

**VOCATIONAL EDUCATION AND TRAINING
AUTHORITY**

**REPORT ON FIELD SURVEY ON THE CREATION OF
EMPLOYMENT OPPORTUNITIES FOR FEMALE STUDENTS
IN TAILORING TRADE FROM TANGA AND DSM RVTSC**

PREPARED BY:

**R. BINAMUNGU
AND
M. NGOWI**

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1. INTRODUCTION

Vocational Education and Training Authority (VETA) administers and supports Vocational Training and Education in the country. The Authority has so far established 18 Vocational Training Centres and one Teachers College. Vocational Training Centres offer a total of 35 skills in different trades. Girls and boys have equal chances (opportunities) in acquiring necessary skills and knowledge related to these trades. Along the lines of the world programme on economic empowerment for women and the Beijing Conference (September 1995) as well as Vocational Education and Training Authority with the support of Sida (Swedish International Development Agency) have prepared a special programme to assist female students who have completed basic training in Tailoring trade in Tanga, Singida, Dakawa and Dsm VTC's in creating employment by giving them skills and grant to purchase sewing machine, material & hire premises so that they can establish small workshop where they will acquire Industrial training until they finish the apprenticeship period. The grant will revolve among different groups of trainees in tailoring trade.

2. DEFINITION OF THE PROBLEMS

Female students at the Vocational Training Centres in Tanzania are the most disadvantaged group in either securing employment in the formal or informal sectors. The major reason put forward by the employers for not accepting female students and which is based on stereotype attitudes is that female students can easily get married and follow their husbands. Subsequent to the question of married is the question of pregnancy, maternity leave in which employer argues that they become less productive. Similarly, employers argues that, female are not capable to handle heavy tasks, they are lazy, forgetting that our mothers carries the backbone of the country's economy in the rural areas by performing the heaviest task of agriculture. On account of these reasons, female students are not easily placed in the firms for industrial training, which is an important part of Vocational Training Programmes. In other words female students fall victims of circumstances and they end up not finishing their vocational training courses.

3. OBJECTIVE OF THE SURVEY

- i. To identify the ex-students in Training trade in Tanga and Dar Es Salaam regions, and the activities they are engaged in.
- ii. To identify student who really need assistance in developing their career and who have entrepreneurial values.
- iii. To form groups of potential entrepreneurs.

4. METHODOLOGY

Information about the survey was disseminated to the ex-trainees through the media including local newspaper and Radio. There after the information was gathered by using questionnaires.

The questionnaires were designed in such a way that they covered the background information of the ex- trainee (self introduction), and their career progression since they finished basic training, Basic training and future career development plans. A total of 38 students, 28 from Dar Es Salaam and 10 from Tanga participated in the research.

5. APPRECIATION

This study is very important because it touches one of the disadvantaged, groups of the society, as declared in the Beijing conference about the women rights and equal opportunities in every sector. The success of this study was based on a number of factors, which we feel to be highly indebted because without them it could not have been done.

First and foremost our word of thanks should go to sponsor of this survey the Swedish International Development Agency (Sida). Secondly may we express our gratitude to the Director General of VETA who realised the importance of the idea and supported it. Also, we appreciate all the efforts made by the gender officer at VETA HQ to facilitate all the logistics, which were needed in order to do the survey. We shall also feel very much indebted if we forget to appreciate all the support and assistance we received from DSM and Tanga RVTSC Principals and staff. Lastly but not least we thank all those who turned up for the interview and all others who participated in one way or another to make this survey successful.

6. THE ACTUAL SURVEY (WHAT WAS ACTUALLY DONE)

All the ex-trainees from tailoring trade residing in DSM and Tanga were required to report to Principal in respective Regions from 28th Dec 1995 to 4^h Jan 1996. Twenty eight students reported to Dar RVTSC and ten reported at Tanga RVTSC. During this time the students were given oral interviews and questionnaires to fill (see App. 1). The criteria for selection were as follows;

- a. Student who showed self-motivation to be entrepreneurs.
- b. More chances were given to students who have graduated in 1995 (3 years of apprenticeship).
- c. Students who experienced the most difficult in seeking neither placement nor employment.

