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REGIONAL AFRICA

REGIONAL AFRICA LEATHER AND FOOTWEAR INDUSTRY SCHEME

US/RAF/92/200

MISSION REPORT (I)

from 3 to 19 October 1993 and  
from 6 to 9 December 1993

Based on the work of

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## 1.0 EXECUTIVE SUMMARY:

### 1. Objectives of the mission:

- Establish initial contact with and discuss with relevant institutions the possibilities of cooperation in terms of enhancing the status of women in the leather industry.
- To Follow up on the women employees who have attended the UNIDO leather project organised workshops.

The details of the places visited are not provided since these were provided in my first mission report. (see *A Profile Of Women in the Leather Industry: 1991*). In some countries like Tanzania and Sudan I did not visit leather factories as the National Experts indicated that there had not been any major changes since my last mission. In other countries such as Ethiopia and Malawi I visited a few selected factories but in addition had meetings with relevant organisations such as women's machineries/bureaus. The women's bureaus and organisations which I visited indicated that they knew little about the situation of women in the leather industry. They, therefore, appreciated the information provided and promised to cooperate in any initiative aimed at the enhancement of the status of women in the sector.

I paid courtesy calls on the UNIDO Country Directors and briefed them on the current status of women in the leather industry.

### General Conclusions and Recommendations.

The first half of the first phase of the programme concentrated on collecting basic data on the situation of women in the leather industry. During the other half efforts were directed at training. Many lessons have been learnt from the first phase. One of the lessons learnt is that it takes time and patience to incorporate gender issues in a sector which has been tailored to fit the needs and aspirations of the male gender. In this case, the mechanised industrial tanning sub-sector is traditionally an area reserved for men.

The other lesson learnt is that the problems of women in the leather industry cannot be isolated from women's other political and socio-economic problems.

What was a very interesting exercise in the first phase of the project was the process of initiating gender and development debates in the project and the leather industry, and the different approaches that have been adopted to enhance the status of women. A break through has been made though of course a lot still needs to be done. At least industrialist and some people in the project no longer look as if they are about to faint when gender issues are mentioned.

Most employers in the leather industry are now aware of the need to address gender issues in their firm. Nevertheless, this awareness needs to be practically demonstrated by improving the situation of women in the different sub sectors of the leather industry if the situation of women is going to change significantly from what it was two and half years ago. This brings me to yet another lesson learnt in the first phase of the project. Major changes will occur only if and when managers change from a negative, defensive attitude which many of them have when it comes to employing women, to a more interested and more proactive and offensive attitude, in looking and discussing innovative ways of enhancing the status of women in the leather industry. Managers need to look for that part of what women can specifically contribute.

During my mission, I noticed that some of the women employees I had discussions with during my first mission and a few who have attended workshops organised by the UNIDO leather project appear to be more assertive and confident. Nevertheless, they can not alter their situation without the co-operation of their seniors. The prevailing patriarchal ideology, which promotes the values of submission, obedience, and silent suffering continues to subvert the women's attempts to assert themselves or demand their rightful share of resources.

The following general recommendations are provided:

Gender awareness workshops should be organised for managers and supervisors in the leather industry.

A Directory of Women in the leather industry, their training both formal and professional should be compiled. The national experts should be tasked with this responsibility.

A six weeks leather technology and effluent treatment workshop for women should be organised.

(Additional recommendations are given in the individual country reports.)

I would like to extend my sincere appreciation to people, institutions, government and non governmental organisations who freely agreed to talk to me, attend meetings and get involved in a debate on gender issues in the leather industry.

# COUNTRY REPORTS

## 1.0 ETHIOPIA

### 1.1 Meeting with Kebkabe Tafesse In Charge of Women's Affairs, Prime Minister's Office,

Ms. Tafesse informed me that the Transitional government of Ethiopia has come up with a new national policy on women in Ethiopia. The policy encourages the integration of gender issues in the overall development programme of the country. The major objective of the policy, is to institutionalise the political, economic, and social rights of women by creating appropriate structures in government offices and institutions.

