

**EXPLORING EMPLOYMENT SECURITY PROVISIONS FOR
WOMEN IN TANZANIA:
A CASE STUDY OF FISH PROCESSING INDUSTRIES IN
MWANZA CITY**

**EXPLORING EMPLOYMENT SECURITY PROVISIONS FOR
WOMEN IN TANZANIA:
A CASE STUDY OF FISH PROCESSING INDUSTRIES IN
MWANZA CITY**

By

Winifrida John Manyerere

**A Research Dissertation Submitted in Partial Fulfillment of the Requirements for
the Degree of Masters of Science in Human Resources Management, Mzumbe
University**

2015

CERTIFICATION

We, the undersigned, certify that we have read and hereby recommend for acceptance by the Mzumbe University, a Dissertation entitled **“Exploring Employment Security Provisions For Women In Tanzania”: A Case Study Of Fish Processing Industries In Mwanza City**, in Partial fulfillment of the requirement for award of the degree of Science in Human Resources Management, Mzumbe University

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DEDICATION

I dedicate the work to my beloved parents, fiancé, relatives and friends.

LIST OF ABBREVIATIONS AND ACRONYMS

CEDAW	Committee on the Elimination of Discrimination against Women
ELRA	Employment and Labour Relation Act
FGM	Female Genital Mutilation
IMF	International Monetary Fund
ILO	International Labour Organisation
LIA	Labour Institutions Act
NEP	National Employment Policy
NESA	National Employment Services Act
NGO	Non Govenmental Organisation
NPA	National Plan of Action
PLEC	Public Labour Exchange Centre
PHO	Public Holidays Ordinance
PSM	Public Service Management
RSA	Republic of South Africa
SSFA	Social Security Fund Act
TAMWA	Tanzania Media Women's Association
UN	United Nations
URT	United Republic of Tanzania
WB	Wage Board
WHO	World Health Organisation

ABSTRACT

This research report explored employment security provisions for women in Tanzania. The study explored the sharp decrease application of employment security provisions for women under the employment standards in relation to the Employment and Labour Relation Act of 2004. This was pursued under the specific objectives, which were to elaborate the application of employment security provisions for women; to assess the application rates of employment security provisions for women in the fish industry and to give suggestions for solving the issue of employment security provisions for women based on employment standards in Mwanza city applied by fish processing industries.

A cross section research design was used to quantitatively explore the relationships among variables. A number of 4 out of 7 fish processing industries were surveyed in Mwanza city. The purposeful sampling technique and stratified sampling technique were used to select the 96 respondents from the particular formal fish processing industries that were the sample size required for the research study. In the study report both quantitative and qualitative methods were used to analyze data from the selected respondents. Data were coded and processed using the Statistical Package for Social Science.

The findings elaborated employment standards under the application of employment security provisions for women as affirmed by both respondents with 100 % acceptance of the existing problem. The findings evidenced a low quality of security provisions during implementation stages associated with negative effects on working conditions, wages, working hours and leave offered by fish processing industries. In a specific manner the unpaid parental leave, compensation during weekly days, public holidays, dismissal during pregnancy and return on the same/similar position after maternity leave showed a negative impact. Furthermore, the exemption from hazardous work during pregnancy, recognition, promotion, training, career development, sexual harassment and violence at work place hinder the application of employment security provisions for women in fish processing industries.

Then data from the field conclude that there should be reasonable strategies to arrest organizations which will go against the law and regulation concerning employment standard. Also the study recommended to the government to act seriously on female workers through various trainings on labor laws and regulation Then researcher insist the labour bodies and fish processing industries authorities to focus on good policy formulations and involvement of female employees on decision making processes.

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CHAPTER ONE

BACKGROUND INFORMATION

1.1 Introduction

The chapter states how the research was carried in the field. The researcher explored the application of employment security provisions for women under employment standards based on Employment and Labour Relation Act of 2004 in Tanzania. The study was carried in fish processing industries Mwanza city which is in the Northern part of Tanzania. The chapter describes the background information and the study research strategy. It further indicates the study objectives; the research questions, the rationale of the research study. It later articulates the related significance of the research study.

1.2 Background Information

In many parts of the world, since the closing years of the twentieth century, the application of employment security provisions for women have been under great challenges; (ILO, 2001). Different writers regard that almost two thirds of all employed women work either as family workers, own account workers, extremely vulnerable employment which lack security and benefits; (UN, 2009). Data from ILO (2009) shows that one of the key global problems facing women today is the fact that more than half of the world's population workers and their dependants is excluded from any type of employment security protection. This is solved in America at least benefits for widow and dependent children in case of death of breadwinner with periodical payments corresponding to at least 40% of the reference wage; (UN, 2000). For example contrary to in sub-Saharan Africa and South Asia, statutory application of employment security protections for women coverage is estimated at 5 to 10 per cent of the working population and in some cases is decreasing. In Latin America, coverage lies roughly between 10 and 80 per cent, and is mainly stagnating; (Hobijn et al., 2003).

Most of African countries, the application of employment security protection for women under policies on annual, maternity and paternity leave bases is still at infant stages; (Thorntwaite, 2002). Various reports present worse key findings applicable on maternity leave, paternity leave, parental leave, health protection at work, employment protection, non discrimination, breastfeeding arrangements and childcare; (IFM, 2013; WHO, 2000; and ILO, 2014).

Data from ILO (2014) concerning maternity and paternity leave reveals that the large majority of women workers do not have adequate maternity protection resulting almost 80 per cent of these workers in Africa. For example in Ghana, Nigeria and South Africa the situation is low compared to Tanzania, Ethiopia and Egypt that hasn't fully abide the ILO (2014) convection of 183 into implementation bases.

In Sub Saharan countries the application of employment security provisions for women's earnings are well below those of their male colleagues. The ILO Decent Work Agenda advocates for productive opportunities with a fair wage, rights and recognition, personal development, fairness and gender equality; (ILO, undated). According to ILO (2007a) many women working in both the formal and informal sector have a substantial decent work deficit. Data drawn by Kolen and Sirven's (2007) across country study of sub-Saharan African economies finds a significant gender pay gap: The average female-to-male weekly income gap ranged between 23% (Burkina Faso) to 79% (Ghana), while women in Malawi earned slightly more than men (2007:12). For instance, controlling the level of education, Kolen and Sirven (2007; 16-17) find that among workers with no education men earn almost three times more than women, while the gap is nearly closed with respect to workers with tertiary education.

In Tanzania the application of employment security provisions to women, whether in paid employment or self employment, have stability in their jobs is important in assessing progress on decent work; (Amanda et al., 2007). Thus with the very high percentage of informal employment for women, data indicates that 93.3 per cent in 2006 engages on a low level of secure and stable jobs. For example, employees without contracts, who in most cases are not members of unions, cannot use the mediation and

arbitration mechanism and simply agree to retrenchment. It could be that this situation is due to the absence of implementation of the Employment and Labour Relations Act of 2004 for employees in informal sector enterprises; (ELRA, 2004).

The Mwanza city on public sector remains male dominated and the majority of women are in lower or middle level jobs hence the application of ELRA (2004) becomes void. Various articles affirm that many women in the informal sector are in a precarious situation, particularly those working at fishing industry, agricultural sector, as well as small business, food processing and handicrafts; (Steinwachs, 2002; MCP, 2000). They lack job security and access to social benefits; (TAMWA, 2013). Data reveal that, sexual harassment also constitutes a serious problem for women workers.

In relation to, TAMWA (2013) confirms an average of 1,000 people annually affected in one way or another by gender based violence in different forms. For example clients are attended through a system set at TAMWA's front desk through mediation and legal perspectives.

1.3 Statement of the Problem

Despite the broader efforts towards durable solutions to provide employment security for women made by activists, efforts made by the Tanzania government to start various government institutions and labour unions, still there is acute problem as regarded by Amanda et al (2007). The data and information which ILO (2013) provides a valuable input to media advocacy, especially on the application of employment standards (wages, leave, working hours and conditions). Furthermore, predominantly informal employment opportunities, low human capital investment, high illiteracy rates, inheritance, retrenchment, redundancy, termination, summary dismissal, rape, incest, bigamy violation of marriage laws, and other barriers often attribute to lack of employment security provisions for women.

