Developing Country Studies
ISSN 2224-607X (Paper) ISSN 2225-0565 (Online)
Vol.5, No.4, 2015

Youth Entrepreneurship in Auto Spare Parts Sales and Repair Service in Accra, Ghana

Paul Yankson George Owusu
Department of Geography and Resource Development, University of Ghana, P. O. Box L59, Legon, Ghana
* E-mail of the corresponding author: pyankson@ug.edu.gh

Abstract
Unemployment is a major development challenge of Ghana and that of other countries in the global south. In Ghana, this situation has been worsened by rapid urbanization experienced by the country in recent decades but without substantial expansion of job opportunities despite the general success of the economic liberalization policies pursued by Ghana since the middle of the 1980s. The youth are the hardest hit by the unemployment challenge and yet the cities continue to be a major attraction for migrants, especially the youth in search of employment there. Most of the youth end up operating within the informal economy either working for others or setting up and operating their own enterprises. Much of the work of the youth is entrepreneurial in nature and entrepreneurship is seen, all over the world, as panacea for addressing youth unemployment and for economic development. The widely shared view is that encouraging and facilitating business start up by young people provide them with the opportunity to enter the labour market through self-employment. Yet this has been downplayed in Africa partly due to the fact that specific research into the field of youth entrepreneurship in the African context is limited or non-existent. In Ghana, though the youth unemployment challenge has featured prominently in various government and non-governmental policies and programmes, their implementation has not had the desired impact. The formulation of policies and programmes to facilitate youth entrepreneurship has not been informed by research findings in view of the limited knowledge generated by research about youth entrepreneurship. This study was meant to contribute to filling that knowledge gap regarding youth entrepreneurship in Ghana in order to aid in the formulation of appropriate policies and programmes for enhancing youth entrepreneurship in the country. It is also to contribute to the literature on youth entrepreneurship in Ghana through a case study approach. A feature of the urban informal economy in developing countries is the spontaneously developed industrial/business clusters of mostly micro, small and medium scale enterprises (MSMEs) in manufacturing, repair services and commercial activities, including sale of vehicle spare parts and accessories. The study reported in this paper was an exploratory one borne out of the need to explore the nature of youth entrepreneurship in the various subsectors of the urban informal economy, the type of businesses and how the youth run their businesses, how their businesses have fared, the challenges encountered, their business plans and how they perceive the future of their businesses. It was towards addressing these and other issues that the study was targeted at youth entrepreneurship in the auto-repair and the sale of spare parts. Field work was undertaken in three of the well known informal business clusters in the city of Accra, each specialized in specific aspect of the automobile industry- repairs, sale of spare parts and sale of scrap vehicle parts. Using a stratified random sampling technique, 427 respondents were covered in a questionnaire survey. Three focus group discussions (FGDs) were organised, one in each of the clusters, of master craftsmen and union leaders as well as key informant interviews and in-depth interviews of two apprentices were also undertaken. The results of the analysis of the data show that there are positive signs for youth entrepreneurship in the auto sector of the urban economy and these positive signs ought to be enhanced and translated into action for supporting youth entrepreneurship by addressing the challenges confronting operators in the sector. It is also recommended that further studies need to be carried out on each of the areas of key challenges identified in this paper for the formulation and implementation of appropriate policies and programmes to support youth entrepreneurship in the auto and related economic sectors of Ghana.
Keywords: youth, unemployment, entrepreneurship, informal economy, auto repair and spare parts

Acknowledgement
The field data was collected in the context of a research project titled: *Youth and Employment: the Role of Entrepreneurship in African Economies (YEMP***)** funded by DANIDA. This was a collaborative research involving some Departments of the Universities of Ghana, Zambia, Makerere, Copengagen and the Copenhagen Business School.

1.0 Introduction

A key feature of countries in global south since the middle of the 20th century has been rapid urbanization (Yankson, 2006). In sub-Saharan Africa this was initially fuelled by rural-urban migration but now increasingly by natural increase in the urban areas themselves. This has been the experience of Ghana too. The proportion of the population urbanized rose from 23% in 1960; 32% in 1984; almost 44% in 2000 and; about 51% in 2010.

Thus, for the first time ever in 2010 the urban population exceeded the rural population. It is projected that the pace of urbanization is unlikely to slow down till 2030 and beyond. What is even more striking is the youthful nature of the population. The results of the 2010 Population show that 38.3 per cent of the national population was less than 15 years of age, another 20 per cent between 15 and 24 years. As high as about 35 per cent are between 15 and 34 years. The proportion of that segment of the national population is about 39 per cent in urban areas. A major challenge for young people in urban areas is the considerable difficulty they experience in finding appropriate work. Worldwide, the youth unemployment rate (i.e. those actively seeking work) was estimated by ILO in 2006 to be about three times that of adults (ILO, 2006). Between 2008 and 2009 the world experienced the largest increase in the absolute numbers of unemployed youth in at least 10 years (ILO, 2010). Unemployment has been a major problem in urban Ghana and it is most critical in the case of the youth. The problem of urban unemployment in Ghana was highlighted in the late 1960s by Peil (Peil, 1969) in the case of Tema and Ashiaman. Ntim (1974) estimated the magnitude of urban unemployment between 1960 and 1968 and showed the incidence of urban unemployment was more pronounced in the larger urban centres, particularly in Accra. New dimension has been added to the problem since the 1970s- the ratio of the unemployed has increased, the educational system has continued to add to the stream of the unemployed and the young have felt the pinch most. In Ghana, the economic reform implemented since the middle of the 1980s and global factors have impacted on Ghana's labour market. Globalisation, slower growth of the domestic economy and the reduction in the direct role of government in productive economic activities have affected Ghana's labour market (Baah-Boateng and Turkson, 2005). This situation has been compounded by rapid urbanization without substantial expansion of job opportunities though the economic liberalization policies pursued by Ghana since the middle of the 1980s have contributed to improvements in economic growth. Ghana has recorded growth rates averaging around 5 to 6 percent per annum over the past decade and half reaching 14.4 percent in 2011 far exceeding the global average during 2000 to 2007 of just above 5 percent (ISSER, 2012). The relatively high economic growth rates have been driven, to a large extent, by a huge expansion in non-manufacturing sectors like mining and other extractive industries, which are capital intensive and generate relatively few job opportunities (ISSER, 2012).

Despite the high level of urban unemployment young people continue to move to the cities in search of employment to compound the situation for the urban residents. Most of them end up operating within the informal economy either working for others or setting up and operating their own enterprises. Finding work in the formal economy can be particularly difficult for urban youth, as there are few jobs and many youth lack the qualifications that are required for one to find employment in the formal economy. Work in the informal economy may be insecure and highly competitive, but for those with ingenuity and staying power there are opportunities that do not exist in the rural areas. These opportunities may only yield "small-small" money or bartered items, but there is always the possibility of finding something. Much of the work of urban youth, and of young men in particular, is entrepreneurial in nature (Sommers, 2010).

