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THE ROLE OF WOMEN IN INDUSTRIALIZATION IN DEVELOPING COUNTRIES

Country paper on Tanzania *

prepared by

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1. Potential role of women in national and international policies on Industrialization:

The role played by women in a country has been recognized as an important part in achieving a balanced political and socio-economic development. Most countries have achieved notable success during the last decade or two in integrating women in the process of industrialization which makes a major contribution to their national income growth and creates substantial employment opportunities for their growing population. However, the degree of involvement of women in this industrial development has varied from one country to another depending on the stage of development and socio-political set-up of each country.

In many developing countries, including Tanzania, full participation of women in socio-economic activities has been impeded by traditions, customs and the colonial lopsided education system which favoured men, and lack of proper organization among women folk. In Tanzania, since Independence in 1961, the government has been aware of these existing deficiencies in the society and concerted efforts have been made to change education system to provide equal chances to both sexes and to expand the existing educational facilities. The aim of such policy is to train women and men in managerial and technical fields and to upgrade their entrepreneurial skills required in the management of the industrial sector. Through provision of such common educational facilities, traditions among women have been undermined and the psychological barriers reduced. Thus, today, women are not only giving up their traditions and taboos and attending educational institutions in large numbers, but have also gained considerable influence within the society on national and international policies and issues.

Through the Jumuiya ya Wanawake wa Tanzania (Tanzania Women Organization), women involvement in public affairs has been made more effective and enhanced. This community provides a forum where as a united group, women are able to participate fully in the national policy formulation, as well as in social cultural and economic affairs.

(a) Policy & Planning (Industrialization):

Women have equal rights in participation in industrial policy making and planning. The Tanzanian national policy spells out among other things equality in economic activities and equal participation in decision making.

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The national planning mechanism starts from the village, district, regional and national levels. Women participate in these levels so long as they are members of the Planning Committee or groups. In Tanzania, women are members in each of these tiers. At the district level there are women Members of Parliament, District Planning Officers, Area Commissioners, District Development Directors, and Party Officials who all participate in planning and policy making for the District and the nation as a whole. In the Parliament, there are women Members and Ministers who are automatically Members of the National Planning Committee.

(b) Restructuring of Industries:

In the past, industries were in the hands of foreigners for historical reasons. Soon after independence, guidelines were given by the governing party to involve nationals (of all sexes) to use local resources and upgrade the traditional skills through retraining and orientation into better skills. Technical education was introduced to impart special skills to enhance local participation in industry. This way, industry was restructured from foreign to local control.

Government deliberate policy enacted the Small Industry Act in December, 1973 to restructure the industry sector for the purpose of promoting small scale industries through training, marketing, consultancy services, etc. The Organization does not own but promotes small scale industries by stressing the need to help the less privileged areas and groups so as to arrive at equitable participation and distribution in industrial production.

The restructuring of industry has been speeded up through the following measures:-

- (i) The Central Government has special programmes for industrialisation financed through national budgets, and international financing institutions or through voluntary and bilateral assistance.
- (ii) Individuals are also given a role to play in the development of industries.
- (iii) In the structuring of the industrial set up, Tanzanian women have been involved right from the beginning in accordance with Party guidelines. At the moment, a large number of workers in public and private industry including small scale industries, are women.

Many units are managed and owned by women throughout the country. They are also involved in Management, promotion, training, etc. in industry as a whole.

(c) Management, Training and Entrepreneurship Development:

In all, women have equal chances in training in national management institutions and universities, etc.

As members of Planning Committees and decision makers in the Organization/Ministry involved in industrial development, women participate fully towards the evolution of policies in industrial management, industrial training and entrepreneurship development. The small industry promotion officer (SIPO) is involved in entrepreneurial development policy in which the speaker is one.

(d) Technology Development:

In Tanzania various measures are being taken to develop and impart technical knowledge to both sexes. Among the most important measures taken are as follows:-

- (i) Technical training centres have been established by Government Ministries, Parastatals and voluntary agencies to train in specific skills for specified periods. Such centres accommodate both sexes.
- (ii) Through study tours, seminars, conferences in and outside the country for the purpose of exchanging and sharing different experiences.
- (iii) Technology is also transferred through on-the-job training.

(e) Rural Industrial Development:

About 94% of the national population lives in rural areas and 6% is urbanised. The main stay being agriculture, there is need to diversify the economy by establishing agro-based industries in the rural areas where the raw materials are available. This move provides alternative employment to people as well as servicing a large sector of the national market. Infrastructure facilities are being improved to industrialize the rural areas.

The Tanzania national plan emphasizes the necessity to distribute industries to rural areas as against the past tendency of concentrating in main towns only. Such measures will not only spread industrial development throughout the country but will reduce the influx of people into towns.

2. Current Contribution of Women to Industrial Development:

(a) Degree of Participation

As mentioned above, women participate in the planning right from the village level to the international industrial forums. Despite the few numbers relative to men, we have women industry promoters, economists and industrial planners, budgeting and programming project officers and entrepreneurs. In all these activities women are put on the same footing and are as competitive as their men folk.

(b) Women Capability to Organize into effective groupings

As mentioned earlier, Tanzania women are given their own form through the National Women Organization which assists in mobilizing women to form various industrial productive groups. In this case, women have established coherent small scale industrial groups such as weaving, soap making, tailoring, pottery, handicrafts and so forth.

3. Measures to Strengthen Contribution of Women in Industrial Development:

(a) Effective Women's Grouping and its Coordination

This is being done through identifying their current problems. In most cases, the major problems are lack of financial resources to enable them to establish new units and to expand existing enterprises. Effective women's groupings are also being established and given necessary support in project appraisal, provision of raw materials, marketing, upgrading of skills, and by introducing them to financial institutions. The Tanzania government and a few international organizations have plans to support industrial groups through various means. However, the role of industrialization in Tanzania is the concern of both the ruling Party and Government leaders. Therefore, there are coordinated efforts to increase more women groupings in the country.