Although Tanzania has ratified the main international and regional women's rights protection instruments, many of their provisions continue to be violated in both law and

practice. Studies by Mchomvu et al. (2002) show that the amount of benefit provided by various formal security schemes in Tanzania is insufficient to avert and they have thus failed to provide adequate employment protection to women in distress. Though Tanzania has ratified the relevant Conventions in equal opportunity and treatment in employment and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). In addition, the National Employment Policy 2008 pledges the provision of fair and equal treatment for both men and women on recognition that women are disadvantaged in the world of work because of their multiple roles as producers, reproducers and providers of family care (Hobijn, 2003).

The aim of the study was to explore the application of employment security provisions for women in Tanzania particularly on fish processing industries, Mwanza city. The problem is common to all districts in the city including Nyamagana and Ilemela districts. In case the problem can't be arrested the government can't attain the 2015 millennium goals on employment security provisions for women. Therefore, the researcher intended to contribute solutions which would make women benefit from the application of employment security provisions.

Thus, the researcher saw a gap to fill in by exploring factors on the application of employment security provisions for women under employment standards as put forth in the ELRA (2004).

1.4 Objectives of the Study

The major objective was to explore the application of employment security provisions for women in Tanzania.

1.4.1 Specific Objectives

The specific objectives were

- 1) To elaborate on the application of employment security provisions for women.

- 2) To assess the application rates of employment security provisions for women in the fish industry.
- 3) To give suggestions solving the issue of employment security provisions for women.

1.5 Research Questions

The main research question was what is the application of employment security provisions for women? But, the major study question was pursued under the specific research questions;

- 1) What items show the application of security provisions under employment standards for women?
- 2) At what rate are employment security provisions for women offered in the fish industry?
- 3) What can be done to provide the application of employment security for women?

1.6 Scope of the Study

The appropriate study design research was a survey study. The study was carried out in the fish processing industries in Mwanza city. The study explored the application of employment security provisions from formal curricula in relation to employment standards as illustrated by the ELRA (2004). The study based on the particular influences making the application provisions of employment security for women.

Later, the researcher gave suggestions on what could be done to provide employment security for women and encourage them to face legal perspectives and other bodies.

1.7 Significance of the Study

The study contributes to the societies on fighting against the application of employment insecurity provision for women. The study helps to decrease or even stop employment insecurity for women. Eventually, the number of women will be aware of their rights in

the societies. For the policy makers and welfares non government organizations, the research findings helps to establish laws and regulations which would encourage more women to demand their rights and needs.

Furthermore the findings of the study will help numerous industries to establish workers unions as a tool for the implementation of employment standards under security provisions for women. Above all women employees may engage themselves into these unions and provide their views concerning matters related to employment. Trade unions may in one way or another promote women on decision making processes. Furthermore, employed women may be aware of the implementation stages of ELRA (2004) when faces legal aspects. Labour laws are being reviewed to become more gender sensitive and to enforce safety regulations in the work places for both men and women.

The findings of the study will also bridge a gap between female employees and management team. Not only that but also the findings of the study will help the establishment of labour laws and regulations trainings in service. That may involve labour laws officials and experts to know their responsibilities regarding educating female employees on all matters related to the application of employment security provisions. This will result into vocational guidance and counselling as well as information about employment perspectives. In addition, a women's information window, will provide advisory services on job availability, training, scholarships and internship opportunities.

Apart from an academic requirement for the award of the degree of masters for the researcher who is the student. The other reason behind carrying the study was to contribute to other researchers of this field of the study. It is hoped that the findings of the study spurs further researches in the area of the application of employment security provisions for women.

To the international community the results of this research can be used as a case study upon which various measures to solve the problems facing women in employment. The result serves as a lesson for other countries embarking on alternative reasonable ways to

improve the application of employment security provisions for women in Tanzania hence worldwide.

1.8 Thesis Organization

The research report consists of five chapters. However, the first chapter concerns with the introduction and the background of the problem. The second chapter presents the relevant literature review about what the researchers explains about the study problem. The third chapter discusses about the methodology used for the study report. The fourth chapter analyses empirical findings after the field study. The final chapter five gives the contribution of the research under the conclusion as well as policy implications to the application of employment security provisions for women basing on employment standards.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

The chapters enriched the researcher with what other researcher have investigated and wrote about the problem. It therefore, states the link between the factors influencing women to be secure within employment in relation to the application of Employment and Labour Relations Act of 2004. Besides that, it introduces certain terms, clarifies concepts and gives operational definitions for the constructs used in the study. In this regard, the research included the theoretical literature review, empirical literature review, conceptual frame work and end up with conceptual frame model.

2.2 Theoretical Literature Review

Since the aim of the study was to assess and investigate the application of employment security provisions for women of fish processing industries, the chosen guide for this study was the application of preference theory on employment.

2.2.1 Concepts

At this point it was necessary to define certain constructs used in the study. This section form part of conceptual foundation for the study. This section clarifies concepts and gives operational meaning for constructs which used in the study. It helps to be clearly understood in the research discussion. Therefore, the meaning of various terms was explained.

Employment security

According to ILO (2007) Employment security is the protection of workers against fluctuation in earned income as a result of job loss. Job loss may occur during economic down turning or be related to other various reasons for dismissals. One of the form of

protection that is offered to workers against dismissal, is provided by employment protection legislation.

Provisions

According to wikipedia dictionary provisions is a clause in a legal instrument a law providing for a particular matter; (Wikipedia encyclopedia, 2014). The Merriam Website (2014) defines provisions as an act of providing or supplying something; The act of making preparations for a possible or future or situation. A particular requirement in a law rule agreement or document. Provisions is a clause in a legal instrument a law providing for a particular matter stipulated proviso; (Oxford Dictionary, 2000). In this study provisions may mean any legal clause providing for a particular matter or stipulated proviso required in a law, rule, agreement or document.

Women

A woman is a female human. The term woman is usually reserved for an adult with the term girl being the usual term for a female child or adolescent.

However, the term woman is also sometimes used to identify a female human regardless of age, as in phrases such as women rights. Women may also refer to a person's gender identity instead of their sex. In this study, women may mean any female human under employment who is above 18 years of age.

2.2.2 Issues Related to Employment Security Provisions for Women

The study saw the need to involve issues related to employment security provision for women. The study categorised them into the roles of employment security provisions under employment standards, women access to employment and enhancement of women legal capacity.

2.2.2.1 The role of Employment Security Provisions for Women in Tanzania

Tanzania overhauled its employment and labour laws in 2004 when it enacted the Employment and Labour Relations Act, Act No. 6 of 2004 (the Employment Act) and the Labour Institutions Act, Act No. 7 of 2004 Labour Institutions Act. Whereas the Employment Act provides for labour standards, rights and duties, the Labour Institutions Act constitutes the governmental organs charged with the task of administering the labour laws. Subsequently, in 2007 several pieces of subsidiary legislation were promulgated to facilitate the enforcement of labour rights and standards stipulated in the Employment Act. One of the most significant of this is the Employment and Labour Relations Rules; (G.N. No. 42 of 2007). It is noteworthy that the new labour laws enumerated above borrow heavily from the employment and labour laws which are currently in force in the Republic of South Africa. Indeed, the new laws further enact employment and labour standards which, by and large, conform to the labour standards set by the International Labour Organization.

i. Regulations on employment conditions

Employment and Labour Relations Act, No. 6 of 2004. Under this act, written employment particulars, fixed contracts, probation period, notice requirements and severe payment are illustrated.

Written employment particulars

Tanzanian labour Law requires that employees would be provided written statement of particulars at the start of employment. These particulars are name, age, permanent address and sex of the employee; place of recruitment; job description; date of commencement; form and duration of the contract; place of work; hours of work; remuneration, the method of its calculation, and details of any benefits or payments in kind, and any other prescribed matter. However, if these particulars have already been provided in employment contract, employer may not furnish the written state of employment particulars; (section 15 of Employment and Labour Relations Act 2004).

Fixed term contract

Tanzanian labour law prohibits hiring fixed term contract workers for tasks of permanent nature.

A contract of employment may be concluded for an unspecified (indefinite) period of time, for a specified period in the case of professionals and managerial cadre and for a specific task. There is no other provision in the Employment and Labour Relations Act, 2004 on renewal or the maximum length of fixed term contracts. (Art. 14 of the Employment and Labour Relations Act, 2004).

Probation period

There is no explicit provision in the above act about probation period. However, section 35 of Employment and Labour Relations Act 2004 implicitly requires a probationary period of 6 months by saying that a worker with less than 6 months of employment can't bring an unfair termination claim against the employer.