Ms. Tafesse said that issues pertaining to women are co-ordinated by the Women's Affairs section set up in 1992. Regional Women's Affairs Bureaus which were being set up at the time of my visit and the Women's Affairs Departments in various ministries and government institutions are supposed to make the policy operational. One of the constraints faced by the Department of Women's Affairs is lack of information. Networking too is poor.

It was agreed that the leather project would keep the Department of Women's Affairs informed of its activities. On the other hand the Department of Women's Affairs was requested to work towards the enhancement of the status of women whenever feasible.

### 1.2 Meeting with Mateki George, Head, Women's Affairs Office. Ministry of Labour and Social Affairs.

Ms. George said that one of the activities carried out by her Ministry was to encourage women to engage in small scale self reliance activities. Her Department also ensures that women are not discriminated against in terms of employment. Ms. George said that women are encouraged to go for further training the only problem being that after training the women usually go back to work for people who are not gender sensitive. In this respect she said that there was need to carry out gender sensitization programmes for the people in positions of authority. Consequently, she was interested in linking up with the leather project with a view to organising joint gender sensitization seminars for managers.

### 1.3 Meeting with Yeshimebet Tessema, President, Ethiopian Women Entrepreneurs Association

Ms. Yeshimebet Tessema explained that among other things, her association serves as a centre for Ethiopian Women Entrepreneurs for the promotion of their interests.

It serves as a forum where Ethiopian Women entrepreneurs exchange ideas, discuss their problems, design and form strategies regarding their business.

The association initiates, encourages and promotes training for

the members to enable the development of individual talent which will not only improve their respective business but will also contribute to the overall economic development of the country.

### 1.3.0 Constraints faced by the association:

The following were pointed out as problems faced by her association:

- \* Shortage of raw materials
- \* Inadequate foreign exchange
- \* Low level of know how
- \* Inadequate information
- \* Insufficient financing

*Ms Yashmebet* said that the association was willing to organise courses in business management and self assertiveness for women in the leather industry.

### 1.4 Anbessa Shoe factory

Anbessa employs 382 women. The Head of the Planning Department is a woman called *Mulye Tamrat*. She holds an M.A in Industrial Engineering. Two years ago when I visited Anbessa, there was no woman manager. There are now two women in charge of Quality control. This again happens to be a new development since I was last at Anbessa. 13 of the women production workers have had 12 years schooling. This is important as it implies that they can cope with advanced training.

### 1.5 Awash Tannery.

Awash tannery employs 184 women and 864 men. Below is a summary of women employees' academic qualifications:

Master Degree	1
B.sc. Degree	3
College Diploma	10
High School	54
Below 12th grade	63
Read and write	53

Total      184

Women form 21% of the total labour force.

Since I was last at Awash tannery, two years ago, a woman, *Netsaha Sequar* who holds a B.sc in Chemistry is now a Head of Research and Development services. She attended the effluent treatment workshop held in Nairobi, a year ago. The Commercial



Manager is a woman called *Fikerte Mikale* who, formerly, was at Universal Leather goods. She went to Awash tannery on promotion. Other women who hold important production related posts include *Gete Woubshet* who has a Diploma in Industrial chemistry. She is a senior forewoman in the *skins division*, finishing section. *Alemaz Mengestu*, who has had some training in leather technology is a Head of *Wet Blue Hides* sales. *Tadesh Tadesse*, B.sc in Chemistry, is a senior chemist and *Sofia Ali*, B.sc. in Biology is also a chemist

### 1.6 Bale Tannery

I had a discussion with Ms. *Salpi Nalbandian* and Mr. *Vartekes Nalbandian*. The manager of the tannery project. *Mary Nalbandian* was out of the country.

It was agreed that if the tannery is going to contribute towards enhancing the situation of women in the leather industry, then the women should be well trained.

