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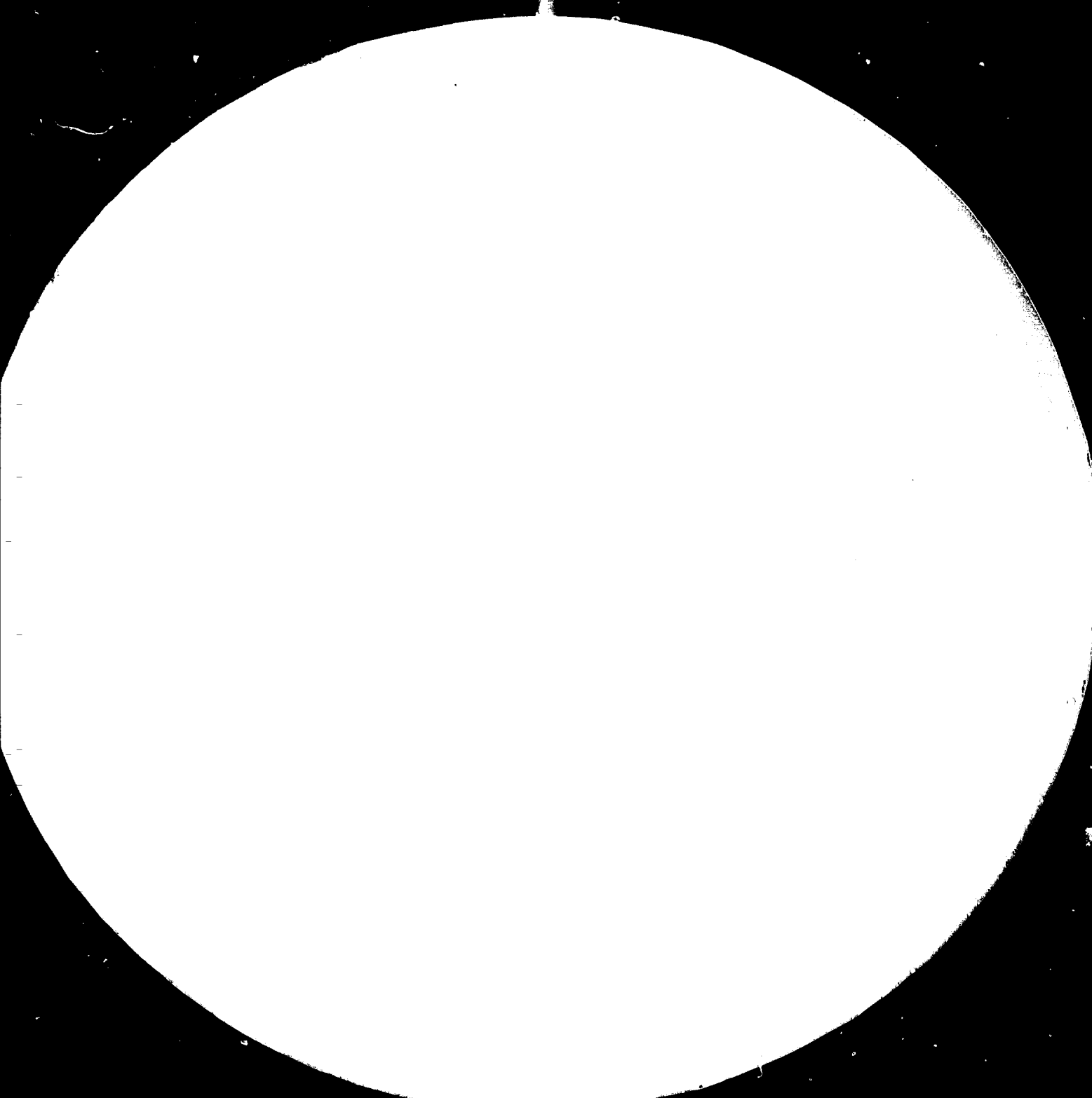
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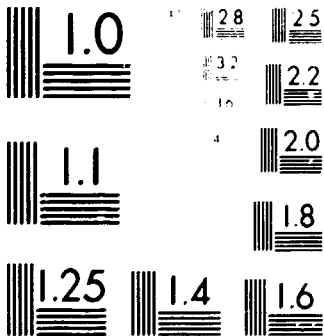
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Seminar on the Role of Women
in the Development of Industrial Branches
Traditionally Employing Female Labour*
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Tanzania. THE ROLE OF WOMEN IN THE DEVELOPMENT OF INDUSTRIAL BRANCHES
TRADITIONALLY EMPLOYING FEMALE LABOUR**

Paper presented by the Tanzanian Representative

by

Catherine Barongo***

- * organized by the United Nations Industrial Development Organization (UNIDO) in co-operation with the Government of the People's Republic of Bulgaria.
- ** The views expressed in this paper are those of the author and do not necessarily reflect the views of the secretariat of UNIDO. This document has been reproduced without formal editing.
- *** National Textile Corporation, Tanzania.