(b) Measure to Upgrade the Managerial/Technical Knowledge and Skills of Women

As a preliminary measure to upgrade the Managerial/Technical skills, the government has established post-primary technical education schools for both sexes. The university of Dar es Salaam imparting further technical skills in its liberal arts, science, engineering curriculae which is a good basis for teaching other technical personnel in industry.

Management training in such fields as business administration, project supervision, accounting, personnel management and marketing management are given in established local institutions. Also foreign scholarship facilities in Managerial and Technical fields, etc. are welcomed.

(c) Measures to Increase the Consciousness of the Top Management in the Industrial Activities where there is presently Greater Potential for Participation of Women:

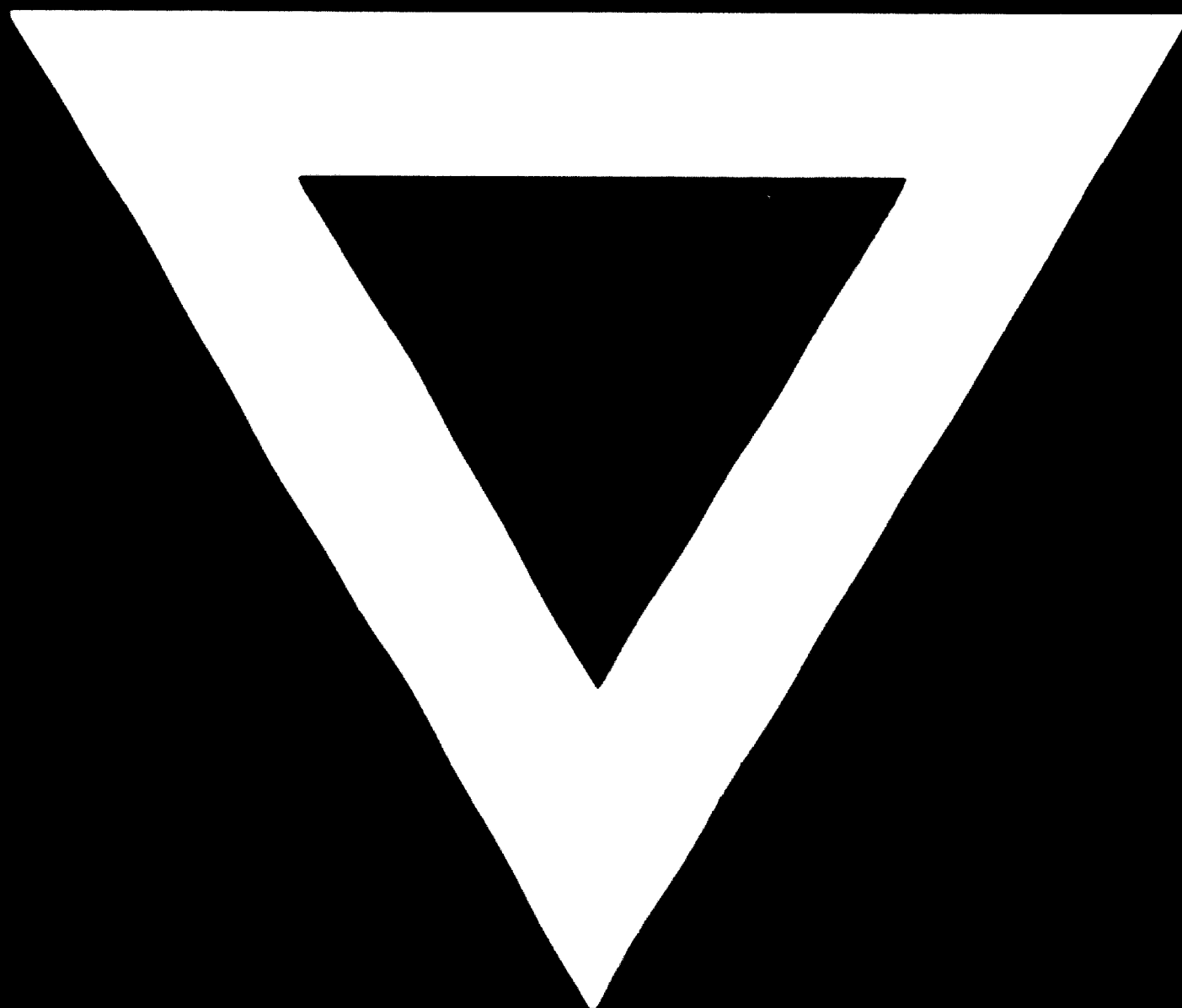
The greatest potential for women in industrial development is in industries dealing in food, clothing and health. The top Management in industrial planning recognise the potentialities and give priority to women industrial groups in considering licensing, employment, promotional efforts, training through workers education programmes and improved working conditions. These measures have given courage to women and have led to further development of potential skills in women groupings.

4. Measures to be taken by UNIDO to strengthen Contribution of Women in Industrial Development:

The measures taken by the Tanzania Government and her national Parastatal (SIDO) as enumerated above are encouraging. These measures could be enhanced through international support.

It is therefore proposed that UNIDO should establish a special fund for the fuller involvement of women in economic activities. Specifically the fund would be used for training women in specific production and managerial skills to enable them to establish small businesses. The fund would also be used to purchase machinery and equipment where necessary which could be loaned to groups of women. The purchase of initial raw materials alongside such equipment would be necessary. The Organization of workshops and seminars for women to create awareness of such opportunities and to review problems and prospects would also be necessary. UNIDO would need to identify suitable local organizations in each country for implementing such a programme.

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