Notice requirement

Section 41 of Employment and Labour Relations Act 2004 requires written termination notice before terminating services of an employee. An employee may be terminated after serving due notice or paying in lieu of notice. If a termination notice is served during the first month of employment, notice period is 7 days. After first month, notice period is 4 days for a worker employed on daily basis and 28 days for a worker employed on monthly basis. A longer notice period may also be agreed upon between the parties if it is equal between the worker and the employer. Notice of termination has to be in writing, stating the reasons for termination and the date on which the notice is given. Notice of termination can't be given during any period of leave allowed under law or notice that runs concurrently with any such period of leave.

Severance pay

Severance Pay in Tanzania is equal to at least 7 days basic wage for each completed year of employment. A worker must have completed at least 12 months of service with the employer. However, it is not payable if an employment is terminated on account of misconduct, incapacity and incompatibility with requirements of business (section 42 of Employment and Labour Relations Act 2004).

ii. Hours of work

The Employment Act comprehensively regulates the hours of work of an employee. The ordinary days of work are set at six days in a week.

Further, the ordinary hours of work are set at 45 hours in a week, and 9 hours in a work day, inclusive of a 1 hour meal break per work day. An employee can be required to work for overtime hours only where the parties have concluded an agreement to that effect. In any event, the law provides a ceiling of 12 working hours per day inclusive of ordinary and overtime working hours.

iii. Tanzanian regulations on work and wages

Employment Act further enacts detailed guidelines for the calculation of wages of an employee who is entitled to hourly, daily, weekly and monthly wage rates. The payment of remuneration to an employee must be in the form of money; not in kind. As a general rule, an employer is not entitled to make any deductions from an employee's remuneration. The exception thereto is where the deduction is permitted by written law, collective agreement, wage determination, court order or arbitration award. Where the deduction is not based on any of the above grounds, the employee must agree in writing to such deductions from his remuneration. Indeed, the legal restriction on deductions from remuneration has been contentious, especially where the employer unilaterally deducts from the remuneration a sum of money to recover loans and advance payments made to an employee. The labour tribunals and the courts of law have been consistent that in the absence of a written agreement between the parties or court order sanctioning

the deduction, such deduction is unlawful; (Employment and Labour Relations Act, No. 6 of 2004)

Minimum wage

Every person without discrimination of any kind is entitled to remuneration commensurate with work and all persons working according to their ability shall be remunerated according to the measure and qualification for the work. Every person is entitled to just remuneration; (Art. 22 of the Constitution). The minimum wage rate ranges between TSH 80,000 (domestic workers) to 400,000 (communication services and mining) for workers in different sectors of economy. The wage rates are determined by Wage Boards constituted in accordance with Labour Institutions Order 2007. The minimum wage rates have been fixed under the Wages Order 2013.

While determining the minimum wage, the Wage Board takes into account all relevant factors including the cost of living, level of wages, income, economic development, employment, the minimum subsistence level, ability of employers, operation of enterprises, the remuneration and terms and conditions of employment of employees.

However, the sector focuses on any collective agreements providing for remuneration, conditions of employment, alleviation of poverty and any other relevant matter; (section 37 of the Labour Institutions Act, 2004). Minimum wage rates are determined for the following sectors: health services; agriculture services; trade, industries and commercial services; communication services; mining; private schools services; domestic and hospital services; private security services; energy services; transport services; construction services; fishing and marine services; and other sectors not mentioned.

Regular pay

The Employment and Labour Relations Act 2004 regulates the payment of wages to all classes of workers. According to Section 26 of the Act, wages can be calculated on hourly, daily, weekly or monthly basis. Section 27 of the Act requires employers to pay

the employees their wages during the working hours at the place of work on agreed pay day in a sealed envelope, if payment is made in cash or through check.

Overtime compensation

In accordance with the section 19 of Employment and Labour Relations Act 2004, employees can be required to work 6 days a week. The normal working hours are 9 hours a day and 45 hours a week. If a worker works beyond the stipulated working hours, he is entitled to an overtime pay that is one and a half time (1.5 of X or 150%) the rate of his ordinary pay. The weekly hours limit does not apply to employees who manage other employees on behalf of the employer and who report directly to a senior management employee. An employer may not require an employee to work more than 12 hours in a day and more than 50 hours overtime in a 4 week cycle. A written agreement may require or permit an employee to work up to twelve hours in a day inclusive of any meal interval without receiving overtime pay. However, such agreement may not require or permit an employee to work more than 5 days and 45 hours as well 10 hours of overtime in a week.

A collective agreement may also provide for averaging of ordinary and overtime hours over an agreed period (not greater than one year) however such agreement may not require or permit the work to work more than 40 ordinary hours of work per week calculated over the agreed period and ten hours overtime per week calculated over the agreed period.

The overtime limit does not apply to (i) the employees who manage other employees on behalf of the employer and who report directly to a senior management employee; or (ii) emergency work which cannot be performed by employees during their ordinary hours of work; and (iii) where an applicable collective agreement provides for the averaging of the overtime hours of work over an agreed period not exceeding one year, subject to a limit of ten overtime hours per week on average; (Section 17-22 of Employment and Labour Relations Act 2004).

Night work compensation

If a worker usually works at night, he has to be paid a night premium of 5% over and above his normal wage rate. If that worker is working at night (as overtime), he has to be paid a night premium + overtime premium (157.5% of his normal wage rate); (Section 20.4 of Employment and Labour Relations Act 2004).

Pay on public holidays

Workers are entitled to paid Festival (public and religious) holidays. Festival holidays are announced by Tanzania Government (usually 17 in number). The public holidays are regulated under the Public Holidays Ordinance, 1966. These are New Year Day (January 01), Zanzibar Revolution Day (January 12), Maulid Day, Good Friday (March 29), Easter Monday (April 01), The Sheikh Abeid Amani Karume Day(April 07), Union celebrations (April 26), Workers Day (May 01), International Trade Fair (July 07), Peasants Day (August 08), Eid-el-Fitri(2 days), The Mwalimu Nyerere Day (October 14), Idd-El-Hajj (01 day), Republic Day (December 09), Christmas Day (December 25), Boxing Day (December 26). The Muslim festival holidays depend on the sighting of moon. Holidays falling on Saturday or Sunday will be kept on those days. Act No.10 of 1994 has been repealed and holidays falling on Saturday or Sunday shall no longer be compensated. No provision could be identified in laws to require an employer to provide compensatory rest day for working on weekly rest day or public holiday.

Compensatory holidays/rest days

No provision could be identified in laws to require an employer to provide compensatory rest day for working on weekly rest day or public holiday.

Weekend/public holiday work compensation

If workers have to work on a weekly rest day/public holiday, they are entitled to 200% of the normal rate of wages. (section 24 & 25 of Employment and Labour Relations Act 2004). In accordance with the section 7 of Wages Order 2010, an employee is entitled

the double the wages, in addition to normal weekly/monthly wage, if he works on weekly rest day or public holiday.

iv. Leave

An employee is entitled to annual leave of not less than 28 consecutive days during one leave cycle. One leave cycle is constituted by a period of 12 months' consecutive employment. The 28 days' leave is inclusive of any public holiday which may fall within the period of the leave. During the annual leave, the employee is entitled to payment of his full remuneration in spite of his absence from work. In Tanzania, an employee is entitled to sick leave for at least 126 days during one leave cycle. The employee is entitled to full wages during the first 63 days of the sick leave. For the second 63 days, the ailing employee is entitled to half wages. An employer is not obliged to pay an employee wages during sick leave if the employee does not produce a medical certificate issued by a medical practitioner. It is further noted that no wages are payable to an ailing employee if the employee is entitled to paid sick leave under any other law, fund or collective agreement.

It is further noted that a female employee is entitled to paid maternity leave of not less than 84 days during one leave cycle. The maternity leave period would be 100 days if the employee gave birth to more than one child. Most curiously, the employee is entitled to an additional 84 days' paid maternity leave within the same leave cycle if the child dies within a year of birth. The law further puts a ceiling of 4 maternity leave terms which an employee is entitled to take. Where the employee is breastfeeding, the employer is obliged to allow her time off, not exceeding two hours, to feed the child during working hours.

The labour reforms have factored in the concerns of working male parents as well. During each leave cycle, a male employee is entitled to 3 days of paid paternity leave. The only conditions stipulated are that the employee must be the father of the newly born child and that the leave must be taken within the first seven days of the birth of the

child. The Employment Act further provides for what we may refer to as “compassionate leave”.