1. It will be repetitive to revert to the previous discussion on the importance of integrating women in industrial processes. This is no doubt a subject which has already been discussed in several forums covered by seminars, meetings both national and international and even in smaller political and social groups. In smaller dimensions within a home the female members of the family have discussed these issues with their members of the family or visiting friends. The fact that the women constitute about 50% of the world adult population need not be emphasized. For many centuries however, the place and role of the woman has been a background issue which was hardly thought to be of any significance in the world of industrial development. The woman has always been placed in the home where she is the child bearer, where the kitchen is hers and where the upkeep was solely her problem and where all members of the family (in Tanzanian environment family would also include all inlaws, aunts uncles etc) expected her to render all necessary domestic services.

Most of us will recall that one of the principal aims of the 1975 International Year of the Woman was women's liberation. The woman felt she was being treated as an inferior human being because in the wake of development she realised she was not considered an important component of development. Instead the woman is an oppressed human being especially if she happens to be a member of oppressed society of the poor nations.

2. Women have a major role to play in Africa and in Tanzania in particular where for generations women have been the major producers of income particularly from agriculture. Tanzania is not an industrial country, that is the industries with the connotation of a well established factory area including all facilities of a factory. The country is mainly an agricultural country producing food crops for domestic consumption and cash crops for sale in the international markets. The industrial sector in Tanzania is a new and recent development of our economy which I would say is at a fairly low advanced stage compared to the industrial countries of Western Europe for example Tanzania has therefore realised that the woman plays a very important role in the country's economy. In the case of Tanzania Party policy is very much against the unequal distribution of work between men and women. In the urban areas most of the job opportunities are held by men. This phenomenon could be explained by the fact that in the past the unequal educational opportunities meant that only a few women had the qualifications.

I believe given the same opportunities for training, and working in the industries women are equally good and can work as efficiently as the men. The cultural heritage that the woman's place is in the kitchen is partly responsible for the present trend. However, nature or the biological processes in the human being are also partly to blame for this trend. Another of the snags which restrict the fuller utilization of women's mental and physical resources in national building especially in the urban areas is failure to combine both their child raising responsibility and the demands of the job. For example it may be difficult for a woman to attend to a factory night shift if she has a baby and other small children she has to take care of. I will however emphasize the fact that the roles of the woman and man are complementary.

3. Tanzania is one of the poorest countries in the world and therefore some of the economic activities are still being carried in primitive environments using primitive tools and therefore the production is relatively low. Tanzania is also dominantly a male society in which the man is always readily available for school, public activities and industrial work.

In the rural areas the woman plays a major role first as a homemaker. The homestead normally includes the house, the homestead family a farm a few livestock like cattle, goats, sheep chicken etc. This is typical of a homestead in most productive rural areas of Tanzania. In addition the home would own two or three other reasonable size farms where the seasonal crops like maize, beans, potatoes, rice, millet etc would be grown for food. The main characters responsible for the well being of the homestead property are mainly the female family members. They are required to make sure the farms are ready for the planting season, that planting was done on time, that weeding was done adequately and finally that the harvesting was promptly completed and storage of the harvest adequately dealt with. The same was expected of her for the cash crops like coffee, cotton cashew nuts etc. The woman therefore in some cases with very little help from her male companion or without it, strives to produce the basic needs for the survival of the family. She uses her time, whatever resources she has at her disposal and all her potentialities to improve life conditions in her immediate community. It may be worth mentioning that the agricultural industry I am trying to describe does not employ any capital goods like tractors, harvesters etc. The tools like hoes, bush knives etc will be used manually and therefore the manual labour of the woman is very important. Without it nothing will be done. In addition to her primary function of homemaker, the producer of foods and cash crops she will have a few livestock around to supplement her food because she can get milk, eggs, meat and manure for her farm. The woman is directly the producer of food, cashcrops for the community but the benefit she derives from these things is questionable. Indirectly she provides the family with housing, clothing, recreation and she directly feeds her family. Ironically it is the woman who feels the immediate inadequacy of food clothing and housing for herself and the children.