7. FINDINGS

The female student who appeared for the interview were as follows:

Tanga

Year	No. of students Appeared	No. of students selected
1993	3	1
1994	5	5
1995	2	2

Dsm

Year	No. of students Appeared	No. of students selected
1993	8	3
1994	9	5
1995	11	4

Through the questionnaires and oral interviews we managed to select twelve ex- trainees from Dar and 8 ex- trainees from RVTSC (appendix 2,3 and 4).

These trainees will be grouped in groups of three or five, the purpose of grouping them is to enable them to work together and share experiences.

The grouping will depend on the level of experience and the place they stay or come from.

It was discovered that most of the ex- trainees who graduated of Tanga RVTSC never attended evening classes since they finished their basic training. Many of them were attached to street tailors by their parents to upgrade their skills. They said, "Learning to cut without using pattern papers". They also complained about the syllabus, that they were taught only how to make uniforms, they said that, this education has had no value in the society in which they live. They proposed that they could be very happy if they could acquire knowledge and skill on how to make different garments to fulfil the demand in the market.

8. SEARCHING OF A SITE

A survey was also conducted to search for premises where to establish business activities for the ex- trainees in Tanga and in Dsm.

National House Corporation in Dar es Salaam responded negatively (see the attached photocopy of their letter) appendix 4. We are still looking forward for other responses in Tanga and in Dsm.

9. BRIEFING MEETING

A meeting was conducted on the 26th January 1996 at VETA HQ's office for Dsm ex- trainees. The aim of this meeting was to brief the ex- trainees who were selected on the whole programme. All ex- trainees selected were interested with the programme and they are looking forward for it.

The problem of premises was also introduced to them, they suggested that, they will take part in seeking for premises. Principals are also making efforts to find premises.

10. RECOMMENDATIONS

- 1) It was discovered the female students have big problems in seeking placement so this programme could also be extended to female student from other trades because they suffer the same consequences.
- 2) The existing syllabus of tailoring does not satisfy the present demand for that reason revising this syllabus is a matter of important.
- 3) Due to the fact that many ex-students have not attended evening classes since they have finished their basic training , it will be of great important to arrange skill upgrading course for them before they start working in the organised workshops.

**MAHOJIANO NA WANAFUNZI WA FANI YA USHONAJI (TANGA, DAR
ES SALAAM, SINGIDA, DAKAWA VTCs) WANAOFANYA KAZI TANGA &
DAR ES SALAAM 1993-95**

1. Jina
2. Anuani kamili.....
3. Tarehe ya kuzaliwa.....
4. Je ulihudhuria kozi ya mafunzo ya awali ya ushonaji ? Chuo kipi?
Dar es Salaam/ Singida/ Tanga/ Dakawa
5. Mwaka uliosoma mafuzo ya awali.....
6. Kabla ya kujiunga na chuo ulikuwa umemaliza darasa la ngapi?.....
 - Familia / Binafsi
 - Serikali
 - Shirika la umma
 - Kampuni / Taasisi
7. Taja unafanya nini kuhusiana na ufundi wa fani yako
 - a. Nimeajiriwa
 - b. Nimejajiri
 - c. Sina ajira yoyote
8. Taja jina la kampuni unakofanya mafunzo Viwandani
(Ulikoajiriwa).....
 - Serikali
 - Shirika la umma
 - Binafsi
9. Je kuna uwiano gani kati ya mafunzo uliyopata na kazi unayofanya
(Weka)
 - Uwiano mkubwa
 - Uwiano kiasi
 - Hakuna uwiaano wowote
10. Je unafanya kazi gani ya ziada baada ya saa za kazi?
.....
11. Je kama umeajiriwa / kuajiriwa unapata kazi za kutosha
.....

12. Kama kuna uwezekana wa kupewa mkopo wa masharti nafuu- ukotayari?

.....
Ndiyo / hapana

13. Je uko tayari kufanya kazi na kikundi? Kuunda kikundi cha ushonaji?
ndiyo / hapana.

14. Je una elimu yoyote ya mambo ya biashara? Ndiyo /hapana

15. Kama umeajiriwa / huna ajira ulipata matatizo gani wakati wa kutafuta kazi?

.....
.....
.....
.....