"Encouraging entrepreneurship, a driving force for initiating business ideas, mobilizing human, financial and physical resources, and for establishing and expanding enterprises can be a constructive way of dealing with youth underemployment and unemployment on the continent… Although entrepreneurship is not youth-specific, it can unleash the economic potential of young people and provide living alternatives for them"(Kararach et al., 2011 pp21). All over the world entrepreneurship is linked to employment generation, innovation and economic growth, but entrepreneurship has been downplayed in Africa over the past 30 years (Marsden 1992). This is partly due to the fact that specific research into the field of youth entrepreneurship in the African context is limited or non-existent (Chigunta 2002; Chigunta et al (2005); Schoof 2006).

In Ghana, though the youth unemployment challenge has featured prominently in various government and non-governmental policies and programmes their implementation has not had the desired impact. The formulation of policies and programmes to facilitate youth entrepreneurship has not been informed by research findings in view of the limited research knowledge generated about youth entrepreneurship. This study was meant to contribute to filling that knowledge gap regarding youth entrepreneurship in Ghana to aid in the formulation of appropriate policies and programmes for enhancing youth entrepreneurship in the country. It is also to contribute to the literature on youth entrepreneurship in Ghana through a case study approach.

The urban informal economy is composed of a wide variety of economic activities belonging to various sectors of the economy. These may be categorized as (Yankson, 2000 p 318):

i urban agriculture and other primary activities, such as mining and quarrying (including sand winning and stone cracking for construction purposes);

ii petty-commodity production and service enterprises, including small-scale manufacturing, handicrafts and repair services;

iii small-scale enterprises in construction sector and, in particular, the construction of housing units and related activities;

iv retail enterprises, including small-shops and hawking units;

v transport

A feature of the urban informal economy in developing countries is the spontaneously developed industrial/business clusters of mostly micro, small and medium scale enterprises (MSMEs) in manufacturing, repair services and commercial activities, including sale of vehicle spare parts and accessories. Such clusters are populated by large numbers of operators, mostly the youth. Some industrial/business clusters seem to have experienced substantial growth in enterprise size and productivity in advanced countries and some of the newly industrialized countries (NICs) in Asia but limited success stories in sub-Saharan Africa (Iddrisu et al, 2009). Results of some studies, cited in Iddrisu et al (2009), for instance, seem to suggest that key determinants of enterprise growth and survival include characteristics of the enterprises such as enterprise age and size and entrepreneurial human and social capital, such as years of schooling, years of business experience, and access to informal network among others. Frame conditions external to the enterprises are obviously critical also. It is important that studies on youth entrepreneurship are focused on the various subsectors of the informal economy. It is in the spirit of this that this study was targeted at youth entrepreneurship in the auto-repair and the sale of spare parts.

The question is what is the nature of youth entrepreneurs in the auto repair and sale of auto spare parts in the business clusters in Accra? How do the youth entrepreneurs operate their businesses and how have these businesses fared? What are their perceptions regarding business opportunities and challenges and how do they perceive the prospects and plans for the future?

1.1 Objectives of the paper

In view of limited information on youth entrepreneurship in Ghana, an exploratory study aimed at identifying broadly some of the key issues that impinge on the entrepreneurship of youth operators in spare parts sales and vehicle repair activities in Accra was undertaken with specific objectives of:

- Identifying the background characteristics of youth operators in the various activities in the sector covered, including the effects of these characteristics on the enterprises they were involved in;
- Recording the manner of enterprise formation, including skill acquisition, social networks and other inputs required for running their businesses;
- Identifying enterprise dynamics, including challenges and opportunities operators encountered and their effects on the operations of their enterprise;
- Ascertaining enterprise sustenance as captured by the future plans of the operators, youth and societal attitudes, as perceived by the operators; and,
- Discussing policy implications from the results and making recommendations towards enhancing youth entrepreneurship in the auto repair and spare parts sale sector in particular and the urban informal sector in general.

The study focused on auto repair and sale of spare parts in Accra. The repair service industry is ideal for new entrepreneurs, since it does not require big initial investment.

2.0 Entrepreneurship and its role in development

There is an increasing interest in the role of entrepreneurship and economic development. Entrepreneurship has been the backbone of most gigantic and growing economies of the 21st century. But what is entrepreneurship and what is its role in economic development? "Entrepreneurship is defined as the recognition of an opportunity to create value added and the process of seizing that opportunity, whether or not it leads to the constitution of a new entity (United Nations Economic Commission for Africa (UNECA), 2010 quoted in Kararach et al., 2011 pp21).

Entrepreneurship is a multifaceted concept that cuts across numerous disciplines. The World Bank defines entrepreneurship as 'the activities of an individual or group aimed at initiating economic activities in the formal sector under a legal form of business' (Klapper and Delgado, 2007). This definition, however, is not appropriate in countries, like Ghana, where much of the economy is informal. Global Entrepreneurship Monitor (GEM) is one of the key organizations involved in monitoring entrepreneurship globally. GEM takes a broader view of entrepreneurship and focuses on the role played by individuals in the entrepreneurial process, studying the behaviour of individuals with respect to starting and managing a business. The main aim of GEM is thus to measure individual involvement in venture creation. The GEM research has three main objectives: to measure differences in the level of early stage entrepreneurial activity between countries; to uncover factors determining the levels of entrepreneurial activity; and to identify policies that may enhance the level of entrepreneurial activity.GEM views entrepreneurship as a process which comprises of different stages from intending to start to actually running an established business (Yankson et al. 2011). According to GEM, the more people participate in new venture formation, the more entrepreneurial a country is. In order to measure this, GEM has compiled three measures of entrepreneurial activity based on the information from an Adult Population Survey (Walter *et al.* 2005):

- **Start-ups**: the percentage of adults who have engaged in any activity to start a business in the past 12 months, expect to be a full or part owner, and have not paid out salaries or wages for more than three months.

- **New firms**: the percentage of adults who are actively involved in a new firm as full or part owner and manager, and have not paid out salaries or wages for more than 42 months.
- **Business angels:** the percentage of adults who have provided funds for other people to start a business (informal venture capital).

The first two indicators are used to compute an index of Total Entrepreneurial Activity: the **TEA** index. The percentage of start-up entrepreneurs and the new firm entrepreneurs are added, adjusting for double counting (adults who fit in both categories are counted only once) and "don't know" answers to various screening questions.

GEM distinguishes between entrepreneurship motivated by the appeal of a good business opportunity and entrepreneurship motivated by necessity - the absence of any other work opportunities. Two indexes are calculated to reflect this, the **TEA Opportunity** and **TEA Necessity**. These are the "the push and pull entrepreneurship" or the "replication and "innovation entrepreneurship" (Walter *et al.* 2005).

Entrepreneurs are defined broadly as change agents that use innovation to exploit opportunity, evaluate risks and create a valuable service, product or system (Integral Assets Consulting, Inc. 2006). Entrepreneurs play important role in economic growth through creation of markets; by means of the creation of networks; and by means of collecting and disseminating information. Entrepreneurs function as innovators. Innovation is multiform and takes one or more of the five following components: the introduction of a new good; the introduction of a new method of production; the opening of a new market; the conquest of a new source of supply; and the introduction of a new organization to any industry (Augestin-Jean, 2011).