An employee is entitled to 4 days’ paid leave in the event of death or sickness of the employee’s child. Upon the death of the employee’s spouse, parent, grandparent, grandchild or sibling, the employee is nevertheless entitled to 4 days’ paid leave; (Employment and Labour Relation Act, 2004 and National Social Security Fund Act, 1997).

Maternity leave

Female employees are entitled to a at least twelve weeks (84 days) of maternity leave with full pay. Maternity Leave is at least 100 days when an employee gives birth to more than one child at the same time. An employee is entitled to an additional 84 days paid maternity leave within a leave cycle if the newborn dies within a year of birth. An employer is required to grant paid maternity leave to an employee only four times during the entire duration of service; (Section 33 of Employment and Labour Relations Act, 2004).

a) Income

The maternity leave is awarded with full pay. Maternity leave benefits are paid by the employer; (Section 33 of Employment and Labour Relations Act, 2004).

b) Protection from dismissals

It is illegal for an employer to dismiss a female employee due to her pregnancy and that termination would be unfair; (Section 37 of Employment and Labour Relations Act, 2004).

c) Nursing breaks for working mothers

Nursing breaks of maximum 2 hour duration (per day) are allowed for new mothers to breast feed their child(ren); (Section 33 of Employment and Labour Relations Act, 2004).

d) Right to return to the same position

A female worker has the right to return to same job/position after availing her maternity leave; (Section 33 of Employment and Labour Relations Act, 2004).

Paid vacation/annual Leave

An employee is entitled to 28 days paid annual leave, after completion of 12 months of continuous service inclusive of any public holidays that may fall during the period of leave. An employee with less than six months service is not be entitled to paid leave under the Employment and Labour Relations Act. Otherwise the employee is employed on a seasonal basis or has worked more than once in a year for the same employer, and the total period worked for that employer exceeds six months in that year.

An employer may determine the timing of annual leave provided that it is taken no later than six months after the end of the 12 month period in which the annual leave entitlement accrued or twelve months after such time if the employee has consented and the extension is justified by the operational requirements of the employer. An employer is required to pay an employee the remuneration for annual leave (that the employee would have been paid had the employee worked during the period of leave) before the commencement of the leave; (section 29-31 of Employment and Labour Relations Act, 2004).

Weekly rest day

Workers are entitled to at least 1 day of rest per week (24 consecutive hours). The weekly rest day is usually Sunday; (section 24 of Employment and Labour Relations Act, 2004).

2.2.2.2 Women Access to Employment in Tanzania

The Constitution of the United Republic of Tanzania in Article 22 and 23 provides for the right to work and just remuneration. Tanzania has ratified all the eight core ILO Conventions, including Convention 100 and 101, which are specifically against

women's discrimination in employment. The Public Service Management and Employment policy together with the public service regulations have provided an environment for promoting equal opportunities and eliminating discrimination and biases against women. The government has domesticated the international labour standards through the enactment of the National Employment Services Act (1999).

This law provides for equal opportunities to men and women in access to employment services. The Employment and Labour Relations Act (2003) was passed by the parliament. It prohibits discrimination in the work place on the basis of gender, sex, marital status, disability and pregnancy among others. This law also requires employers to report to the Labour Commissioner on their plans to promote equal opportunities. In this law, affirmative actions are to be taken not as a discrimination issue. The law protects employees during pregnancy and women employees by providing social security hence shifting the cost from the employer to the social security fund.

The government established the Public Labour Exchange Centre in 2002 to link job seekers with employers. Job seekers are provided with vocational guidance and counselling as well as with information about employment perspectives. In 2003, thirty percent of job seekers were women.

Alongside this centre, the private sector has established similar services with minimal charges.

In addition, a Women's Information Window, within the National Gender Machinery, has been established to provide women with information and advisory services on job availability, training, scholarships and internship opportunities. Labour laws are being reviewed to become more gender sensitive and to enforce safety regulations in the work places for both men and women. Thirteen Labour Laws are under review in Zanzibar. Data and information from Labour Force Surveys are presented with disaggregated data and analysis. It is now easier to make comparisons in employment trends. The Government has initiated a number of programmes and projects in promoting rural and

urban self-employment with emphasis in availing more employment and opportunities to poor women.

2.2.3 The History of Employment in Tanzania

Since the attainment of independence in 1961 in general and particularly after the Arusha declaration in 1967, the Government of Tanzania remained the main employer in the country. The Arusha declaration committed the country to the efforts of establishing a socialistic and self-reliant nation. The promulgation of the Arusha declaration marked the birth of a large number of new parastatals (Public enterprises). It also advocated for a wide scale nationalization of the then existing private companies, leading to the establishment of parastatals in almost all sectors of the economy; including the service sector in general. The newly established organizations had no autonomy to look for their own best employees. Rather all recruitment decisions were centrally determined by the Government ministry responsible for labour affairs in the country. The recruitment of staff to various organizations was done, directly from the academic and training institutions.

2.2.4 Application of Preference Theory on Employment

Preference theory is a new theory which was developed by Hakim. It seeks to explaining and predicting women's choices between market work and family work. A theory is historically informed, empirically based, multidisciplinary, prospective and applicable in all rich modern societies; (Hakim, 2000). Lifestyle preferences are defined as causal factors which thus need to be monitored in modern societies. In contrast, other social attitudes, such as patriarchal values, are either unimportant as predictors of behaviour, or else have only a very small marginal impact, by creating a particular climate of public opinion on women's roles; (Hakim, 2004b). Preference theory predicts a polarization of work lifestyles, as a result of the diversity in women's sex-role preferences and the three related models of family roles.

It argues that in prosperous modern societies, women's preferences become a central determinant of life choices in particular, the choice between an emphasis on activities related to children and family life or an emphasis on employment and competitive activities in the public sphere; (Hakim, 2000). Preference theory provides a different explanation for the continuing pay gap and occupational segregation. Moreover, it predicts that they will persist in the 21st century that men will continue to outnumber women in the top jobs, simply because they try much harder to get. The majority of working women seek a large degree of work life balance; (Hakim, 2005), certainly more than men do. Women are more likely to ask for shorter work hours than to ask for higher pay or promotion; (Babcock & Laschever, 2003). It can be objected that the sex differences identified in reviews of research on personality and behaviour are often small, so should not matter. This argument confounds macro and micro level perspectives.

It is true that many sex differences today are relatively small, even if persistent, in studies at the aggregate, national level. But differences between people are much larger at the micro level, and can be fundamentally important at the individual level; (Babcock & Laschever, 2003). Selecting people for jobs or careers is done on an individual basis, and even quite small perceived differences between individuals can make the difference between being shortlisted or not, between winning the job or promotion or not. What is statistically small and relatively unimportant in a national study can still explain cumulative differences in success rates at the individual level, leading to major sex differences in careers; (Hakim, 2005).

There are wide implications for national social policy, for employer and trade union policies, and for careers advisors. Elsewhere I have proposed a fundamental reorientation of social policy in the European Union and in member states; (Hakim, 2000). At present, equal opportunities policies assume that all women are careerist in their work orientations, and that more support needs to be given to working mothers, in the form of public childcare services and time off from work.

If only a minority of women are in fact careerist, and many of them are childless, then policy is at present misdirected, as well as overlooking people with other life goals. The most general requirement is for policies to be even handed between the three groups of workers, rather than assuming that one size fits all policies suit everyone; (Babcock & Laschever, 2003).

At present, the bias seems to be towards careerist women with children, a tiny minority of all workers. Gender neutral policies require a sharp move away from the current focus on working mothers. Just one example is the new law in the Netherlands giving all workers the right to ask to work part time hours, for any reason or none. There is no reason to focus such special privileges on working mothers only, thus prompting jealousy and resentment among other groups of employees. Similarly, employers should offer long (unpaid) career breaks to all employees, rather than parental leave for new mothers only. Cafeteria benefits provide one way to ensure that there is something for everyone, and no one loses out.

Hakim (2005b) accepts that there are at least three types of career rather than just one: the truncated career that probably ends with (delayed) marriage or babies, the adaptive career that demands a large element of work life balance over the lifecycle as a whole, and what I have called above the 'hegemonic' or 'greedy' career that can easily become all consuming, especially at senior levels. The evidence from a recent national survey in Britain; (Hakim, 2003a) is that all three types of worker can be found working side by side in the same occupations, albeit in different types of job. Equal opportunities legislation allows women to choose any type of occupation, without having to squeeze into a small number of family friendly occupations, such as teaching, as in the 20th century. Whatever their ambitions and life plans, women can now choose occupations far more freely than in the past. However, this diversity in the workforce does pose new problems for personnel managers. For careers counselors, this is perhaps the most startling conclusion: home centered women seem to be just as likely to seek careers as pharmacists, lawyers, PR specialists or IT specialists as work centered people; (Babcock & Laschever, 2003).