### 1.7 Visit to Universal Leather Goods.

The situation of women had not really changed from what it was when I was last in Ethiopia. There is a total of 347 employees of which 230 employees are women. One of the women quality controller, *Aynalem Kessa* attended the Bulawayo leather goods workshop. She holds a leather technology certificate. According to the factory manager she has improved a lot since the workshop. Personally, I feel that she could have benefitted more from the course had she not been constrained by her poor command of the English language. Another woman who holds a senior position is *Azalesh Tesema* who is also a senior quality controller. *Guenet Alemayehu* who has a diploma in accounting is the head of finished goods store and *Asegedech* who holds a B.A. in economics is a Commercial Manager.

The following people hold leather technology certificates obtained from home and abroad. *Mulu Asmare*, *Senait Negash*, *Ejgayehu Atnafu*, *Almaz Abdi*, *Etaferahu Abera*, *Almzenash Endale*.

It is often claimed that either women are not selected to go for further training because they have no basic education or they do not exist in the factories. In the case of Ethiopia, it is clear that there are women with basic education capable of building on their skills or developing new skills.

### 1.8 Recommendations:

- Conduct a leather goods training workshop in Addis. Such a workshop would especially benefit women from Universal Leather Goods factory who can not get training outside the country because of language problems.
- Training in footwear technology for *Mulige Tamrata*, a manager at Ambessa shoe factory should be organised.

- The leather project should work closely with the Ethiopian Entrepreneurs Association especially in training of women who are involved in small scale business in the leather industry.
- Women like *Salpi, G. Woubshet and Netsaha Sequar* and others should get further training so that they can enhance the skills they already have. In this respect it is recommended that they should be selected to attend the leather technology and effluent treatment workshop already recommended.
- One of the women at Bale tannery should go on a guided tour of a few tanneries in Africa.

## 1.0 SUDAN 7-10 th october 1993

### 1.1 Meeting with representatives of Sudan Women's Association.

The following people attended the meeting:

Asonta Nicola	Secretary for training from Elgazal State (South)
Abdallah Bilah	Trainer, Equatoria State (South)
Ali Abdalrasoul	Trainer, Darfur State (West)

The women I met were leaders of women's groups in different parts of the country. They said that the women they were working with were involved in a variety of activities which include leather work. The women were organised in small groups and met, sometimes twice a week. The women leaders brought some leather goods samples with them. All the work was hand made and given training, the work could improve.

### 1.2 Meeting with R. Saliah Mohamed and Amina Mustafa, Deputy Directors, Department of Women's Affairs, Ministry of Finance.

I was informed by the two deputy Directors that the department coordinates all women related activities in the country. A policy on women in industry formulated by the Department was still in its draft form.

The two women assured me that the department, if asked, would work with the leather project to enhance the status of women in the sector.

### 1.3 National Leather Technology Centre. (NLTC)

I arrived in Ethiopia in time to witness a graduation ceremony of skills trainers from various parts of the country. The trainers were being trained in leather technology. Three of the trainees were women.

Among the many people that I met at NLTC were Dr. Mohamed Mustafa, Director Industrial Research and Consultancy Centre, Altelsadig Onsa, Director NLTC, Dr. Mohamed Hamid, First Undersecretary, Ministry of Industry and Commerce.

### 1.4 Meeting with representatives of: the Women's Association, National Leather Technology Centre, Afrotan Tannery, Sudan Chamber of Commerce, Industrial research and consultancy centre, Ministry of Finance and Economic Planning-Women in Development Unit.

I briefly told the meeting about the situation of women in the leather industry in the Sudan. I explained the work that the leather project has carried out so far to enhance the status of women in the leather industry. Then all the participants in the meeting explained how their work related to women and leather. They discussed what they perceived to be women's problems in the

sector and suggested strategies for enhancing the status of women in this sector in the Sudan. What became obvious though is that Sudanese women have not benefitted much from the leather project.