Entrepreneurship thus acts as a catalyst for economic growth and national competitiveness. This is particularly the case with the advanced economies and that of the newly industrializing countries of Asia, such as Hong-Kong (Augestin-Jean, 2011).). Recently, development researchers and policy makers have shown greater interest in entrepreneurship in Africa as it is increasingly considered to provide the key to growth and development (UNDP, 2004). Fundamental to Africa's problems is high youth (15-35 years old) unemployment, and integrating more youths into the small business sector can contribute to alleviating the myriad of issues associated with unemployment, underemployment and poverty.

Despite these, there seems to be little solid evidence that entrepreneurship promotes economic growth in sub-Saharan Africa and many other developing countries. The main reason being that many do not become entrepreneurs by choice or because they take advantage of an opportunity but out of necessity and as a result of limited opportunities for wage employment they are compelled to start a business and become self-employed (Schaumburg-Müller et al, 2010)

3.0 Study sites and field methods

The study was conducted in the city of Accra. With a total land area of 201sq. Km (UN-Habitat, 2009), Accra has been the capital city of Ghana since 1877 when the British colonial administration transferred the capital there from Cape Coast. Accra has experienced a rapid rate of growth and it is one of the fastest-growing cities in West Africa with an annual average growth rate of 4.3 per cent. Accra's population has increased from just under 400,000 inhabitants in 1960 to a little almost 1.9 million inhabitants in 2010. The gross population density for Accra Metropolitan Area is 10.03 persons per hectare as compared to 6.23 per hectare in 1970 (UN-Habitat, 2009). Accra's population, like that of other urban centres is youthful. About 31 per cent of Accra's population in 2010 was up to age 24 years. Fifty-two per cent of the population in 2010 was female. Interestingly 42.4 per cent of the population of Accra is between the ages of 15 and 34 years old thus making the population of Accra very youthful. Though migration is an important component of population change of Accra, natural increase is the dominant factor. About 54 per cent of the residents of Accra were born in Accra according to the 2010 population and housing census. Accra, has developed very fast physically particularly along the major road network radiating from the city centre to the countryside in the west, east, north- east and the north north-west directions.

Data from the 2010 census report show that in the Accra metropolis 65 per cent (856,033) of the population 15 years and above (1,316,895) were employed; 29 per cent were described as not active while 6 per cent were described as unemployed. , majority (51.2%) of the economically active population 15 years and above were self employed either without employees (44.4%) or with employees (6.8%). Almost 35 per cent of the economically active labour force in the Accra metropolis was employees. Interestingly almost 6 per cent of the economically active population was seeking work for the first time. In terms of occupation, sales and service workers group is the key occupation followed by craft and related trade workers. About 69 per cent of all economically active labour force in Greater Accra operated within the informal economy in 2010.

The field study involved selecting field study sites. A reconnaissance survey of Accra Metropolitan Area (AMA) was undertaken to identify industrial/business clusters where youth operators were present. Based

on the mapping of the potential study sites, three of the most prominent areas of business clusters in AMA namely: Abossey-Okai where most of the businesses are involved in the sale of both new and used imported vehicle spare parts; Kokompe in Darkuman, specialized in sale of imported and locally used vehicle spare parts and scrap metal and Odawna, specialized in vehicle repair and related activities (See Fig. 1)
The different types of business activities in each of the clusters were noted.

3.1 Abossey-Okai
This is a large commercial area lying just outside the CBD and to the west of Accra with numerous shops dealing in both new and used imported spare parts. There are a few vehicle repair units and also those dealing in scrap metal. Abossey-Okai used to be largely a residential area but through the process of invasion and succession the whole area has now been virtually taken over by commercial land uses. According to one Mr. Asare, he was the first to open a spare parts shop in Abossey-Okai in 1978 after working for Auto Parts Company for 17 years. He invited one Mr. Owusu, then operating a spare-parts shop at Tudu in central Accra to partner him in 1979. After three years ten more people joined them. They acquired land and built their own shops as the area was virtually empty with only a few residential buildings. Abossey-Okai is now reputed to be the largest area dealing with automobile spare parts in West Africa. There are various categories of spare parts dealers operating in Abossey-Okai namely:

- floaters (popularly referred to as "I get them")
- Table-top operators selling imported used parts
- Shops selling mainly imported used parts
- Shops selling both used and new spare parts
- Shops dealing with only new imported spare parts.
- Wholesalers in imported used parts from whom others buy and retail to customers.
- Auto-repair garages
- Scrap metal dealers.

It was learnt during the field survey that there was a spare parts dealers association at Abossey-Okai with a membership of over 2000 but it was then not a strong association due to some disagreement among the members. Abossey-Okai is populated by a large number of youth in the spare-parts business.

3.2 Darkuman- Kokompe
This is a light industrial area situated at the western part of Accra off Kaneshie-Mallam Road and at the junction to a residential area called Darkuman. Kokompe is noted for sale of second hand spare parts from broken down vehicles and some from imported second hand spare parts. The area is also noted for the sale of scrap metal from broken down and unserviceable vehicles. Second hand spare parts and scrap metal business at Darkuman-Kokompe was said to have been started around 1968 initially by traders of Nigerian origin at Old Fadama. However after the implementation of an Aliens Compliance order by the government of the day in 1969 and which affected a lot of the Nigerian traders there, Ghanaians traders entered the business. They were moved from Old Fadama to Darkuman-Kokompe by the government of the day. At the time of the field survey, there were other nationals operating there. The business started as scrapping business where dealers bought and dismantled old vehicles, sold the good parts and dumped the rejected parts. We learnt during our study there that the scrap business was then the most profitable aspect of the business in the whole complex. Most of the operators there dealt in old vehicles and parts, used imported parts and only a handful of the operators dealt in new parts bought from Abossey-Okai. All the operators then were dealing in scrap business as there was a very high demand for scrap metal from iron-rod producing factories in Tema and also for export by big-time dealers.

Most of the youth operating at Kokompe are store assistants to store owners, table top operators of used parts and who usually obtain their supplies from Abossey-okai and from remnants of imported second hand parts. Both sexes of the youth are involved in the business there. The major problem confronting the operators there was congestion, lack of space for expansion. Recently a large section of the complex was razed down by fire. There are plans by AMA to relocate the dealers outside AMA. There was an Association of second-hand spare parts and scrap metal dealers with over 1000 members.