In most cases the husband will be away working in an urban office or industry and the woman is left to prepare the home so that it is liveable. She prepares the foundation for the final settlement of the whole family including the husband who is away on a job.

4. May I clarify the fact that I am not criticizing our male colleagues. They are no doubt playing a major part, in the whole industrial process. I am only emphasizing that the woman's contribution in the development should be looked at with higher regard. In fact the concept of polygamy was based on economic factors because a man with several wives expected to produce more to enrich himself through the wife's labour and efforts. The one who worked harder to produce more was the favourite of the husband. It is still a common feature in many parts of Africa. The woman is used as a producer of wealth. Looking at it positively, the woman's potentiality can be exploited with better capital goods to raise the per capita incomes of her nation and therefore raise the standard of living for herself, her children and her community as a whole.

5. The woman in our society is a very hard worker and I would say she is the pillar of the home. The same woman who handles the agricultural industry seasonally also finds sometime to do other extra handwork. Depending on her interest and the materials around her immediate, environment most women learn and do handcraft work. The making of baskets of various types for purposes of storing foods, crops, and also as containers is mainly done by women. The woman also engages in making of cooking pots out of clay soil, bead work mainly as decorations, to mention a few. She makes these items for her own use and she also makes extra items for sale as a way of earning some money for her family. A lot of women engage in these handcrafts and they can tribute substantially in the family budget. The little she earns can be used in buying clothes for children, a few items like sugar, salt, cooking oil etc which the family cannot make or produce. On the other hand there are some traditional items which the men make such as wooden spoons, stools, chairs, boats etc. Unfortunately the woman is now being deprived of her traditional activity because the modern society tends to shift toward commercialization of such skills. These small items which the woman was making are now also being made by men singly or in groups on a commercial basis. Another reason why the woman is losing this very vital traditional activity is the use of modern tools and items like metal spoons, metal cooking pots, synthetic baskets etc. You may argue that this phenomenon is part of the economic and social development of the modern society. The modern society which we are always urged to strive, ^{for} was introduced to us by the colonialists and it has to a certain extent generated a lot of adverse effects on the role the woman would play in these traditional activities.

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She therefore remains a figure with very little to contribute towards development. The industrialised societies have played a part in destroying the traditional industry in which the woman labour was fully utilized by introducing machine made items to replace the woman hand made articles. This is the basic concept of commercialization for purposes of accumulating profits for someone else other than the woman. Hence by the very nature of the woman's place in the society she was misplaced as a means of traditional industrial production and her respect in society has also deteriorated. The woman hardly benefits from the profits which are mainly use for other activities for example, purchase of arms, manufacturing of dangerous drugs which do not improve the welfare of the woman.

6. Women form a substantial part of the population and therefore could play a very important part in economic activities. It should however be appreciated that women's potential contribution in the economic force is limited to selected industries. The role of women in the industrial sectors and possible increased participation in the industrial development has lately been recognized but their real contribution is still very minimal. We may set targets but achieving them will be a frustrating slow process, partly because of the woman's place in the society. More often than not the women have not been seriously taken into account in formulation of industrial development policies and plans. The planning, formulation, appraising and evaluation of the nations industrial plans have always been the monopoly of men who have unfortunately overlooked the possible full and effective participation of women in the process. Breaking these barriers requires important change and policies at various levels.

Certain industries like textiles, electronics, pharmaceutical and food processing could be among the few industries where women labour could be fully utilized within the modern industrial set up. These issues have been discussed and the necessary recommendations have been made in several previous meetings. The textile industry especially the garment manufacturing should be encouraged to employ women labour as women are more articulate for jobs like these where neatness is a prerequisite for quality garments.

7. Developing countries like Tanzania have financial problems which have been the cause of our failures to establish adequate industrial enterprises. The developing countries lack adequate educational facilities which would train women on respective where their labour would be more suitable, a sound educational. The background is a necessary pre-requisite to obtain the required skills. Historical backgrounds of countries like Tanzania have resulted in the inadequacy of the requisite technology trainers to impart the knowledge because the industries have been a monopoly of the developed world for a long time. The international economic situation until today dictates

that the monopoly of industries will not shift soon in our favour. Something must be done to help us and therefore our women. Admittedly without education there are limited degrees to which the women can contribute to industrial production. In our society the father would regard the boys as more eligible for education and in fact a few years ago the father would educate the son and leave the daughter at home to help with the daily domestic activities. After all the daughter would be married away to a different family and the father would get the bride price. The father felt a loss to waste his resources to educate a daughter who finally ended up as a member of a different family. The party and government in Tanzania have at a national level tried hard to fight against these prejudices. One of the ways has been by introducing free education to all up to University level so that the parents are only required to provide a few items like clothes, shoes for the children. Tanzania society is grateful to the party and government through whose good policies and efforts all children, boys and girls are able to get the basic education. All school age children are now forced and have the opportunity to get seven years of primary education. Through this policy the woman has an opening to further professional education which can allow her to work in industries.