The representative from the *National Leather Technology Centre* said that the centre had so far trained 30 women in various leather related skills. The centre is capable of training more but is hampered by lack of resources.

He said that the centre needs to be rehabilitated and equipped so that it can carry out quality training. Many people in the leather industry in the Sudan could benefit from the centre if it was well equipped.

Needs of staff and the centre:

- Developing the tannery section of the Training Centre,
- Construction of an effluent treatment plant.
- Provision of tools and equipment.
- Provision of relevant materials and newsletters
- Training of trainers.

#### 1.5 UNIDO/UNFPA project-Shendi Integrated Women's Development". Meeting with Mr. Garselli, UNIDO Country Director

One of the components of the above project is the production of leather goods by women. At the time of my visit, the project was not yet operational. I suggested that when the project starts, the leather goods trainers should be invited to attend some of the women only leather goods workshops which may be held in future. The most important thing though would be to strengthen and build the capacity of the National Leather Technology Centre so that as many people as possible can be trained at the centre.

#### 1.6 Recommendations (which came out of the meeting)

It was generally agreed that there are few women in the leather industry in the Sudan. However, there were women involved in leather work in the informal sector. I was therefore asked to organise another mission to the Sudan, for a longer period, and get a clear picture of women/leather work in the informal sector. It was hoped that the women in the informal sector could eventually be helped to enter the main stream of industrial activities.

Assistance should be given to groups of women to help them improve the quality of their leather products by either organising a training of trainers leather goods workshop or training different groups of women.

Institutional building and rehabilitation of the National Leather Technology centre.

Training in leather finishing processes and effluent treatment for at least two women supervisors from Afro-tannery

Training in shoe technology for a woman trainer, *Nadia Muzzamil Abassa*, at the Leather Technology Centre.

## 1.0 KENYA

### 1.1 Mary Ngethe (Kays Enterprise)

The enterprise employs 16 people five of whom are women. One of the women who, at the time of my visit had left on account of bad health, attended the leather goods workshop in Bulawayo.

Kays enterprise is a typical small scale enterprise besieged with all problems which go with such small businesses.

At the time of my visit, Ms. Ngethe had not really benefitted from the leather project in any way. If one of the goals of the leather project is to enhance the position of women in the leather industry, then she should be assisted.

### 1.2 Pacher Holdings Ltd.

The situation of women in this factory had not changed from what it was two years ago. Zipporah, one of the women who participated in the leather goods workshop in Bulawayo is a supervisor in the factory. It had been hoped that after Zipporah's training the company was going to set up a leather goods workshop. However, at the time of my visit the workshop had not been set up yet.

Pacher Holdings is one of the factories in Kenya that have benefitted from the leather project. Yet the factory continues to be highly male dominated. Perhaps it is high time that the management was asked to take deliberate steps to employ women.

### 1.3 Leather Masters

Employs 23 men and 19 women. The owner, Mr. Lupane asked if it was possible to send at least one woman from his factory for training in leather goods.

### 1.4 Sagana tannery

The tannery employs 11 women. Six are machine attendants and have had 12 years of schooling. One of the women, Lucy Wawura is an effluent supervisor. She was trained at one of the colleges in the country. Six of the women employees are machine attendants in the factory.

### 1.5 Recommendations.

- Lucy Wawura the woman in charge of effluent treatment at Sagana tannery needs to enhance her skills by going for further training.
- There is need to expose Mary Ngethe to a well functioning shoe factory within the region.
- It is suggested that if a footwear expert happens to be fielded to Kenya, the expert should visit Kay factory to

assess the needs of the factory.

- A training course in shoe technology for women employees from Kenya (and the region should be organised in 1994.)
- The proposed Kenya footwear training unit should ensure that at least a quota is reserved for women, even if such women have not had prior training. Since there are few experienced women in the footwear subsector, this will be the only way of training women in footwear technology.
- If any leather goods training opportunity arises, then at least one woman from Leather Masters should be trained.