3.3 Odawna
Odawna is situated at the edge of the CBD of Accra but the area is not as sprawling as the Abossey-Okai spare-parts commercial area. The garage business started in Odawna in the early 1960s. The land was offered to the garage operators by the government. There is no problem with land tenure. The major problem with the site is its low-lying nature and been close to the Odaw channel, the site experiences floods anytime the Odaw bursts its banks. The Odaw channel is a major drainage channel in Accra. Odawna is noted more for auto repairs than for sale of spare parts. The area consists of 60 approved plots for operating garage business. Unlike Abossey-Okai, Odawna was not populated by many youths as in Abossey-Okai as most of the youth in auto repair business had

left prematurely to seek their livelihoods in the spare-parts business. In addition to the many garages, there were very few spare-parts shops which dealt in imported new parts and few operators of imported used parts operating in kiosks and on table tops and as 'floaters'. Odawna constitutes the Ghana National Association of Garages (Zone 1). The garages train the youth through the apprenticeship system but most of the youth do not complete their training and move on to seek livelihood opportunities in the spare-parts trade as 'floaters'or table-top operators. But those who go through the apprenticeship programme are made to take examination conducted by the National Vocational Training Institute (NVTI). The certificates obtained by them make them employable even in the formal economy.

A mapping of activities at Odawna had been done by a group (Iddrisu et al, 2009) and that exercise produced the following:

- Auto mechanics-129 units
- Auto electrical-48 units
- Auto body works (spraying, welding, upholstery, decoration)- 150 units
- Others (key cutting, blacksmithing, tyre-cutters, water-pump repairs)-21 units
- Food vendors (33 males; 128 females)

The fieldwork involved interview of some of the leaders in these clusters to learn about the organization (governance structure) of the clusters and the key issues that affected business operations in the clusters. At Odawna, a focus group discussion (FGD) of master craftsmen was conducted to ascertain the nature of the apprenticeship system and the changes that had occurred and the implications for youth entrepreneurship in the auto repair business. A FGD was also done with apprentices to ascertain their perception of the business they were engaged in, changes and challenges they were encountering with them.

A questionnaire survey, using a stratified random sampling technique in selecting respondents was carried out in all the three study sites. Altogether 427 respondents were covered in the survey comprising Abossey-Okai (197), Odawna (127) and Kokompe in Darkuman (103) (See Table 1). On the whole, 58.7, 29.5 and11,7 per cent of the sample were on spare parts dealers, auto-repair units and scrap dealers respectively. The fieldwork was carried out between May and September, 2011.

4.0 Results and Discussion.

4.1 Youth operators in the auto industry

The mean age of the youth covered in the questionnaire survey was 26.7 years (standard deviation of 5.3). But majority 63.8%) of the respondents were between the ages of 25 and 35 years. About 48 per cent of the master craftsmen and 46 per cent of operators of new spare parts shops were between the ages of 30 and 35 years. Only 29 per cent of the operators were born in Accra. Interestingly, about 68% of them were born outside the Greater Accra administrative region suggesting the dominance of operators of migrant origin of the enterprises covered in the survey. The highest proportion of the "floaters" and the vehicle repair apprentices were born outside Accra. It can also be seen from Table 2 that of the youth born in Accra, the highest proportion were those in shops selling new spare parts.

About 61% of operators had completed basic education (up to 10 years), 25 per cent of them had had secondary level of education and 5per cent had no education or up to primary level of education. This segment was populated largely by youth in apprenticeship in the auto-repairs.

In addition to education, acquisition of skill through training or experience on the job is an equally important consideration for the youth operating in this sector. The results of our study show that 68 per cent of all the respondents had acquired skills for their work. Of this proportion, 42 per cent were in auto repair service (24% were master craftsmen and 18% apprentices). Dealers in used spare parts (table top, 21%) and shop operators of both used and new spare parts (21%) and shops dealing in new spare parts (20%). It took 67 per cent of those who said they had had some training or had acquired skills for their work between one and three years to go through their training or learning on the job.

Table 1: Business Type by Area

	Abossey Okai		Darkuman		Odawna		Total	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Floater (I get them)	5	2.5	3	2.9	1	0.8	9	2.1
Table top (used parts	76	38.6	21	20.4	6	4.7	103	24.1
Shop (Used parts)	74	37.6	19	18.4	12	9.4	105	24.6
Shop (new parts)	8	4.1	4	3.9	1	0.8	13	3.0
Shop (used and new parts)	9	4.6	5	4.9	7	5.5	21	4.9
Vehicle repair –service Master)	13	6.6	5	4.9	36	28.3	54	12.6
Vehicle repair – Apprentice)	10	5.1	6	5.8	56	44.1	72	16.9
Scrapes	2	1.0	40	38.8	8	6.3	50	11.7
Total	197	100	103	100	127	100.0	427	100

Source: Authors Fieldwork, 2011

Table 2: Business Type by Place of Birth of Business Owner

Business Type	Accra	Outside Accra but within G. Accra	Outside G. Accra but within Ghana	Outside Ghana	Total
Floater (I get them)	0.0	11.1	88.9	0.0	100.0
Table top (used parts	33.0	0.0	66.0	1.0	100.0
Shop (Used parts)	31.1	0.9	65.1	2.8	100.0
Shop (new parts)	69.2	0.0	30.8	0.0	100.0
Shop (used and new parts)	40.9	4.6	54.6	0.0	100.0
Vehicle repair -Master	24.1	1.9	74.1	0.0	100.0
Vehicle repair - Apprentice	12.5	2.8	81.9	2.8	100.0
Scrapes	35.3	3.9	60.8	0.0	100.0
Total	29.1	1.9	67.7	1.4	100.0

Source: Authors field work, 2011

4.2 Formation and operation of enterprises by the youth in the informal economy

The informal economy has been described as one that is easy to enter since it requires little capital and relatively (or no skills) to start (ILO, 1972). This is certainly not the case for all types of enterprises in the informal economy. New business formation is a complex process which is influenced by a wide range of factors. About 37 per cent of the respondents set up the enterprises they were engaged in by themselves (All the “floaters” and 62 per cents respondents selling used spare parts on table tops set up their units themselves). About 31 per cent of the respondents said the units they were working for were set up by their ‘masters’ while another 21 per cent said the enterprises were originally established by their parents or relatives. Initial capital was from the savings and other resources of individuals (64%) while about 7 per cent said their parents, other relations were the sources of the initial capital for setting up the units they were operating.

Majority (64%) of the respondents said the units they were operating or working for were at least 6 years old. In fact 45 per cent of the enterprises were 10 years and above old (See Table 3).

Table 3: Year of Establishment by Business Type

Business Type	< 1 year	1 to 2 years	2 to 5 years	6 to 10 years	>10 years	Don't know	Total
Floater (I get them)	11.11	22.22	44.44	22.22	0	0	100
Table top (used parts	8.74	11.65	21.36	32.04	25.24	0.97	100
Shop (Used parts)	0.94	5.66	18.87	17.92	52.83	3.77	100
Shop (new parts)	7.69	0	15.38	15.38	46.15	15.38	100
Shop (used and new parts)	4.55	0	18.18	9.09	63.64	4.55	100
Vehicle repair -Master	1.85	11.11	9.26	20.37	51.85	5.56	100
Vehicle repair - Apprentice	1.37	5.48	2.74	4.11	61.64	24.66	100
Scrapes	1.96	11.76	21.57	27.45	37.25	0	100
Total	3.71	8.35	16.24	19.95	45.01	6.73	100

Source: Authors’ Fieldwork, 2011.