8. However, it is very interesting to note that because of cultural practices in some of our Tanzanian tribes, it is not unusual to have parents who prevent their daughters from going to school.

The cultural practices in some cases require the girls to remain indoors for months having attained maturity age. These practices are no doubt very good as the girls are run through teachings by adult traditional women teachers on how they should behave at home with parents and later on at their own homes after marriage. Through party and government mass education programmes most parents continue with these practices but at the same time they make sure they don't interfere very much with the daughters formal education. To a certain extent the government of Tanzania has succeeded in this and of late there has been a noticeable increase in the number of women participants to the various educational activities and consequently in the industrial operations. (see table 2 below).

9. It is most encouraging to see the break through that has been achieved over the past few years in the employment of suitably qualified women in industries. There are some women working as factory operators in some of the factories where work is not very heavy. There are now also some qualified women in positions where they are a party to making decisions on the industrial set up and production patterns. These are few and would be the highly educated women either by attaining University education or through professional training and experience (see table 3 below)

The industrial plans should include women's great participation in analysis, planning, decision making implementation and evaluation. Tanzania is trying hard to achieve these but the lack of resources for training facilities and the lack of resources for the establishment relevant industries are both important drawbacks. I can assure this congregation that Tanzania's policy on the use of available manpower is without any sexual discrimination. The situation in which we are found is simply a result of historical trends which have left the woman behind times and the man ahead of the woman because he is always readily available for education, training, industrial work.

10. The woman is hardly a permanent component of an established industry because eventually she gets married if she so chooses and after that she is tied down to the husband's movement. Always the woman follows the husband if he is transferred and therefore has to leave her occupation and do something else, if where she goes the same industrial occupation does not exist. This could be a very serious social setback in the development of the woman because it affects her career in industry and elsewhere. Again changing this social phenomenon may be difficult. Consideration should however be given to the woman's role in the country's development when reshuffles are made. The problem could be minimized if our transport net work was good. As it is now, it is even impossible for a factory worker to reside ten miles away from her/his place of work because getting to work and back may occupy more than 60% of one's lifetime. The infrastructure, which is very poor due to our financial problems, is partly responsible for the woman's limited role in the industrial sector.
11. The current economic situation is also an incentive for more women to participate in public activities so that they can earn income to make two ends meet. It is not surprising however to come across women who are qualified in certain industrial professions but they do not use their skills because the husband dictates to her that she should remain at home and take care of the home and children. Indeed the situation is very ideal for a home and as I had stated earlier this is also an indirect contribution towards industrial development. One of the other problems the woman is facing is that if she has small children she has to have reliable domestic help so that while at work she does not have to worry about her children. Domestic assistance is becoming difficult to obtain as most people regard this as an inferior job. A possible solution to this would be for Tanzania to intensify efforts on child day care centres at places of work. Our government realizes the importance of such day care centres but due to limited resources it is difficult to

adequately cover the programme within a reasonable period. This programme whose importance is not questionable in this context will require assistance of women movements, political movement, governments, international organization like UNIDO, other benefactors like private bodies, charity organization, religious movements and even individuals.

Serious research is therefore essential in all developing countries which are the main victims of these problems.

12. Most developing countries may not show keen interest in the assistance available from international organizations like UNIDO. This does not imply that the assistance is undesirable. The assistance required can best be identified by research on each of the societies concerned so that the individual cases can be adequately covered. The modern technology should be used along with the traditional skills and tools to engage the women in these traditional activities in which they are already engaged i. as has been stated earlier on. More emphasis should also be placed in intergrating the women workforce in existing industrial operations. It is imperative to consider seriously integrating women in some of the new industrial projects proposals. An immediate possibility is the new textile mills proposed which are now under construction. It may be advisable to try to train women to operate the machines in certain departments like weaving, spinning, packing etc. Currently the textile mills in Tanzania employ mostly men and the few women that are there constitute hardly about 5% of the total work force in the textile industry.