## 1.0 TANZANIA

### 1.2 Meeting with Ms. E. Mangesho, Ministry of Industry

In response to a question on the industrial policy of the ministry, Ms. Mangesho said that there is no concrete policy that addresses women in industry within the Ministry of Industry.

Regarding training programmes, Ms. Mangesho said that industrial training within the Ministry was done on an ad hoc basis by the National Chamber of Commerce. This made it difficult for the Ministry to organise training courses.

### 1.3 Meeting with representatives of the Department of: Women's Affairs, Liberty Leather shoes, Ministry of Agriculture, TAMWA, BORA Shoes, Morogoro Leather goods, Pelly enterprises.

This was a half day meeting organised to:

- (a) inform relevant organisations about the situation of women in the leather industry,
- (b) to brain storm on ways of enhancing the situation of women in the leather industry in the country.

The two National experts explained the activities of the UNIDO leather project in Tanzania. I discussed the gender component and some of the problems women faced in the leather industry. I also discussed some of the strategies that the project has used so far to enhance the situation of women. I then proceeded to explain the objectives of the meeting. Thereafter, there were discussions.

### 1.4 Government policy on Women.

The participants asked what the government policy on women in industry is. A representative from the Department of Women's Affairs said that the government policy on women was now in place though the strategies for implementing the policy had not been discussed yet. She informed the meeting that there was no clear specific policy on women in industry.

In addition the Women's Affairs Department representative said that so far efforts have been directed at grass root women.

### 1.5 Problems of women employees as perceived by the workshop participants.

- \* Women, even when trained, do not stay on the job: This was substantiated by the General Manager of Morogoro Leather Goods factory, a woman herself. She said that employers were hesitant to send women for training and their fears were not unfounded. "For example of the 6 women trained by my factory, only one is left in the factory." She however,



went on to say that "in places where a woman is a supervisor, the job goes very fast."

- \* The Liberty shoe company representatives said that his company had, in the past, promoted women workers but they refused to take up supervisory duties. Women also tended to fear heavy machines. He noted that women have a deep rooted fear of upward mobility. He thought that one of the reasons is that women do not have role models to emulate.
- \* Some participants said that it was difficult to push or even persuade general managers to employ women. One participant observed that "an entrepreneur is driven by profit motives, s/he can not hire women for the sake of hiring women. The employment of women is complicated by the fact that most of them just get pregnant."
- \* A representative from *Bora shoes* said that women have got an inferiority complex. As a result they are not keen to advance themselves in terms of a careers.
- \* It was noted that when women train with men, performance drops.

#### 1.6 Conditions which work against women as perceived by the participants at the meeting:

- \* Supervisors refuse to accept women's authority.
- \* Women always follow husbands when the husbands are transferred, training women is therefore seen as a waste of time.
- \* Women do not have basic education
- \* Women are weighed down by the multiplicity of their work.
- \* Men patronise women, they take decisions on women's behalf.
- \* Pregnancy
- \* Women are discriminated against when it comes to company benefits, e.g. a married woman is normally not allocated a house because it is assumed that her husband will be given a house at his own place of work.
- \* Training: Before a woman is sent for training, her husband is interviewed to find out if he will allow her to go. A woman is subject to an interview and is supposed to answer how she will manage her family affairs when she is undergoing training. Men are sent for training without their wives being consulted.
- \* Parents are negative, they demoralise their girls because of the in-built cultural norms and values.

- \* It was generally agreed that even if women were trained in self assertiveness it would still be difficult for them to be promoted since the general managers were not gender sensitive. A debate on how the General Managers could be gender sensitized and also be made aware of women's rights at places of work followed.

Note: One of the women who attended the Bulawayo workshop is now in India. Unfortunately one of the other selected candidates could not go because of a sick child. She however attended this meeting.