Table 3 shows that the bulk of the 'floaters' (67%) had been operating their units for between a year and 5 years while majority of spare-parts shops and vehicle repair units had been operated for over 10 years.

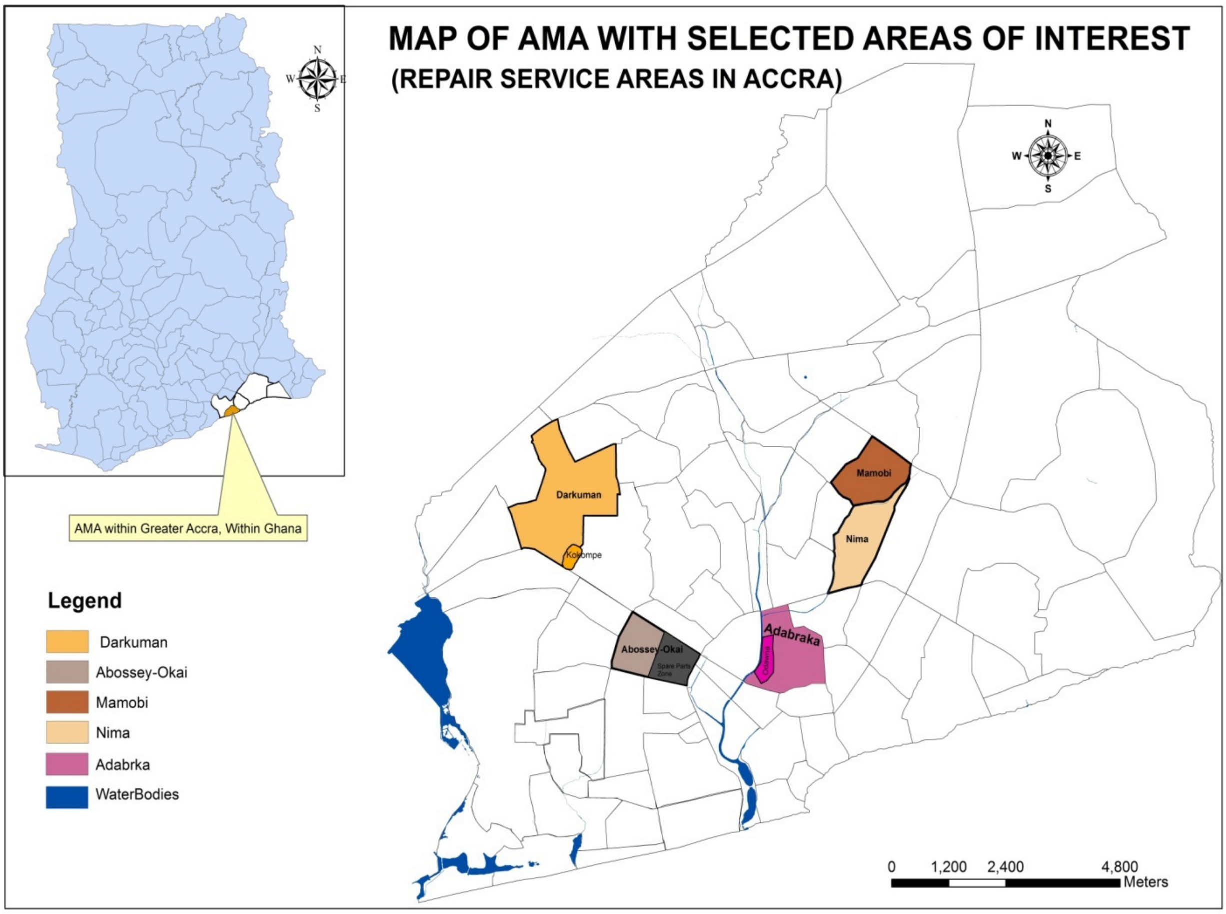
The enterprises that an overwhelming majority of respondents (77%) were involved in had never sought for and secured financial assistance to operate them. Only about 7 per cent of enterprises had ever sought financial assistance and these were mostly shops selling new spare parts (23%), mainly at Abossey-Okai and those selling both new and old spare parts (18.7%). None of the 'floaters' and apprentices had ever done so. About 83 per cent of operators of the units covered in the study obtained their supplies from the city of Accra. Almost all the auto repair units (95%) obtained their supplies (used and new spare parts) from Accra, mainly Abossey-Okai, Darkuman-Kokompe and Odawna and so too were the scrap dealers (98%). Those dealing in used spare parts obtained much of their supplies from Accra (floaters-100%; and Table-top operators-88%). Some of the dealers in new spare parts obtained a larger proportion of their supplies from outside Ghana, especially countries in South-East and East Asia such as Japan and South Korea.

The study also ascertained the extent of utilization of information, communication technology by the youth in the sector covered in the study. Interestingly, only about 3 per cent of the respondents indicated that they had used computer and the internet. On the other hand, 97 per cent of them used mobile phones in conducting their businesses.

4.3 Employment generation and skills acquisition

It was interesting to ascertain the extent of employment or engagement of people in the enterprises covered in the study. The mean employment per enterprise was 4.2 persons. But employment per enterprise ranged from 1.4 persons for the 'floaters' to 8.9 in repair enterprises with apprentices. This is understandable because the repair units train the youth through the apprenticeship system and some of them eventually become master craftsmen and also take on apprentices. In effect, the apprenticeship system is a route to self-employment in the artisanal business.

Fig. 1



Ghana's traditional apprenticeship system has been an important avenue by which people, especially young people have had the opportunity to acquire skills for entrepreneurial activities particularly within the informal economy. In a changing socio-economic and political situation in Ghana, the traditional apprenticeship system is also undergoing transformation in terms of its processes and institutions and consequently the system is facing new challenges (Anokye and Afrane, 2014)

A focus group discussion (FGD) involving five master craftsmen aged between 40 and 57 years old and an in-depth interview of two young apprentices, aged 22 and 23, secondary school leavers were conducted at Odawna during the field work. The outcome provides some insights into the apprenticeship system in the auto-repair business as it currently obtains. Various master craftsmen engaged between 2 and 5 apprentices, usually aged between 17 and 25 years. A few female apprentices were operating as vehicle sprayer after body works. They were not into auto mechanics or auto electrical operation because they considered them as being difficult or too tedious a work. Some apprentices had not been to school at all but majority had been educated up to basic school level. A few had completed senior high school. With respect to recruitment and modalities for the apprenticeship system, it was learnt that people known to the master craftsmen bring their wards for training-some being wards of relatives of master craftsmen and others come from all manner of places, mostly from rural areas. Requests are frequently made but not all requests are acceded to due to limited workspace and lack of accommodation for the apprentices. Some inception and end of apprenticeship customary rites are performed for the apprentices involving payment in form of cash and kind. At the end of the training usually between 3 and 5 years apprentices acquire some tools through working with the master crafts men in order to be able to work on their own somewhere. In the past the total cost was minimal-ranging between equivalent of GHC 20 and 40 (US $ 15-30) but today costs have escalated so the average cost is now between GHC 500-600 (US$ 250-300).