The government of Tanzania has as one of its objectives in providing sufficient manpower for the economy the aim to include and give more chances to women in the task of developing Tanzania. This will be defined better when the proposed survey to be known as Women Education Review is completed. The woman must also help herself by feeling that she is equal to men in all respects. She should not consider herself inferior.

13. Most of the points presented in this paper are representative of observations and experiences in the society I know best. The society may not even be the whole of Tanzania. However, they give a representative picture of the situation. My comrades will forgive me for not providing more statistical data to illustrate some of the points. The reason being that a data bank for issues of this nature is very difficult to come by. This is one area where efforts must be made to establish a permanent data book covering women activities. I will also remind each of you that this paper may not have raised all the valid points pertaining to the theme of this seminar. Some of these points could be elaborated and expanded

to achieve certain conclusions. The same could be discussed in greater details for purposes of providing solutions or suggesting possible solutions to outstanding questions regarding women affairs. We are here to learn from each other for the purpose of identifying how more effective women could be in the industrial sectors of our respective countries and societies. May I also request you to realise that English is my third language and therefore I find it difficult to express some of issues. I appreciate your kind attention and your patience you have given in going through this paper.

May I call upon all women world over to cooperate and change the statusquo. The women in high positions should use their positions to up lift their fellow women.

STUDENTS INTAKE AND ANTICIPATED INTAKE IN SECONDARY

SCHOOL BETWEEN 1961 - 1981

Year	FORM I			FORM V		
	Boys	Girls	Total	Boys	Girls	Total
1961	2,967	1,227	4,194	211	25	236
1962	3,530	1,260	4,810	231	55	286
1963	3,558	1,414	4,972	397	100	497
1964	4,062	1,240	5,302	519	97	616
1965	4,311	1,631	5,942	659	121	780
1966	4,710	1,667	6,377	685	141	823
1967	4,857	1,778	6,635	742	153	895
1968	5,127	1,862	6,989	989	225	1,214
1969	5,190	1,959	7,149	1,179	232	1,411
1970	5,305	2,069	7,374	1,264	242	1,506
1971	5,554	2,016	7,570	1,354	254	1,608
1972	5,889	1,858	7,747	1,464	241	1,705
1973	5,884	2,049	7,933	1,543	265	1,808
1974	5,895	2,368	8,263	1,616	272	1,888
1975	6,220	2,366	8,586	1,609	256	1,865
1976	5,838	2,877	8,715	1,582	301	1,883
1977	5,861	2,947	8,808	1,616	324	1,940
1978	7,603	3,157	10,760	1,730	442	2,172
1979	8,093	3,447	11,540	1,730	517	2,247
1980	8,093	4,207	12,300	1,730	567	2,297
1981	8,093	4,657	12,750	1,780	717	2,497

Table 2

CURRENT AND FEMALE ENROLMENT IN GOVERNMENT
SECONDARY SCHOOLS IN FORMS 1 AND 5 (PERCENTAGE)

Year	Form 1	Form 5
1961	29.2	10.5
1962	26.6	19.2
1963	28.4	20.1
1964	23.3	15.7
1965	27.4	15.5
1966	26.1	17.1
1967	26.7	17.0
1968	26.6	18.5
1969	27.4	16.4
1970	28.0	16.0
1971	26.6	15.7
1972	23.9	14.1
1973	25.8	14.6
1974	28.6	14.4
1975	27.5	13.7
1976	33.0	15.9
1977	33.4	16.7
1978	29.3	23.0
1979	29.8	23.0
1980	34.2	24.6
1981	36.5	28.7

Source: Third Five Year Plan Vol I:

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Table 3

TANZANIA STUDENTS SELECTED TO ENTER UNIVERSITIES
IN EAST AFRICA 1961/62 - 1972/73

Year	Males	Females	Total	Female Proportion
1961/62	71	3	74	4.1
1962/63	73	9	82	10.9
1963/64	130	8	138	5.8
1964/65	185	23	208	11.1
1965/66	287	41	328	12.5
1966/67	385	20	405	4.9
1967/68	570	94	664	14.2
1968/69	482	96	578	16.6
1969/70	546	96	642	14.9
1970/71	602	99	701	14.1
1971/72	587	70	657	10.7
1972/73	803	98	901	10.9

Source: Directorate of Planning - Ministry of National
Education, September 1976. Dar es Salaam