However, the kinds of jobs they do, and the level of promotion sought in each occupation, will differ from those chosen by work centered people and adaptive people; (Hakim, 2005). It is career patterns and long term ambitions that differ between the three groups rather than occupational choices.

This conclusion is based on just one British survey, so needs to be confirmed by other studies and data for other countries, but it is consistent with case study research on the professions, as noted above. Finally, many men are adaptive in their work lifestyle preferences. The scope for unisex policies that recognise and value all three types of career, and benefit men and women equally, is far greater than feminist campaigners have imagined; (Babcock & Laschever, 2003).

2.3 Empirical Literature Review

The report on decent work check in Tanzania done by Iftikhar (2004) analyses the application of regulations on Employment and Labour Relations Act, of 2004. The report reveals that almost all laws and regulations were not followed by employers hence employees were not aware of their rights. However, the data shows that the implementation of employment and labour relations act, 2004 varies from one employer to another. The report recommends contract of employment to be oral or written hence workers should be provided with a written statement of employment. A reasonable notice period, depending on the length of service of an employee, may be required before an employer may sever the employment relationship. For working parents, laws may define the portion of parental leave that has to be compulsorily taken by fathers or mothers.

The same study was done by Kapinga. (2014) on the employment and labour relations act of 2004. In sum, the report indicates the new labour regime obtaining in Tanzania as commendable for introducing mediation proceedings to resolve disputes. Where the parties are acting in good faith, mediation has proved to be a valuable tool in amicable settlement of disputes, thereby saving time and resources of the parties. The employment standards are further useful in setting the minimum labour rights, which both the

employer and employee cannot downgrade by contract. Nevertheless, the stepped procedure for engaging in strikes and lockouts is meant to weed out surprise industrial action which may be detrimental to the employer's investment and the livelihood of employees.

Likewise the human right report (2012) did a survey on the implementation of Labour and Relation Act, 2004 in Dar es salaam under the gap between reality. The report concentrated on mainly employment standards article 6 of the said act. The field research revealed the many challenges that workers in industrial settings in Dar es Salaam face. There is a clear and consistent gap between the Tanzanian labor laws, as written, and the reality for employees on the ground.

Greater enforcement and reforms are needed to adequately enforce the labor rights of Tanzanian workers. Despite the recent legal reforms increasing labor and employment protections for employees in Tanzania, workers do not benefit from uniform implementation or enforcement of the labor regulations. There is a significant gap between the requirements of the law and the reality for workers in Dar es Salaam. The most common issue revealed in the field investigation is the exploitation of the role of the daily worker. On the other hand the report recommends reform legislation to ensure that daily and permanent workers have equal rights and protections under the law.

ILO (2014) report on maternity and paternity leave at work reviewed law and practice across the world. The report found that a large majority of women workers still lack access to adequately paid maternity leave and protection. On the other hand women in developed economies, especially those in formal and standard jobs, benefit the most; those in Africa and Asia benefit least. Paid parental and paternity leave, and adequate breastfeeding and childcare facilities are unavailable, inaccessible or inadequate for most women and men. The report recommends governments to prioritize establishing and implementing inclusive legislative and policy frameworks for comprehensive work family policies, with adequate fiscal space. Maternity, paternity and care responsibilities should become a normal fact of business life. Extending the option for work life balance measures, such as quality part-time work or worker-friendly flexible working

arrangements, to all workers would reduce the penalty associated with being a worker with family responsibilities.

Medard, Sobo, Ngatunga and Chirwa (2013) analysed the gender roles of women in the fisheries sector. These roles were recognized in three stages of production: fishing, processing and marketing. Further, the paper looks at the impacts of gender roles in promoting or hindering the involvement of women in fisheries research, development, and management. The study concludes that apart from the in-depth analysis of the situation of women in fishing communities, it is important to promote women as social actors with the potential to improve their family situation, communities, fishery and their country. Their involvement needs recognition and women need to be taken seriously in the planning process. The fact, however, is that the involvement of women has not only made the survival of the fishing communities possible but has also helped preserve the way of life of artisanal fishing communities.

The study recommends that numerous outlets for employment in the artisanal sector should be noted and creatively integrated into the economy. Unfortunately, neither is there any real appreciation of the numerous tasks that women are involved in nor value attached to these tasks.

2.4 Research Gap

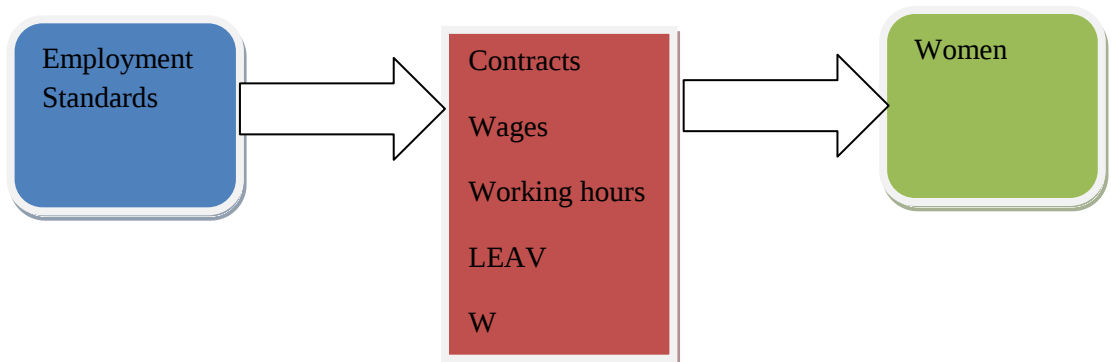
When considering the cited empirical literature it was seen that there were various factors that contribute to the application of employment security provisions based on employment standards and have been determined nationally and internationally. However, some studies have gone further to explore these factors at district or council level. Most studies concentrate on a broader sense concerning employment security provisions for women. However, these studies have not been done in any city council under the application of employment security provisions based on employment standards specifically under working conditions, wages, working hours and leave. Therefore, this study particularly looked at these factors in Mwanza city which represent the picture to all city councils. Above all, none of the studies was done on fish

processing industries. Thus, the researcher saw a gap to fill in for exploring factors on employment security provisions for women in Tanzania.

2.5 Conceptual Framework

A conceptual framework is described as a set of broad ideas and principles taken from relevant fields of enquiry and used to structure a subsequent presentation; (Cooper & Schindler, 2008). As a whole conceptual framework covers the conceptualized relationships between variables, that is; independent variables (employment), dependent variables (women) and intervening and moderating variables under the application of employment security provisions which were employment conditions, leave, wages and time of working as analysed in the conceptual frame model in table 2.5.1. The study investigate different applications of employment security provisions particularly, the challenges which face women. Such difficult faced at their homes, workplace or in their respective societies.

Finger 2.1: The Conceptual Frame Model



Source: Researcher, 2014

2.5.1 Analysis of Conceptual Model

The conceptual frame model analysis is illustrated underwritten contracts, wages, leave and working hours as illustrated by the Employment and Labour Relation Act of 2004.

Written employment particulars

Tanzanian labour Law requires that employees would be provided written statement of particulars at the start of employment. These particulars are name, age, permanent address and sex of the employee; place of recruitment; job description; date of commencement; form and duration of the contract; place of work; hours of work; remuneration, the method of its calculation, and details of any benefits or payments in kind, and any other prescribed matter. However, if these particulars have already been provided in employment contract, employer may not furnish the written state of employment particulars. (section 15 of Employment and Labour Relations Act 2004).

Hours of work

The Employment Act comprehensively regulates the hours of work of an employee. The ordinary days of work are set at six days in a week. Further, the ordinary hours of work are set at 45 hours in a week, and 9 hours in a work day, inclusive of a 1 hour meal break per work day. An employee can be required to work for overtime hours only where the parties have concluded an agreement to that effect. In any event, the law provides a ceiling of 12 working hours per day inclusive of ordinary and overtime working hours.

