RESEARCH NOTES

Women’s Employment with Privatization in Tanzania
By Jean M. Due, Anna A. Temu, & Flora K. Makundi, University of Illinois.

Although a body of research is now available on privatization in Africa (World Bank, 1998, Due, 1993, Due & Temu, 1988, IMF 1999, Due & Anna and Andrew Temu, 2000), not much has been published on the changes in employment by gender. In all Sub-Saharan African countries in which privatization has occurred, employment levels have fallen from pre-privatization levels, when governments encouraged the hiring of surplus labor as a policy tool. This was true of civil service employment as well as in government-owned enterprises, (called parastatals in Africa). But little research has been done on the distribution of the employment reduction by gender. In general, government policy in the socialist countries was to treat women equally with men in employment and wage levels. However, practice was often at odds with policy. What has happened after the firms have been privatized and managers/owners are making these hiring decisions? Our case study provides an answer to this question.

The gender issue on employment was not the primary focus in our earlier research on privatization in Tanzania.

Women’s Employment with Privatization in Tanzania, page 3

SEMINAR NOTES

Using Qualitative Methods in Research on Global Gender Issues
By Rae Lesser Blumberg, Ph.D., University of Virginia

Rae Lesser Blumberg came to campus as a CAS George A. Miller Visiting Professor during the week of March 26-30, 2001. Dr. Blumberg is a Professor of Sociology, University of Virginia, with extensive experience doing research and consulting on gender and development. She has worked on these issues in Europe, Latin America, Asia, and Africa and has lectured on how research methods can be applied in different contexts to do rigorous analysis of the gender dimensions of policies and programs. Ethics are a crucial concern in doing field work, especially on gender issues in developing countries where an unaware researcher can easily violate local customs and create situations that could result in spousal abuse or other problems. Some of these issues are addressed in the literature, but much must be learned from experienced scholars. Dr. Blumberg was exceptionally well-prepared to address these issues. Gendered research methods are evolving and at times controversial. During her visit, Dr. Blumberg gave lectures and carried out a hands-on workshop on gender and qualitative methods, specifically on focus groups and rapid rural appraisal. Her presentations generated debate and explorations of alternative methods.

Using Qualitative Methods, page 6

Join us at the Annual GRID Reception
Friday, May 11, 4-6 p.m.
honoring graduates of the concentration, Gender Relations in International Development

Details on page 4
Women’s employment status from page 1

Primary interest was concerned with the nationality of the new owners and managers, the number of firms sold, the terms of sale—whether the sale was a joint venture with government or private—the condition of the firms and their property. This research has been published in Due & Temu, 1998 and Due & Anna and Andrew Temu, 2000. The original sample selected for the above studies was drawn from the Permanent Secretariat of the Reform Commission’s (PSRC) annual reports. Firms selected had to be operating for at least 3 years and located within distances from Dar es Salaam (the capital), which time and funding would permit visiting. The first sample drawn in 1996 was of 12 firms in the agribusiness area as the data were being used for a new curriculum in agribusiness at the Sokou University of Agriculture, where the Temus are staff members. The sample for 1997 included a number of more general firms within a wider geographical area of Tanzania. In 1999 and 2000 firms in both sample were revisited. Although the sample is small (15), it is representative of a number of different kinds of firms—four large manufacturing multinational firms, two tobacco enterprises, three banks, one pharmaceutical company, a bicycle tire manufacturer, a bank, a textile firm, a fruit canning operation and a lumber enterprise. During this period the economy had been stagnant and poverty had increased.

On average, employment in our sample of newly privatized firms had fallen from 10,897 in 1997 to 5,218 in 2000 or 49% of parasitical employment. Some of this retrenchment was due to economic realities, but most was due to over-employment by the parasitists, new qualities needed by the private sector, and capital investment. Managers believe they now have a better quality work force. Physically retrenchments have been improved for many employees with cleaner, brighter, more airy plants and better clinical facilities. But what about retrenchment by gender? Has a larger percentage of females than males been let go? And how has this been handled? In general, employees chosen to remain are much better trained than those employed before privatization. All privatized firms are now geared to employing the best-trained staff who are highly dedicated to the companies. This is reflected by the current hiring practices which are based on many more qualifications other than level of education. Enthusiasm to work for the company continues and company pride is evident. Training to attain higher positions in the company are sought during interviews. Privatized companies are also trying to retain more employees in order to improve specific skills and some jobs.

Several managers reported that all employees who are required to do computer literate. Managers have no trouble finding female employees with required qualifications, especially in Dar es Salaam. Some problems are faced when companies are located outside Dar es Salaam. The overall economic balance in human resource management is complex. From a societal point of view, the natural division of labor is the deriving factor. But culture, a male-dominated society, levels of education, and the needs of particular firms skew the balance. For example, one manager believed that women would not work well in a highly heated area of the plant (in bicycle manufacturing) but men would. Another manager believed women could not manage machines to load logs or unload them into the saw mills. Hotels often employ more women than men. Several managers/owners did not know the distribution of female/male employees at the time of privatization as some plants had been closed for two or 40 years before being re-opened. On average 35% of the employees were female in 2000 compared with 23% in 1997 for the 15 firms for which data are available. The weighted average was 25% in 2000 compared to 12% in 1997. Thus the ratio of male to female employment has not decreased but has increased with private ownership. Managers related that women often work harder than men, they are better at detail work, more serious. Women are not absent as often as men, are much more than men in many jobs and they are more careful.