Apprentices are supposed to be catered for by their Masters who are expected to give them some money for feeding ('chop' money) but now what they give them is not enough so their guardians/sponsors are expected to supplement that and also cover any health bills that may arise in the course of their training. What is happening now is that with all the difficulties encountered by apprentices in the course of their training, especially the cost involved as well as the lack of patience on the part of the youth, most of them no longer go through the full range of skills they require to operate as master crafts men, they now acquire only aspects of the skills needed. That is to say they are now specializing in only aspects of the work in auto mechanics as well as in auto electrical in particular. They do so and thus shorten the duration of their training and move on to establish their own workshop or team up with others. Quite a number of the former apprentices had even drifted into other activities such driving of commercial vehicles or into sale of auto spare parts at Abossey Okai, specializing in the sale of auto spare parts. Driving of commercial vehicles is very attractive to quite a number of apprentices who have the opportunity to drive because they are also able to utilize their skills when their vehicles break down.

Due to change in technology of vehicles being produced of late-most of which require computer in detecting and also rectifying faults, there is the need for skill upgrading beyond skills acquired through the traditional apprenticeship system. Therefore it is important that future apprentices have secondary and other vocational education before their apprenticeship. Some of the apprentices had taken the examinations organized by the National Vocational Training Institute (NVTI) for certification that would make them employable with large-scale private and public sector institutions.

The key challenges facing the apprenticeship system in the auto-repair industry include the following:

There is a general lack of available sites for workshops for graduates of the apprenticeship system to begin their operation independently of their former masters. Lack of adequate provision by the urban planning and management system for the integration of informal businesses into the urban space economy is a major weakness confronting local economic development in Ghana (Yankson, 2000). Young apprentice graduates in Accra are challenged in that respect (Anokye, Afrane and Ofori, 2014). Acquisition of suitable workshop sites where they can operate and attract adequate patronage for their products and services has been a constraining issue for the youth operating in the urban informal economy. Charges such as rent, income tax are too high for beginner master crafts men. It was said that one needed about GHC 1,500 (about US $790) for a site for a wooden workshop. Altogether an apprentice needs between GHC 3000-5000 (US $ 1,579 and 2632) as a start-up capital. However, it is not easy to raise capital so some turn to driving commercial vehicles in order to save some money to set up their businesses. According to the Ghana Global Entrpreneurship Monitor (GEM) of 2010, the factor that most constrains entrepreneurial activities in Ghana is financial support. The second most constraining factor is government policies followed closely by commercial and professional infrastructure, access to physical infrastructure, capacity for entrepreneurship, and the political, institutional and social context (Yankson et al, 2011). On the other hand, experts in the 2010 National Expert Survey viewed the political, institutional and social context as the cardinal factor that fosters entrepreneurship activities (Yankson et al, 2011),

- Lack of adequate care for apprentices is another challenge and especially when an apprentice is injured on the work it is his sponsor who is expected to be responsible for treatment in addition to supplementing the daily allowance from their masters.
- Lack of adequate patronage for their services is another challenge. Sometimes clients are reluctant to pay the service charges in full.

- The trade is also suffering from imitation spare parts on the market and which affects the reliability and quality of services rendered to clients by workshops.

4.4 Networking within the enterprises

A feature of the informal economy is networking which takes several forms: sub-contracting of work by one unit to another, sharing of tools and equipment, material inputs and information. The clustering of enterprises in particular areas facilitates these mechanisms. These may even be facilitated by ethnic affiliations. A form of networking is membership of business associations. This feature had not developed or taken firm roots in our study sites. Only 10.2 per cent of the respondents were members of the relevant business associations. Even that, majority (51.4%) of those in it felt that their associations promoted the welfare of their members. Another proportion of this group (32%) were in it so they would benefit from whatever concession that could be extracted from local government and state institutions through lobbying or negotiations, especially, with respect to securing the sites of their workshop.

4.5 Enterprise dynamics (changes since establishment of enterprises and at time of study)

The study ascertained changes that had taken place in the enterprises since they were established as recorded at the time of the study. It can be seen from Table 4 that a substantial proportion of all the operators (43.4%) had experienced a decrease in the level of profit, the worst by shop operators selling new spare parts (61.5%) This may not be surprising as only a third (33.3%) of all the sampled operators indicated that there had been an improvement in the financial management of their enterprises. Interestingly, a larger proportion of the “Floaters” (55.6%) followed by “Table-top” operators (49.5%) who indicated they had achieved improvement in their finances. On the other hand, only about 23 per cent of both operators of shops selling only new spare parts and those operating new and used spare parts shops indicated there had been an improvement in their financial management.

Table 4: Changes in Profit Margin by Business Type

	Increased	Remained	Decreased	Don't know	Total
Floater (I get them)	22.2	22.2	44.4	11.1	100
Table top (used parts	24.3	14.6	52.4	8.7	100
Shop (Used parts)	14.2	15.1	50.9	19.8	100
Shop (new parts)	15.4	7.7	61.5	15.4	100
Shop (used and new parts)	31.8	22.7	36.4	9.1	100
Vehicle repair -Master	29.6	11.1	44.4	14.8	100
Vehicle repair - Apprentice	19.2	8.2	16.4	56.2	100
Scrapes	23.5	19.6	45.1	11.8	100
Total	21.6	14.2	43.4	20.9	100

Source: Authors’ field work, 2011.

About 62 per cent of all the sampled operators said there had been an increase in investments in the enterprises they operated. The highest proportions in this respect were recorded in “Table-top” enterprises (69.9%) and “Used spare parts” shops (65.1%) and the lowest proportion among operators of shops selling only new spare parts (38.5%).

While virtually all the sampled operators in the various sub-sectors mentioned that they encountered competitions, they also indicated that business competition had increased in the five years prior to the survey (96.5%). The competition seems to have resulted in a decrease in number of clients patronizing the goods and services of the sampled business units as Table 5 shows.

Table 5: Changes in the Number of Customers or Clients by Business Type

Business Type	Increased	Remained same	Decreased	Don't know	Total
Floater (I get them)	33.3	22.2	44.4	0.0	100
Table top (used parts	68.0	12.6	18.5	1.0	100
Shop (Used parts)	57.6	7.6	34.0	0.9	100
Shop (new parts)	38.5	7.7	53.9	0.0	100
Shop (used and new parts)	36.4	9.1	50.0	4.6	100
Vehicle repair –Master	63.0	9.3	27.8	0.0	100
Vehicle repair - Apprentice	71.2	8.2	19.2	1.4	100
Scrapes	43.1	17.7	39.2	0.0	100
Total	59.2	10.7	29.2	0.9	100

Source: Authors’ fieldwork, 2011

Table top used spare parts dealers and units involved in vehicle repair service (both Master craftsmen and apprentices) seem to have fared comparatively better than both new and old spare parts shops. This, however, has occurred despite the fact that 90 per cent of all the sampled enterprises had experienced an improvement in the quality of goods or services provided to their customers. This situation may be partly ascribed to the unfavourable economic situation and hence a difficult business climate prevailing in the country. About 45 per cent of the respondents said the effect of the general economic condition was either negative (19.3%) or very negative (26.1%). On the other hand about 36 per cent, mainly used and new spare parts shops (68.2%) and floaters (66.7%) considered the general economic conditions to have had positive effects on their businesses

4.6 Challenges of the enterprises

The operation of small and micro-enterprises is usually confronted with myriad of problems. The key challenges that the operators of the sampled enterprises said they were confronted with in the last five years of their operations are summarized in Table 6.