#### 1.7 Recommendations:

- There is need for women in the leather industry to have access to information on training opportunities. Whenever there are scholarship and training opportunities they should be advertised in newsletters and magazine with a wider readership among the womenfolk. Saudi ya Siti<sup>1</sup> was given as an example of such newsletter.
- Industries need to adopt a gender sensitive policy. The two National Experts should follow this issue with factory managers and Professional Leather Associations. In the meantime I am supposed to provide guidelines for introducing gender sensitive policies in the leather industry.
- Since most women employees in the leather industry are at the lowest ladder of the hierarchy of the firms they work for, exclusive training in various skills for women in the leather industry was recommended. The Professional Leather Association, Department of Women's Affairs, Ministry of Industry and the UNIDO leather project were urged to organise training for women in the leather industry.
- It was agreed that the ministry of Agriculture and the UNIDO leather project should target women in the training of improvement of hides and skins.
- The need to organise gender awareness seminars for general managers was underscored. TAMWA and me were tasked with this responsibility.
- The Department of Women's affairs was requested to act as a watch dog by ensuring that gender issues are not overlooked in the leather industry.
- It was further recommended that on her return from India, Franscica Rweyamamu should be provided with basic leather goods making equipment so that she can fully utilise the

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<sup>1</sup>A monthly TAMWA news letter. TAMWA is an Organisation of the Tanzania Media Women Association.

skills obtained from India.

## 1.0 MALAWI 7th Dec.93 -9th Dec.93

### 1.1 Visit to the Ministry of Community services and National Commission on Women's and Children's Affairs.

Meeting with:

Mrs. L.Kamtengeni

MS C..Sinoya

The two government officials explained that the Commission on Women's Affairs was responsible for co-ordinating activities leading to the enhancement of women. It was established in 1984, after the U.N. decade for women. It co-ordinates all activities of the government ministries as they relate to women. The Commission on women provides a national forum for discussing strategies for enhancing the situation of women. The Commission as well, co ordinates activities of the National Committee on women. The National Committee is composed of seven sub-committees: sub-committee on the small scale enterprises, legal issues, Family and welfare, employment planning, evaluation and research, etc. All committees report to the Executive Board. Members of the committee are drawn from industries and other institutions.

The Commission on women is interested in promoting women's activities. However, most of the economic activities supported by the Commission are rural based. At the time of the visit, the Commission had not worked out a strategy for enhancing women's participation in the industrialisation process.

This year a workshop was held for the members of the committees to sensitize them to gender issues. Each sector representative had worked out a plan of action to be implemented in each Ministry. A progressive report would be given in the coming year by each subcommittee. The National Expert should follow the activities of the sub committee on Women and Industry.

### 1.2 Mr. Kachidza, Industrial Development Officer, Ministry of Commerce Trade and Industry:

He said that the Ministry does not have a policy specifically on women. He however said that there were projects specifically aimed at assisting women such as the Small Enterprise Development Organisation of Malawi (SEDOM) which provides financial and technical advise. He said that The National Association for Business Women was trying to assist women in small scale enterprises.

### 1.3 Leather Association of Malawi (LAM)

We were able to attend the LAM meeting. We were briefed on the activities of LAM. The purpose of the mission was explained. It was made clear to LAM that gender and development was an important part of the leather project.

#### 1.4 Bata

The Bata General Manager said that the management was aware that there was need to employ women though it was still difficult to do so. He said that most leather factories in the far East were employing women but unfortunately the situation was different in Malawi. "Malawi women get pregnant and disrupt production," he concluded.

#### 1.5 Leather and Baggage

There were no women at all in the factory. The firm employs 75 men. Flimsy excuses which were given during the first mission for excluding women from this factory were given again.

#### 1.6 Liwonde tannery:

The situation of women in Liwonde tannery has not changed. There were three women during my first mission two years ago and they are still they. The tannery employs 50 workers.

#### 1.7 Superior Leather goods company

During my first mission, *Superior Leather company* which benefitted from the machineries bought by UNIDO had not been set up yet. It is now in full operation and at least one of the conditions laid down was that half the employees should be women. This is no small achievement considering that there are hardly any women in the leather industry in the country. So far the UNIDO leather project has trained three women from *Superior Leather Goods company*.