Regulations on work and wages

Employment Act further enacts detailed guidelines for the calculation of wages of an employee who is entitled to hourly, daily, weekly and monthly wage rates. The payment of remuneration to an employee must be in the form of money; not in kind. As a general rule, an employer is not entitled to make any deductions from an employee's remuneration. The exception thereto is where the deduction is permitted by written law, collective agreement, wage determination, court order or arbitration award. Where the deduction is not based on any of the above grounds, the employee must agree in writing to such deductions from his remuneration. Indeed, the legal restriction on deductions from remuneration has been contentious, especially where the employer unilaterally deducts from the remuneration a sum of money to recover loans and advance payments

made to an employee. The labour tribunals and the courts of law have been consistent that in the absence of a written agreement between the parties or court order sanctioning the deduction, such deduction is unlawful; (Employment and Labour Relations Act, No. 6 of 2004).

Leave

An employee is entitled to annual leave of not less than 28 consecutive days during one leave cycle. One leave cycle is constituted by a period of 12 months' consecutive employment. The 28 days' leave is inclusive of any public holiday which may fall within the period of the leave. During the annual leave, the employee is entitled to payment of his full remuneration in spite of his absence from work. In Tanzania, an employee is entitled to sick leave for at least 126 days during one leave cycle. The employee is entitled to full wages during the first 63 days of the sick leave. For the second 63 days, the ailing employee is entitled to half wages. An employer is not obliged to pay an employee wages during sick leave if the employee does not produce a medical certificate issued by a medical practitioner. It is further noted that no wages are payable to an ailing employee if the employee is entitled to paid sick leave under any other law, fund or collective agreement.

It is further noted that a female employee is entitled to paid maternity leave of not less than 84 days during one leave cycle. The maternity leave period would be 100 days if the employee gave birth to more than one child. Most curiously, the employee is entitled to an additional 84 days' paid maternity leave within the same leave cycle if the child dies within a year of birth. The law further puts a ceiling of 4 maternity leave terms which an employee is entitled to take.

Where the employee is breastfeeding, the employer is obliged to allow her time off, not exceeding two hours, to feed the child during working hours.

The labour reforms have factored in the concerns of working male parents as well. During each leave cycle, a male employee is entitled to 3 days of paid paternity leave.

The only conditions stipulated are that the employee must be the father of the newly born child and that the leave must be taken within the first seven days of the birth of the child. The Employment Act further provides for what we may refer to as “compassionate leave”. An employee is entitled to 4 days’ paid leave in the event of death or sickness of the employee’s child. Upon the death of the employee’s spouse, parent, grandparent, grandchild or sibling, the employee is nevertheless entitled to 4 days’ paid leave; (Employment and Labour Relation Act, 2004 and National Social Security Fund Act, 1997).

2.5.2 Advantages of Conceptual Model

The country like Tanzania, the employment security provisions for women under employment standards are contracts, good wages, working hours, leave and growth in the organization and interesting work challenges. The conceptual model has potential usefulness as a tool to scaffold research and, therefore, assists a researcher to make meaningful subsequent findings. Such a model is intended as a starting point for reflection about the research and its context. On the other hand the model will assist the researcher to develop awareness and understanding of the situation under scrutiny and to communicate.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

The chapter describes research methodology applied in the study. It includes research design, sampling design, study population, units of analysis, variables and their measurements. Furthermore sample size, sampling techniques, types and sources of data, data collection methods, validity issues, and data analysis methods.

3.2 Type of the Study

The objective of the study was to explore the application of employment security provisions for women in Tanzania. Survey research design was used to quantitatively explore the relationships among variables; (Glasow, 2005). A number of fish processing industries were surveyed. The study was of both qualitative and quantitative nature. The study strategy was of particular interest to the researcher as she wished to gain a rich understanding of the context of the research and process being enacted; (Mooris & Wood, 1991). It was a very worthwhile of exploring existing theory in order to gain enough knowledge about the application of employment security provisions for women. Given that way of thinking, the research was carried out in four fish processing industries in Mwanza city.

3.3 Study Area

Mwanza city has seven fish fillet the industries include: Mwanza Fishing Industries Ltd, Nile perch Fisheries Ltd, Omega Fish Ltd, Tanzania Fish Processors Ltd, Vic Fish Ltd, Tanzania Fish Development Co. and Tan Perch Ltd. Fishing on the fresh waters of Lake Victoria is one of the most important undertaking by the people of Mwanza especially those living along or close to the lakeshore and those living in the numerous islands of Lake Victoria. According to March 2006 census, the region had a total of 56,321

fishermen with 16,911 fishing boats/canoes. There were 208,079 fishnets, 3,455 special finest for “dagaa” (*restrineobola argenti*) and 2,264,792 fish hooks. According to year 2006 figures, total production of fish was estimated to be 148,258 tons.

Mwanza city is located in the northern part of Tanzania just south of Lake Victoria. The Lake Victoria waters separate the region from the neighboring countries of Kenya and Uganda. To the East, North and West are the sister lake dominated regions of Mara and Kagera. To the South there is Shinyanga region. It lies between latitude 10 30’ and 30 0’ South of Equator and the longitudes 310 45’ and 340 10’ East of Greenwich; (Mwanza City Profile, 2014).

3.4 Study Population

According to Kombo et al. (2006), population refers to group of individual objects or items from a sample taken from measurement. The study targeted four fish processing industries out of seven in Mwanza city. Mwanza city has seven fish fillet the industries include: Mwanza Fishing Industries Ltd, Nile perch Fisheries Ltd, Omega Fish Ltd, Tanzania Fish Processors Ltd, Vic Fish Ltd, Tanzania Fish Development Co. and Tan Perch Ltd. Fishing on the fresh waters of Lake Victoria is one of the most important undertaking by the people of Mwanza especially those living along or close to the lakeshore and those living in the numerous islands of Lake Victoria. According to March 2006 census, the region had a total of 56,321 fishermen with 16,911 fishing boats/canoes. There were 208,079 fishnets, 3,455 special finest for “dagaa” (*restrineobola argenti*) and 2,264,792 fish hooks. According to year 2006 figures, total production of fish was estimated to be 148,258 tons.

3.5 Units of Analysis

Fish processing industries operating in Mwanza city were the targeted population for this study. However, due to some reasons like scarcity of both employment reports and procedures, it was practically impossible to collect data from every element of the population. Furthermore, the entire population was likely to produce more reliable

results; (Sekaran, 2003). The study employed purposive and simple random sampling technique to get the representatives of the entire targeted population. Purposive technique was employed so as to incorporate only the representatives which provided the required information from top management team, labour officials and human resources workers. The simple random method was employed to collect information from individual workers within the fish processing industries. A total number of 4 fish processing industries was selected for the study which were Vic Fish Ltd, Tan Perch Ltd industries, Nile Perch Ltd and Tanzania Fish Processors Ltd.

3.6 Sampling Technique

Simple random sampling and purposive methods were utilized to identify the respondents. This increased accuracy and precision of the sample in representing the characteristics of the population of employees in fish processing industries. Simple random sampling was used for the fish processing industries employees who were picked randomly. The researcher assumed that these respondents had equal chance to provide the required data due to their experience. Other respondents were identified through the purposive sampling method to select respondents from top management, operational department, labor officials and human resources department.

3.6.1 Sample Size Determination

To obtain required sample size, Bailey (1994) recommended that regardless of the population size, a sample size of 30 is the minimum for data collection; for this study 96 respondents were selected from the population as the sample size, since it fulfilled the requirement of efficiency, representativeness, reliability and flexibility as stated by Korthari (1990). In order to explore the application of employment security provisions for women under employment standard, the target people were 96 respondents. The first category was 4 respondents from top management (1 respondent from each selected industry). The second category included 4 labour officials from Mwanza city labour offices (2 respondents from each district of Mwanza city). The third category of

respondents was comprised of 4 human resources officials (1 respondent from each selected industry).

The fourth category included 20 respondents from operational department (5 respondents from each selected industry). The fifth category included 32 female employees (8 respondents from each selected industry). The last category included 32 male respondents (8 respondents from each selected industry). However, it should be understood that, the top management, human resources and labour officials were persons in managerial position who also implemented and exercise employment security provisions for women. The screening procedures targeted respondents who met the following criteria; they worked at fish processing industries; they lived in the geographic proximity of Mwanza city; they had working identity cards in fish processing industries.

