be treated confidentially and solely for this research study.

I wish to thank you in advance for your assistance.

SECTION 1: DEMOGRAPHIC INFORMATION

You are requested to fill out your personal information in the spaces below. Please tick only one response.

1. Gender Male: []

Female: []

2. Age? 18-25 [] 26-35 [] 36-45 [] Above 45 []

3. Marital status

Single [] Married [] Divorced [] Widowed []

4. Number of years worked in this job?

Less than 5 years [] 6 -10 years [] 11 -15 years [] Above 15 years []

5. Education level

Informal [] Primary [] Secondary [] College and above []

6. Number of children

None [] 1-3 children [] above 3 children []

PART A: INCOME (Wages and Tips from Tourists)

1. Estimated amount of income per day during expedition trip

Less than 10,000 [] 10,000 -19,000 [] 20,000 and above []

2. Number of trips per month depending on route days (high season)

1-2 trips/month [] 3 trips/month [] 4 trips/month []

Indicate the extent to which wages and tips from tourists influence your welfare (Place a check mark in the appropriate square bracket). Strongly Agree (1) Agree (2) Neutral (3) Disagree (4) Strongly Disagree (5)

S/N	Statement	1	2	3	4	5
1	Wages are enough for you to be satisfied with the porter occupation					
2	Wages generated are enough to afford the basic needs and access the required social services					
3	Tips are a normal thing to happen during payments					
4	Tips assist in providing for and accessing your needs					
5	Amounts generated from these activities are helpful enough to acquire piece of land and construction of a house					
6	The activities allow you to afford education needs of your children /spouse/relatives.					
7	Amounts generated from these activities are helpful enough to acquire quality health and medical services for both individual and family members/close relatives.					

PART B: WORKING CONDITIONS

Mountain Gear and Equipments

1. Mountain gear and equipment is something that you are provided with:

YES[] NO[]

2. Mountain gear and equipment are assistive enough in conducting your activities:

YES[] NO[]

Indicate the extent to which mountain gears and equipment influence working condition as far as satisfaction with porter occupation is concerned (Place a check mark in the appropriate square bracket). Strongly Agree (1) Agree (2) Neutral (3) Disagree (4) Strongly Disagree (5)

S/N	Statement	1	2	3	4	5
1	The quality of the mountain gear used is similar to that used by the visitors					
2	Replacements and improvements done on worn out and out dated equipments is an ongoing activity					
3	Luggage weight limit is something that is paid a lot of attention to by park officials					

1. Policies & Porters' Protection Laws

Indicate the extent to which the policies and porters protection laws facilitate your working condition and environment (Place a check mark in the appropriate square bracket). Strongly Agree (1) Agree (2) Neutral (3) Disagree (4) Strongly Disagree (5)

S/N	Statement	1	2	3	4	5
1	Policies in place are adequate enough to facilitate the smooth performance of the activity					
2	Porters' protection laws are existent and play part in protecting porters remunerations and their physical health.					
3	Periodical adjustments and amendments are done to these policies and porters' protection laws to keep up with the situational changes					

2. Part-Time Employment

1. Part-time employment is attached with the same tour operator/company.

YES

NO

Indicate the extent to which the part-time and seasonal employment facilitates your working condition and socio-economic welfare (Place a check mark in the appropriate square bracket). Strongly Agree (1) Agree (2) Neutral (3) Disagree (4) Strongly Disagree (5)

S/N	Statement	1	2	3	4	5
1	Working part time facilitate the smooth performance (including resting) of the activity given the nature of the activity					
2	Periodical employment is favorable to keep up with other personal activities either economical or social.					

PART C: PORTER ASSOCIATIONS

1. Are you a member of Kilimanjaro Porter Association?

YES

NO

Indicate the extent to which porter associations have played a part in improving your work performance and welfare (Place a check mark in the appropriate square bracket). Strongly Agree (1) Agree (2) Neutral (3) Disagree (4) Strongly Disagree (5)

S/N	Statement	1	2	3	4	5
1	Porter associations have facilitated in the improvement of matters affecting porters e.g. low wages and luggage weight matters					
2	Existence of such associations has brought about positive impact in the rights and treatment of porters					
3	The education assistance offered by Exodus and KGSF is helpful in your performance					
4	The assistance offered by such associations in form of mountain gear and equipments has been effective enough					
5	The contributions of associations is something that can be experienced by majority of porters					

PART D: PORTERS' WELFARE

Indicate the extent to which remunerations from porter activities have improved your welfare (Place a check mark in the appropriate square bracket). Strongly Agree (1) Agree (2) Neutral (3) Disagree (4) Strongly Disagree (5)

S/N	Statement	1	2	3	4	5
1	Accessibility to basic needs such as food, shelter and clothing have improved considerably as a result of porter activity remunerations such as wages and tips from porter occupation					
2	Health condition of the porter himself has improved due to the contributions made by the laws and policies laid to protect them in their working environment					
3	Accessibility to quality social services comes as a result of the contributions made by being involved with the porter activities					
4	Satisfaction through meeting your personal needs those of your children /spouse/relatives comes as the result of being involved with porter activities					
5	Education needs of the children and other family members can now be achieved thanks to the amounts generated from the activity.					

PART E: BENEFITS ENJOYED AND CHALLENGES FACED BY PORTERS EVER SINCE ENGAGED WITH THE ACTIVITY

Benefits

1. What benefits you enjoyed so far while conducting your porter operations?

.....

2. Suggestion on what you think will further done to improve the scale of such benefits

.....

Challenges

3. What daily challenges do you face in conducting your activity?

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

4. What are the possible solutions to the above identified challenges?

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

5. Are there any plans set to enable and facilitate and assist porters during the low season?

Yes[] No[] If Yes what are the plans in place?

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

6. How do porter associations respond to your trekking challenges?

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

Appendix 2: Interview guide

1. Please describe your responsibility at this association/project?
2. What is the nature of work of these porters?
3. Does your organization have plans and systems in place to reach majority number of porters?
4. What kind of system does your association/project use to reach and help these porters?
5. What are the problems facing these porters that your association is aware of?
6. What kind of assistance does your association offer to these porters?