Working conditions for all employees have improved in many of the plants. The plants and areas surrounding the buildings are much cleaner and more slighty, plant floors are cleaner and some buildings have been improved to provide better lighting and working conditions. Educational programs have been introduced in some plants (especially on HIV/AIDS). Clinical and food services have improved as well.

Are there problems hiring women? Most managers did not report problems; they usually report openings within the plant first and then advertise this to the number.

The 5th Annual Women’s Law Symposium: Women’s Rights Across Borders featured “Women’s Rights in the Workplace,” an interesting discussion of women’s rights in the workplace in the United States. The panelists were "Due Equity, Equality, and Privacy: A Comparative Approach"; Francis Boyle, Worlpress; Gale Summerfield; Alice de Souther; Hilla Tamir; and Kit Kingspor, moderator.
CONGRATULATIONS TO OUR RECIPIENTS OF THE RITA AND ARNOLD GOODMAN FELLOWSHIP AND THE KATE CLOUD FELLOWSHIP

The First Recipient of the Rita and Arnold Goodman Fellowship 2001-2002

Flora Lucas Kasye Makundi was born in a village on the slopes of Mount Kilimanjaro in Tanzania, East Africa. She received a Bachelor’s degree in Food and Nutrition from Sokono University of Agriculture, Morogoro, Tanzania in 1991 and a Master’s degree in Natural Resource Management and Sustainable Agriculture from the Agricultural University of Norway in 1996. She has held a teaching position in the Development Studies Institute at Sokono University of Agriculture since 1992. She is currently doing a Ph.D. in Agricultural and Consumer Economics at the University of Illinois at Urbana-Champaign, specializing in Family and Consumer Economics with a concentration in Gender Relations, in International Development. She is married and has two children.

Ms. Makundi’s research interests focus on how to improve the welfare of poor households in developing countries. Specifically, she focuses on issues related to gender and food security and women’s reproductive health. Her master’s thesis found that in Tanzania many households’ food insecurity was partly due to large family sizes. Therefore, she decided to focus her doctoral dissertation on how to improve the contraceptive delivery system in Tanzania in order to lower the fertility rate that currently stands at 5.8 children per woman.

Upon completion of her Ph.D., Ms. Makundi will return to Tanzania to continue her work at Sokono University of Agriculture, teaching, consulting, and doing research and extension work on topics related to women, gender, and development. She looks forward to designing and teaching courses related to women’s health, and family and consumer economics. In her consultant work, she hopes to discuss and advise family planning program managers on ways to increase contraceptive adoption rates and encourage proper child spacing to enhance the health of families.

Ms. Makundi is a member of a team of researchers at Sokono University of Agriculture, RESWA (Research of Women in Agriculture). She is also a member of the Tanzania Development Studies Association, the Agricultural Economics Society of Tanzania, the Association of Women’s Rights in Development, the Population Association of America, the African Studies Association, and the African and African-Related Women’s Association. Her participation in the Lutheran Church Women’s Group Project involving visiting HIV/AIDS patients in hospitals and homes to help them with daily chores and to give words of encouragement. Another project she works on encourages girls to major in science in secondary schools and to attend technical colleges.


Three GRID Students received the Kathleen Cloud International Research Grant for 2001-2002

They are Mainouna Barro, Curriculum and Instruction, for research on women and literacy in Senegal; Aida Orgecka, Policy Studies, Mary Wehbeek, Curriculum and Instruction; Myrland Ikuka, African Studies; Grace Msongi, Human Resource Education; Josephine Yambo, Curriculum and Instruction; and Natalie Yates, Russian and East European Studies. Ph.D. students completing the Doctoral-level GRID Concentration are: Beatriz Padilla, Sociology; and Flora Makundi, Agricultural and Consumer Economics.

WELCOME!
We welcome our new research assistant, Mirta Paula León, a GRID graduate student in the School of Social Work. She is from Peru and got her Bachelor’s degree in Social Work at University of Puerto Rico. She is specializing in Mental Health. Next academic year she will be working on her field placement at the Rape Crisis Center: A Women’s Fund. Her area of interest is violence against women, especially domestic violence in the Central American and South America, and with Latino immigrants in the U.S. Mirta has been working for WGGP as an administrative assistant.

AWID CHANGES ITS NAME

The Association for Women in Development is changing its name to Association for Women’s Rights in Development. They are keeping the same acronym: AWID, but they have changed their name slightly for the following reasons:

“The change reflects several important factors: ‘WID’ has become outdated and carries negative baggage; we include men in our work (instead of an ‘association for women’ we are an association of individuals and organizations for women’s rights); and more than half of our members identify themselves as working in human rights. Most importantly, our new name signals a shift in our thinking and practice: we are working to bridge the gap between the fields of women’s human rights and gender and development. By using best practices from these two fields we can be more relevant and effective. We recognize that the powerful language and monitoring system to assert that women’s rights are an inherent part of all women’s lives, and gender and development is an enabling tool for overcoming the challenges that violate these rights. We hope that this change in language will help center changes in gender and development and women’s rights theories and practices and improve women’s and girls lives.” Quoted from their web site at http://www.awid.org/.