Table 3.1: Units of Respondents and Sample Size

Categories	Male	Female	Total	Organisation	Sampling Method
Top management	2	2	4	4 selected fish industries	Purposive
Labour officials	2	2	4	Regional office	Purposive
Human resources department	2	2	4	4 selected fish industries	Purposive
Operational department	10	10	20	4 selected fish industries	Simple random
Female employees	16	16	32	4 selected fish industries	Simple random
Male employees	16	16	32	4 selected fish industries	Simple random
Total	48	48	96	2	2 Methods

Source: Researcher, 2015

3.7 Types and Source of Data

The study used both secondary and primary data. Secondary data were collected from documentary reviews, articles, and other related information for the study. Primary data were collected from employees in order to find out whether the women were protected through the application of employment security provisions under employment standards. In order to get accurate primary data, a combination of semi structured interview and self administered questionnaires were employed to collect data. Primary data were

collected by the researcher herself from the respondents in the field. Also primary data were collected from employees including top management, labour officials and human resources employees of the selected fish processing industries to find out the challenges facing the application of employment security provisions for women. However, secondary literature were collected through documentary review, a method for data collection that involved deriving information by studying written documents; (Raj, 2002), where as the written materials were in hard copy or soft copy.

The theoretical chapter in this dissertation foremost based on a literature study from previous published and un published literature. The researcher read books and magazines to deepen her understanding in employment security provisions for women.

On the Internet the researcher mainly used the library databases to search for articles, definitions of terms, new information and more profoundly the search engine Google and Wikipedia.com search. Other secondary data were sourced from government employment labour relations records. The information included previous manpower plan and training policy, current handbook, various circulars, the publications like books, journals and written documents of employment security provisions and government employment standards at large.

3.8 Data Collection Methods

Primary data were collected through interview and questionnaires. The same questions were posed to respondents in interview guide and in the questionnaire. The questions were constructed to answer specific objectives which intended to find out the application of employment security provisions for women offered by fish processing industries. Also challenges and a way forward about the application of employment security provisions in relation to employment standards. Most interviews were conducted during the period of April, 2015. Two interviewers were recruited to assist the researcher in collecting data. They were trained before and given a guideline document to follow. The research questionnaires were completed by both categories of the respondents. All the interviews were conducted at the fish processing industries premise for each respondent.

3.8.1 Interview

The interviews were conducted to obtain qualitative data that allows a comparative assessment. Again that was used to facilitate spreading of questionnaires to the right respondent in the research field. Semi structured interviews and documentation were conducted with top management, operational department, labour officers and human resources departments. As; (Yin, 1994) the interview tool was very important source of getting information and it helps in handling survey study matters. It concentrated with the selected workers from the top manager, labour officers and human resources as the number was reasonable for the researcher to handle.

Based in semi structured interview the respondents were asked about their opinions on particular application of employment security provisions for women under employment standards. The selected respondents were asked about factors that provide employment security for women in relation to employment standards.

Alike the respondents were asked if their industries had any strategies to provide security for women in employment.

The study questions were administered while responses were written in notebooks. The respondents were asked about their own insight about certain occurrences; (Yin, 1994) in respect to the application of employment security provisions for women in order to gain a deep understanding about the research topic.

3.8.2 Questionnaires

The questionnaires were left to respondents at their premises for later collection. Follow up telephone reminders after 14 days were used to contribute a high rate of non respondents and when possible through it. This method was also consistently used with; (Dahlqvist, 2000) relied heavily on telephone interviews to minimize non response. Once the data were captured in the questionnaires, a sub sample of a reasonable number from these fish processing employees were identified for a closely matched comparison of respondents. The respondents came from different backgrounds like age, gender,

work experiences and educational achievements. This included amongst others, operational departments, female and male employees.

3.9 Validity Issues

Validity measures the degree to which this research study succeeded in measuring intended values. The extent to which differences found reflected true differences among the respondents. There was three types of validity tests namely content, construct and criterion related validity tests; (Cooper & Schindler, 2008). Validity is defined as the instrument's ability to measure exactly what concepts, supposed to measure. The following steps indicated the validity of this research. The researcher asked experts and group of experts who commended on the representativeness and suitability of the questionnaires.

Besides, the researcher allowed suggestions to be made to the structure of the questionnaire. That helped the researcher to establish content validity (Mitchell, 1996) of the tools for data collection.

Thereafter, a pilot test was conducted through asking some experts and interviewing 10 professionals' employees in the fish processing industries. Such experts added suitable comments to the questionnaire and made them more understandable. The number of people who were chosen for the pilot test were sufficient to include any major variations in the population that were likely affected the responses rate. Though for most questionnaires the minimum number for a pilot is 10 according to Fink (1995).

But, in this research due time constraints and the number of the respondents the reasonable number of people in the pilot test were 10 that provided some idea of the validity of the questionnaire. Since Reliability is the accuracy or precision of a measuring instrument. Thus in this research reliability is concerned with the questionnaires' consistency of responses to the questions asked in repeated measurements; (Carmines & Zeller, 1979). This will be carried at pilot study and field

study. Then later, the collected data will be verified and recorded precisely for a reliable analysis.

The collected data from the field, began with preparation through coding and edition of the data. Editing of data included checking of data collection forms for omission, legibility and consistency in classification as well as discarding the completed responses which had missing data. Thereafter, identified potential error in data collection discussed its implications. This method was used for coding both words and phrases depending upon participants' responses. That allowed open ended questions to be analyzed systematically. Thereafter, data were entered into a user friendly and retrievable database. Later, the researcher processed the data at Mzumbe University. The SPSS statistical package was used to compile descriptive and inferential statistics in the research report.

3.10 Data Analysis

Data in the study were analysed using the help of SPSS software and the results were presented in tables and graphs to show various relationships among the depended and independent variables of the study. Before data inserted to the software, the researcher summarised important data required to achieve the objectives of the study and then inserted the data into SPSS software ready for processing. Tabulation involved the process to summarise the collected raw data in a table that facilitated computation of various variables during data analysis. Data were arranged in the form of rows and column by presenting the number of frequencies under several classes like ratios, percentages %, and frequencies.

3.11 Duration and Schedule of Activities

The research dissertation involved various activities carried within a spaced periods of time. After, the research proposal being accepted, the researcher went to collect data in the field. There after the rest of the research activities were carried in sequence order of the performances of the activities.

Once the completion of the first activity was completed, it was succeeded by the second activity. The procedures were applied in all activities till the completion of the research study. The figure 3.8.1 in the appendix explains clearly the schedule, duration and performances of each activity in the study.

3.12 Research Budget

The researcher met all the defined costs in carrying the research study. The research costs were settled down by the researcher herself. The costs of the research study were proposed in figure 3.9.1. The figures in the appendix side were a proposal of costs to be used in that budget of the research. It was well proposed for easy understanding of expenditures to any person who might interest to know the exactly costs of the study. The costs were stipulated in details for easy understanding of the cost. However, the cost stated in the study were just a proposal of the costs expected to meet in the field study.

CHAPTER FOUR

PRESENTATION AND DISCUSSION OF FINDINGS

4.1 Introduction

The chapter presents, discussions and recommendations from the study conducted in fish processing industries in Mwanza city. The study explored the application of employment security provisions for women in Tanzania. The chapter includes six sections namely, the respondent's characteristics, the application of employment security provision for women, the rate of employment security, suggestions and strategies to improve the application of employment security provisions for women under employment standards in Tanzania.

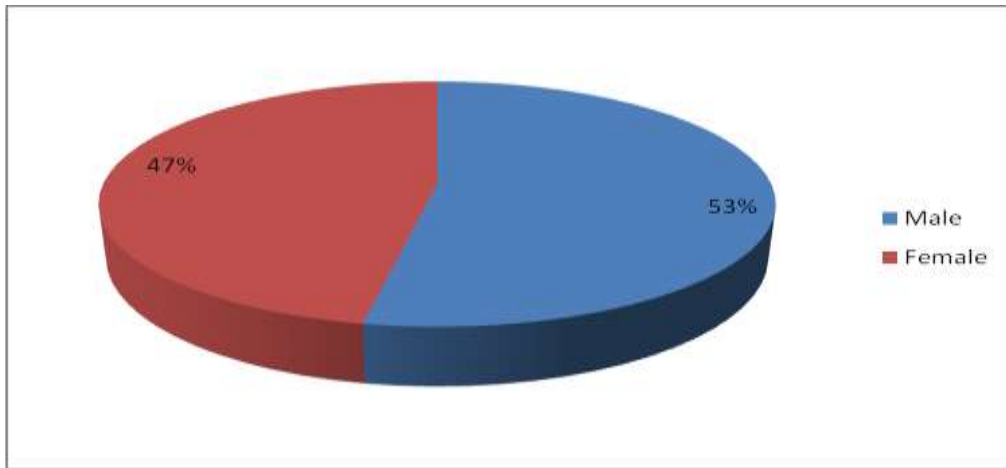
4.2 Characteristics of the Respondents

The study revealed the characteristics of the respondents such as sex, age and position of respondents. Determining the characteristics of the particular respondents was very significant as the respondents helped the researcher to understand the quality of the information obtained from the field.