#### 1.8 General Comments:

The situation of women in the leather industry in Malawi is not likely to improve soon. However, it is hoped that the workshop scheduled to take place in Malawi in Mar, 1994 will go along way towards sensitizing managers to the need to employ both women and men in the leather industry.

#### 1.9 Recommendations.

Training for women workers at *Superior Leather Goods Company* should continue. In this respect it is suggested that opportunities should be investigated for Ms. Chaweza, one of the women who attended the leather goods workshop in Bulawayo, to go for further training.

## 1.0 ZIMBABWE (Bulawayo)

### 1.1 Leather Institute of Zimbabwe (LIZ)

The LIZ has so far hosted two women only leather goods workshops. It is hoped that in future an arrangement can be made whereby Ms. Essof who has so far attended two leather goods workshops at LIZ will train women in leather goods, on a part time basis. She will use LIZ facilities.

### 1.2 Visit to Castillia: (Castillia is a subsidiary of G&D).

The situation had not changed from what it has always been. There were no women despite the fact that the manager is a woman. The manager, Ms Robinson, said that "women are a pain to work with just as I told you last time. We have no toilet facilities for them. In any case we are happy working with men why should we employ women?". With those words, she dismissed me from her office.

### 1.3 G&D shoes:

The situation of women in this factory had not changed either. However, Mr. Alan Feigenbaum, the Managing Director, said that he had seriously been considering employing women. After some brainstorming, we agreed that G&D would use the company trainer to train six women for a period of one month. At the end of the course the women would form a co-operative and they would be subcontracted by G&D shoes to produce shoe uppers which G&D would buy. G&D would provide the raw materials and a working space. During training each trainee would receive a fee of US \$ 100. This programme would start early next year (1994).

### 1.4 Superior Footwear Holdings:

A meeting was held with the Managing Director of the above company. It was agreed that the company would train six women for a period of 4 months at the company's training centre. At the end of the training course suitable women would be employed by the company. The women not taken by G&D would be assisted to find jobs in other shoe companies. Each trainee would receive a fee of \$ 100 per month. This programme would start early next year. (1994)

### 1.5 Flame Girl Leather Co-operative.

The co-operative is trying to make leather goods. However, it is limited by lack of leather goods making machines. The co-operatives only owns ordinary textile sewing machines. So far 8 women have attended leather goods workshops organised by the leather project.

### 1.6 Congert Leather Enterprise

congert has just started employing women. Gertrude Mutariswa, the owner is a woman. She attended the leather goods workshop

in Bulawayo and was one of the women selected to go for further training in India. She just recently started employing women. There are now 4 women and 12 men employed at Congert Enterprises.

It is already agreed that Ms. Mutariswa should be helped with some leather goods machineries. It is hoped that once machines arrive and are in place, Ms. Mutariswa can train some few women just as the *Superior Footwear Company* has agreed to do.

1.7 Other places visited include the following:

Company	Total no. of employees	No. of women
Cobbler	300	6
Conte shoes	200	4
Imponent tannery	137	8
Johnson Saddlery	65	2
Superior footwear	176	6
Leather by Dori	39	0
Italian styles	49	0
R.K.	150	0

As can be seen from the above employment figures, the situation of women in the leather industry in Zimbabwe is deplorable. I must hasten to add that despite the above discouraging employment figures, the attitude of some leather factory managers in the country is changing.

1.8 Recommendations:

- Activities stipulated in the "Proposal to the financing of the WID component under the project US/ZIM/92/200" should be implemented.

## Note

- 1 A deliberate effort has been made, in the report, to mention the names of women working in different sub sectors in the leather industry. This will facilitate the exercise of selecting candidates for either training or any other activity aimed at the enhancement of skills of employees in the leather industry.
2. Because of some technical problems Zambia was not visited, therefore it is not included in the report.