Table 6: Main challenges confronting business in the last 5 years of operation

Type	Frequency	%
1 Poor physical infrastructure/non-permanence of business location	269	31.0
2 Problems with spare parts and other inputs (cost, quality etc)	198	22.9
3 Inadequate working capital	173	20.0
4 Environmental constraints (flooding, poor sanitation etc)	139	16.1
5 Others	87	10.0
Total	866	100.0

Authors' fieldwork, 2011

Poor physical infrastructure including the non-permanence of business location is a major challenge to operators of the vehicle repair sub-sector. Though the business clusters have existed for a long time, only operators at Odawna can be said to have some permanency of work-site but that site is chocked with all manner of operators sub-dividing their plots in order to accommodate others. Worst of all Odawna is a flood-prone area and the rainy seasons brings a lot of misery to the operators there. The challenge of inadequate infrastructure and non-permanency of business location is thus compounded by environmental constraints including sanitation. The workshop clusters do not have adequate appropriate solid and liquid waste disposal system. Some do not have any toilet facilities and solid waste is poorly handled.

Inadequate working or operating capital is a common challenge confronting all small and micro enterprises. Majority of operators in this sector are unable to access credit from the formal banking institutions. They either rely on their own saving or support from family and friends as well as from informal financial arrangements. Spare parts dealers are confronted with challenge of high cost of imported spare parts, cost of import duties and quality of spare parts. They complained of imitation spare parts ruining their businesses.

4.7 Sustainability of the enterprises

An important issue is the sustainability of the enterprises. How sustainable are enterprises that the youth are involved in as owners/part-owners or as employees? Four indicators were used to address this issue: respondents' perception of the business climate; the perception of society to youth entrepreneurship, that of the youth themselves to entrepreneurship; how the respondents saw their businesses in 5 to 10 years from the time of the survey and the future plans of the respondents.

4.7.1 Perception of business environment

Creating and sustaining businesses without any doubt thrives on a politically stable environment.
Ghana has maintained a peaceful atmosphere since the country entered into constitutional
rule in 1992 till now. A politically stable environment paves the way for a good business environment. A business environment refers to a set of laws and regulations, as well as the opportunities and incentives available to entrepreneurs, informs the decisions that the private sector makes on daily basis. Respondents' perception to the general business environment was mixed as there was no clear pattern in their responses. While about 40 per cent of the respondents perceived the business environment as either positive (36.3%) or very positive (3.5%), about 45 per cent perceived it to be either very negative (26.1%) or negative (19.3%)

4.7.2 Perception of society about youth business in the auto sector

About 81 per cent of the sampled respondents said that society had positive (50.1%) and very positive (31.1%) perception about youth business in the auto sector. It is gratifying to note that the youth had very positive (37.8%) or positive (45.2%) perception of themselves in business.

4.7.3 Perception of state of business in 5-10 years hence

Respondents perceived their businesses in very positive (41.3%) or positive (26%) in the next 5 to 10 years. About 23 per cent of the respondents were indifferent as Table 7 shows.

Table 7: Perception of businesses in the next 5 to 10 years

Business Type	Very positive	Positive	Indifferent	Negative	Very negative	Total (%)	Total (freq.)
Floater (I get them)	44.4	33.3	22.2	0.0	0.0	100	9
Table top (used parts	37.9	30.1	21.4	4.9	5.8	100	103
Shop (used parts)	41.5	21.7	24.5	10.4	1.9	100	106
Shop (new parts)	30.8	15.4	46.2	7.7	0.0	100	13
Shop (used and new parts)	31.8	27.3	36.4	4.6	0.0	100	22
Vehicle repair -Master	48.2	20.4	22.2	9.3	0.0	100	54
Vehicle repair - Apprentice	57.5	24.7	13.7	4.1	0.0	100	73
Scrapes	23.5	35.3	23.5	13.7	3.9	100	51
Total	41.3	26.0	22.7	7.7	2.3	100	431

Source: Authors' fieldwork, 2011

An appreciable proportion of operators of shops selling new spare parts (46%) were neither positive nor negative about the prospects for businesses in the next 5 to 10 years.

4.7.4 Future plans of respondents

Table 8 shows the future plans of respondents. The Table shows that a third of the respondents were planning to own a shop while about 31 per cent planned to expand their businesses or establish another business in addition to what they were operating.

Table 8: Future plans of respondents

Plans	Frequency	Per cent
1 Own a shop	159	33.3
Expand business/establish another business	146	30.5
Change business/learn new trade	80	16.8
Further education/acquire further skills	34	7.1
Travel and stay/work abroad	22	4.6
All others	37	7.7
Total	478	100.0

Source: Authors' field work, 2011

On the other hand, almost 17 per cent of them wanted to change their business or learn a new trade. The results give an indication of the intention of the youth in the auto sector to stay in business and possibly expand their businesses.

5.0 Conclusion and recommendations

At least 80% of the respondents thought the wider society had a positive perception of youth entrepreneurship while the youth themselves felt same about themselves

About two-thirds of respondents had planned to own a shop, expand their businesses or establish other businesses. These are positive signs for youth entrepreneurship in the auto sector of the urban economy and this positive signs ought to be enhanced and translated into action for supporting youth entrepreneurship. The auto sector offers possibilities for youth entrepreneurship if only the key challenges confronting operators in the sector are addressed. In this respect the following need to be considered.

5.1 Provision of secured sites with infrastructure and services

The issue of inadequate provision for the urban informal economy is a well known one. The city planning and urban management system hardly integrates informal production and service units apart from traditional markets in its land use plans and where a municipal authority does so such units are pushed to marginal lands such as flood prone areas, often without any service and infrastructure such as access roads, water, electricity, solid and liquid waste management facilities. Sites where small-scale production and services are rendered in all the cities in Ghana suffer from such deficiencies in urban service provisioning. This attitude of city authorities must change for the better. This issue has been highlighted in an earlier work (Yankson, 2000) where planning for and developing workshop clusters using abandoned warehouses and suitable space within the urban fabric for the petty commodity enterprises has been proposed together with that of redevelopment of outlying markets to include space for small-scale production and service units.

5.2 Financial support

The provision of adequate financial support is clearly a central issue to entrepreneurship in Ghana. Operators in the informal economy hardly access credit from banks because of the high interest rate and collateral required for credit delivery. Many small scale operators have not been able to access credit from institutional sources such as credit from the Micro-finance and Small Scale Loan Centre (MASLOC) though many have been successful. Small-scale operators can help themselves by organizing themselves into cooperatives and apply for credit as groups and which make it easier for credit delivery rather than dealing with so many small operators on as individuals. Young people must be given every support being financially or morally in order to motivate them to take entrepreneurial initiatives.