16. Je unaona mafunzo uliyopata yatakuwezesha kuanziaha mradi wa kushona au unahitaji mafunzo zaidi?

17. Baada ya kumaliza mafunzo ya awali umejiendeleza na masomo ya jioni?
Ndiyo/ hapana

18. Kama ndiyo, umejiendelezaje?

.....
.....
.....

19. Kama hapana, taja sababu

.....
.....
.....

Appendix 2

EX-TRAINNES SELECTED AT DSM RVTSC

1. KOKUSIMA RUGAIMUKAMU
2. ANITA KOMBA
3. SAUDA. A. GAMBO
4. HAPPINESS. D. SEKWAO
5. LENA JOSEPH
6. BEATRICE MAFURU
7. BEATRICE MHINA
8. MWANAIDI HAMISI
9. ROSEMARY DEOGRATIAS
10. NGATUSYE HECKSON
11. ISYU JOSEPH
12. KANTATE NIVOCAVIT

Appendix 3

EX-TRAINNES SELECTED AT DSM RVTSC

1. ZUHURA ALLY RIKAI
2. ANNE. L. MSANGI
3. JOYCE. R. MTENGA
4. ASHA. B. ATHUMANI
5. MWANAHAMISI JUMBE MOHAMED
6. PRISCILA M. JOSEPH
7. LILIAN ALOYCE
8. MWANAISHA M. MATTAWA

Appendix 4

INFORMATION GATHERING

Variable 7:

What are doing in relation to your profession?

	Tanga	Dsm
Employed	2	9
Self employed	2	2
Without any employment	6	17
	-----	-----
Total	10	28
	-----	-----

Comments: The datas above shows that most of the students interviewed were without any employment.

Variable 8:

Mention the name of the company where you are doing industrial training

	Tanga	Dsm
Government	0	0
Parastatal organisation	1	1
Private	3	10
	-----	-----
Total	4	11
	-----	-----

Comments:

Many trainees have been employed by the private sector non in the government and only one trainee is engaged in the Parastatal organisation.

Variable 9:

Is there any relation between the skills and knowledge you have acquired at the college and the type of the work you are engaged in?

	Tanga	Dsm
Yes	2	5
Somehow	2	5
No	0	1

Comments: Some students are engaged in work, which is different from their trades

Variable 10:

If you are employed on self-employed do you have enough work to do?

	Tanga	Dsm
Yes	1	5
No	3	6

Comments: Many students who are employed do not have enough work to do, this can be a result of quality of training they have acquired, which did not focus on labour market (i.e. what skills and knowledge needed by the time being).

Variable 11:

If there is possibility of extending (giving) you is soft loan, would you accept it?

	Tanga	Dsm
Yes	10	28
No	0	0

Comments: All students shown interest of receiving loan facilities.

Variable 12:

Are you willing to work in group or to form a tailoring group?

	Tanga	Dsm
Yes	10	28
No	0	0

Comments: All students are willing to work groups.

Variable 13:

Do you have entrepreneurship skills?

	Tanga	Dsm
Yes	0	1
No	10	27

Comments: Almost all students need to be trained in entrepreneurship skills

Variable 15:

If you are employed/ self-employed or without employment, state the problems you have faced when you were looking for the employment.

Summary of problems

	Tanga	Dsm
1) The salary is not enough	0	4
2) Lack of employment due to How academic education	1	2
3) Skills and knowledge acquired Is not relevant to the present Demand	4	1
4) Those still looking for Employment	0	12

Comments: Students are faced with many problems after training as it can be seen from the findings.

Variable 16

Do you think that the knowledge and skills acquired are enough to start your own small enterprise (business)?

	Tanga	Dsm
Yes	1	5
No	8	20

Comments: Most students think that the training they have acquired is not enough to start their own business.

Variable 17

Have you attended evening classes?

	Tanga	Dsm
Yes	0	13
No	10	15

Comments: Very surprising no student at Tanga have attended evening class, during the survey it was discovered that most of them were attached to street tailors for skills and knowledge upgrading.

Conclusion: Most students have no employment six in Tanga seventeen in Dar es salaam. However, for the few who are employed they are not getting enough salary and it was found that most of them are not engaged in the activities direct related to their trades. It was discovered that the skills and knowledge acquired were not related to the present demand. Therefore this programme is of great important in order to sustain vocational training system of four years.