The following is an excerpt from her lecture on Rapid Appraisal Methods:

1. It must be stressed that a gender analysis looks at both men and women, and the interrelationships between them. A gender approach is not just a new term for looking only at women.

2. The essential point is that gender relations between men and women involve a system of stratification - i.e., a relative ranking or position of men and women, and the subgroups within each of the same subgroups within both in the society as a whole.

3. Accordingly, it is not enough to concentrate on "gender roles" and/or the "gender division of labor." This tells us very little about the specific activities of men and women or how they are interrelated and how power and resources are distributed among them.

4. The newest approaches to "gender and development" (GAD) look at differences, not just activities. This makes it even more important to look at the gender division of income, tangible and intangible resources, and differential power in the overall relationship as well as in influencing specific kinds of decisions.

5. There are important empirical and conceptual reasons for concentrating on relative male vs. female control of economic and other resources, and manifestations of relative power.

On the one hand, economic power (most typically in the form of income) has been hypothesized and found to be women's most achievable and the major form of power (generally considered to be economic, political, force/violence, ideology, information). On the other hand, the relative economic power of men and women is determined, to a great extent, by the macro level of the society (ranging from the micro level of the couple to the macro level of the state) appears to be the single most important - although not the sole - form of power in affecting women's overall position in the gender stratification hierarchy.

Moreover, enhancing a person's economic power increases his/her self-confidence, as well as say (power) in various kinds of decisions: domestic well-being, control of household economic assets, fertility and land use/environmental conservation. Additionally, in most societies - especially in sub-Saharan Africa - there tend to be gender-differentiation in both income streams and expenditure responsibilities. In general, the pattern is that women have income with income under their control who also have provider responsibilities, tend to: hold back less for themselves, and devote their income more single-handedly to children's nutrition, education, and healthcare, as well as to general family well-being.

B. The "Basic Variables" and their Variation within a Project Area

1. Gender division of labor (e.g., employment composition by gender in targeted industrial subsectors: male/female activities by crop and/or animal and phases of the yearly farming cycle).

2. The project offers specific benefits to women and their families in the areas of cash income, food security, and access to services.

3. The new approach to the project offers specific benefits to men and their families in the areas of increased agricultural productivity, and increased access to resources.

The discussion about constraints and opportunities leads to what is known in the gender analysis literature as project adaptation. It is one of the main reasons for including gender perspectives in the design and evaluation of an on-going project and means that action was taken to correct any aspects of the project that were revealed as impacting negatively on a particular subgroup of women or men. Thus, project adaptation is an important issue that can follow up in subsequent M & E, and using some of the rapid appraisal techniques described above. (The previous discussion is drawn from Bloomer's theories and research on gender stratification and gender and development.)

NEW CONFERENCE TRAVEL GRANT FOR UIUC STUDENTS

In order to encourage students to make presentations at academic conferences, WGGP is establishing the WGGP Conference Travel Grant. Beginning in Fall 2001, each academic year the grant will include a total of $1,000 for one undergraduate ($500 per student) and one graduate ($500 per student) for UIUC students making conference presentations. To apply, submit a letter of request to the WGGP Program, including the student's name, presentation, conference, location, dates, and the title of the presentation. Preference will be given to students enrolled in the Grid/Concentration. Annual deadlines for submissions are October 15 and February 15.

This travel grant will take the place of our Annual Student Paper Competition which has been discontinued.

FELLOWSHIPS & GRANTS

American Association of University Women (AAUW) International Fellowships: Women graduate students from countries outside the United States are invited to apply for a $16,800 fellowship from the AAUW Educational Foundation for study or research in the United States. Of the 47 fellowships awarded, six are available to members of the International Federation of University Women for graduate study in a country other than their own. Full-time graduate or postgraduate study, usually in all fields, for one year, and Studies important to changing the lives of women and girls. The Foundation also awards several annual Home Country Project Grants (up to $1,000-$7,000), to support community-based projects designed to improve the lives of women and girls in a fellow's home country. Eligible Foundation International Fellowship recipients will receive further information on the Web site at AAUW Educational Foundation's website at http://www.aauw.org/3000/info/leg enf/ternat.html

April 2001

Participating in international development work is a common goal for many students. However, funding opportunities are sometimes scarce or difficult to find. To help students pursue this goal, the NSF and the Department of Energy (DOE) have created new programs to support research and travel for students engaged in international development work. These programs are designed to support: (1) students interested in pursuing research on a specific topic in a foreign country, or (2) students interested in exploring the potential for research in a foreign country. The programs are open to students of all levels of education, and are available to both domestic and international students. For more information, visit the NSF and DOE websites at www.nsf.gov and www.energy.gov.