5.3 Education and training

The traditional apprenticeship system is under severe stress partly as a result of the dwindling resources of master craftsmen faced with a relatively difficult national economic environment and declining patronage for their services and hence a reduction in business turnover. But there is an urgent need for skill upgrading within the traditional apprenticeship system to meet the demands created by technological changes with respect to the automobile industry. Most of the new vehicles on the market require the use of computers to detect and address faults. Therefore, unlike the olden times apprentices without the requisite skills cannot operate a vehicle repair business. In 2010 GEM report of Ghana education and training was the third most important recommendation of experts in promoting entrepreneurship (Yankson et al., 2011). Supporting entrepreneurship among the youth was highlighted as a particularly important aspect of education and training by some experts. The educational system, which is a very important means of socialization, should be used to inculcate entrepreneurship amongst young people. Youth employment and entrepreneurship policies are likely to be more effective if they are closely linked and integrated with educational policies including the structure and content of school curricula, extra curricula activities and after-school programs (Davis,2002).

5.4 Political, institutional and social context

The political, institutional and social context is the factor that stood out as the main factor fostering entrepreneurship in Ghana and is considered to be important as a way of promoting entrepreneurship. Experts highlighted how political stability in Ghana has been a critical factor fostering entrepreneurship in Ghana. This has to be backed by institutional strengthening, and enhanced efficiency in service delivery particularly by the public sector.

In conclusion, it is important to emphasise the need for more focused research on each of the four areas touched on above in order to assist the appropriate institutions and stakeholders in formulating most appropriate policies and programmes including that of the institutional framework for implementing them in an integrated manner in order to achieve effectiveness in the facilitation of youth entrepreneurship in the auto and related sectors of the economy of Ghana.

References

Anokye, P.A. and Afrane, S.K. (2014) Apprenticeship training System in Ghana: Processes, Institutional Dynamics and Challenges in *Journal of Education and Practice* Vol 5(7) (Online)

Anokye, P.A., Afrane, S.K.& Ofori, E.O. (2014): The Informal Apprenticeship System in Ghana: Post Graduation Job Integration and its Implications for the Management of Urban Space in *Journal of Environment and Earth Sciences* Vol 4(18) (Online)

Augustin-Jean, L.(2011): Entrepreneurship as a Contributor to Growth in Asia: The Case of Hong. *Canadian Journal of Development Studies/Revue Canadienne d'études du Développement* (Available online: 07 Mar 2011 http://dx.doi.org/10.1080/02255189.2010.3673723)

Baah-Boateng, W. & Turkson, Ebo F. (2005): “Employment” in Globalisation, Employment and Poverty Reduction, Ernest Aryeetey (Ed): ISSER, University of Ghana, Legon

Chigunta, F (2002). *The Socio-economic Situation of Youth in Africa: Problems, Prospects and Options.* Draft 12 July, 2002. [Online] Last assessed 10 December 2009 at: URL http:www.yesweb.org/gkr/res/bg.africa.reg.doc.

Chigunta F., Schnurr, J. James-Wilson, D., Torres V.(2005), *Being “Real” about Youth Entrepreneurship in Eastern and Southern Africa: Implications for Adults, Institutions and Sector Structures*, International Labor Office, Geneva

Davis Susan (2002), Social Entrepreneurship: Towards an Entrepreneurial Culture for Social and Economic Development, International Board Committee, Ashoka: Innovators for the Public

Iddrisu, A; Mano, Y and Sonobe, T (2009) Entrepreneurial Skills and Industrial Development: The Case of a Car Repair and Metalworking Cluster in Ghana. (www.researchgate.net/...Entrepreneurial_Skills_and_Industrial_Develop Accessed June 2011))
International Labour Organisation (ILO) (2006): *Global Employment Trends for Youth 2006*, ILO, Geneva ,(http://www.ilo.org/public/english/employment/strat/download/gety06en.pdf)
International Labour Organisation (ILO) (2010), *Global Employment Trends*, International Labour Office, Geneva.).
Institute of Statistical, Social and Economic Research (ISSER) (2012). *The State of the Ghanaian Economy*, 2011, Legon, University of Ghana
Integral Assets Consulting, Inc. (2006): Youth Entrepreneurship: Theory, Practice and Field Development. (A Background Paper Prepared for the W. K. Kellogg Foundation Youth and Education Unit, September).
Kararach,G., Kobena T. Hanson, Frannie A. Léautier (2011): Regional Integration Policies to Support Job Creation for Africa's Burgeoning Youth Population. African Capacity Building Foundation, Working Paper No. 21, July
Klapper, L.F. and J.M.Q. Delgado (2007): World Bank Group Entrepreneurship Survey: data Overview, World Bank, November
Ntim, S.A. (1974). Urban Unemployment in Ghana, M.Sc. Thesis, University of Ghana
Peil, M. (1969). Unemployment in Tema: The Plight of the Skilled Workers, *Canadian Journal of African Studies,* Vol. 3 pp409-419
Schaumburg-Müller, H., Søren Jeppesen and Thilde Langevang-Entrepreneurship Development in Africa. CBDS Working Paper Series Working Paper Nr. 12/2010)
Schoof, U (2006). Stimulating Youth Entrepreneurship: Barriers and Incentives to Enterprise Start-ups by Young People, *Series on Youth and Entrepreneurship*. International Labour Organization, (76), 1-12.
Sommers, M. (2010). Urban Youth in Africa, *Environment and Urbanisation*, 22 pp 307
United Nations Development Programme (UNDP) (2004): Unleashing Entrepreneurship: Making Business Work for the Poor (Commission on Private Sector Development Report to the Secretary General of the United Nations, March 1)
United Nations Economic Commission for Africa (UNECA) (2010): Strategies to Promote Youth Self-employment in West Africa", Accra: Sub-regional Office in West Africa)
UN-Habitat (2009). Ghana: Accra Urban Profile, UN-Habitat, Regional and Technical Co-operation Division
Walter, T., Rosa, P., Barabas, S., Balunywa, W., Sserwanga, A., Namatovu, R. and Kyejjusa, S. (2005): *Global Entrepreneurship Monitor: GEM Uganda 2004 Executive Report*, Kampala: MUBS
Yankson, P.W.K (2000) Accommodating Informal Economic Units within the Urban Built Environment: The Case for the Petty Commodity Enterprises in Accra, Ghana *Third World Planning Review.* 22 (3), pp 313-334
Yankson, P.W.K. (2006):*Urbanisation, Industrialisation and National Development: Challenges and Prospects of Economic Reform and Globalisation* (Inaugural Lecture Delivered on 27th. March, 2003) Universities of Ghana Press (ISBN: 9946-3-0346-7): 46pp
Yankson, P.W.K., Owusu, G., Gough, K., Osei, R.D and Langevang, T. (2011): Global Entrepreneurship Monitor: GEM Ghana 2010 Executive Report, Accra: ISSER.