4.2.1 Sex Distribution of the Respondents

Figure 4.1 explicitly indicates the respondents' sex involved in the study ;47 % were females while 53 % were males. The result means that majority of people involved in the study men were more in number than women. This has further revealed that possibly males were more participating in fish processing industries while females are engaging with other various family activities. The findings matches the preference theory that guides this study affirming social attitudes, such as patriarchal values, are either unimportant as predictors of behaviour, or else have only a very small marginal impact, by creating a particular climate of public opinion on women's roles (Hakim, 2003b, 2004b). Preference theory predicts a polarisation of work lifestyles, as a result of the diversity in women's sex role preferences and the related models of family roles.

Figure 4.1: Sex Distribution of the Respondents

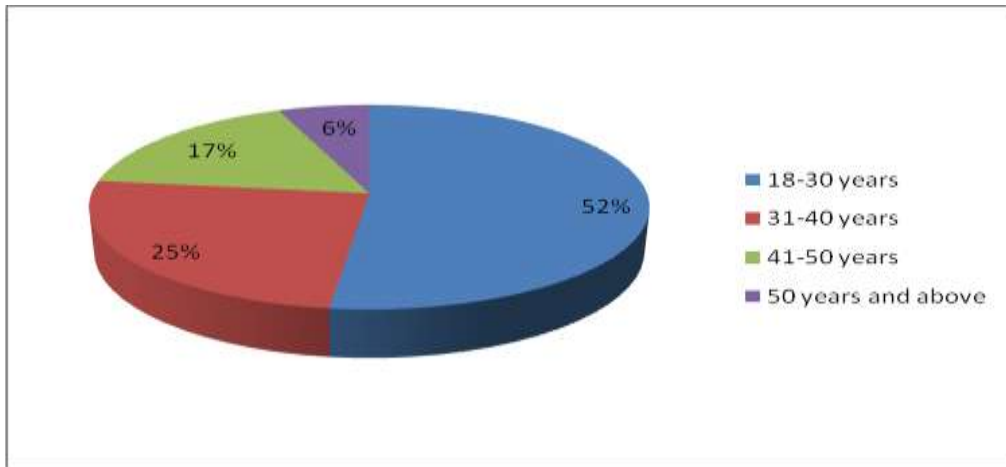


Source: Field data, 2015.

4.2.2 Age Categories of the Respondents

The age distribution in figure 4.2 shows that the first category of respondents with 52 % of respondents were between the ages of 18 to 30 years. The second category of respondents was 25 % aged 31-40 years. The other category was 17 % aged between 41 to 50 years. The last category of respondents with 8 % had the age above 50 years. The result generally suggested that majority respondents were between 18 to 30 years. This indicates that majority employees in fish processing industries were young and more energetic enough for the development of the Mwanza city and Tanzania at large.

Figure: 4.2: Ages of the respondents

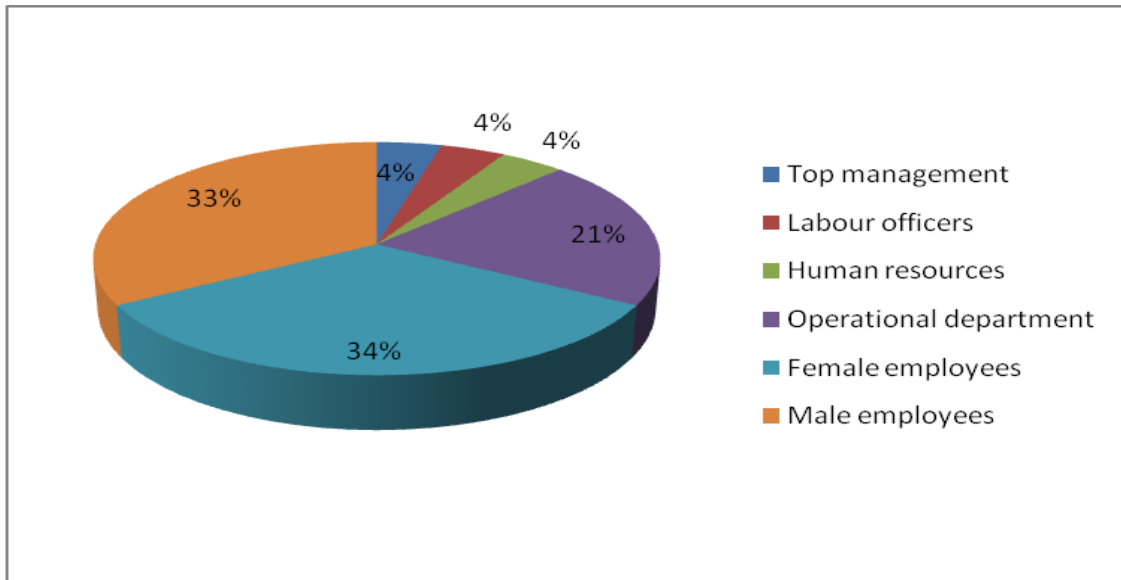


Source: Field data, 2015.

4.2.3 Respondents working departments/groups

The respondents were selected through purposeful and simple sampling techniques. Field data in figure 4.3 shows the respondents working groups/departments. The categories of respondents show that the groups/departments with 4 % each came from top management, labour officers and human resources departments. While other categories with 21 % was operational department, 33 % male employees and 34 % female employees. Thus, the majority of respondents who participated in the study came from the group of female working employees.

Figure 4.3: Respondents' Group/Position

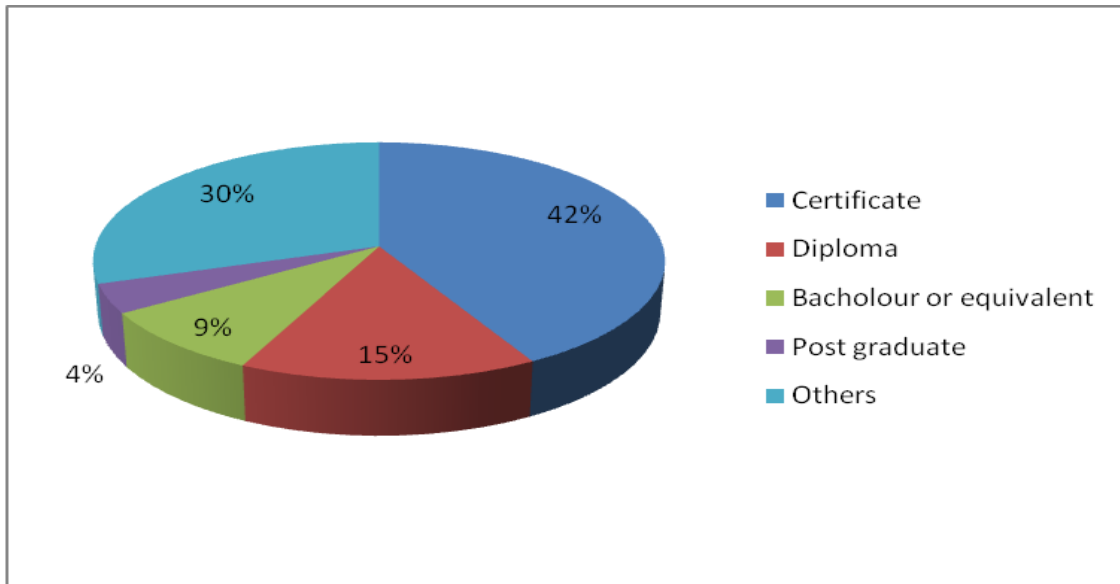


Source: Field data, 2015.

4.2.4 Respondents Level of Education

Since education is very vital for respondents, data from the field in figure 4.4 explicitly indicates the respondents level of education. Field data from fish processing industries showed that 42 % had certificates, 15 % diploma, 9 % diploma, 4 % post graduate and 30 % other levels of education. Therefore the majority of respondents participated in the study had certificate level of education. That obvious reveals that fish processing industries had the tendency of employed people with lower level of education.

Figure 4.4: Respondents Level of Education

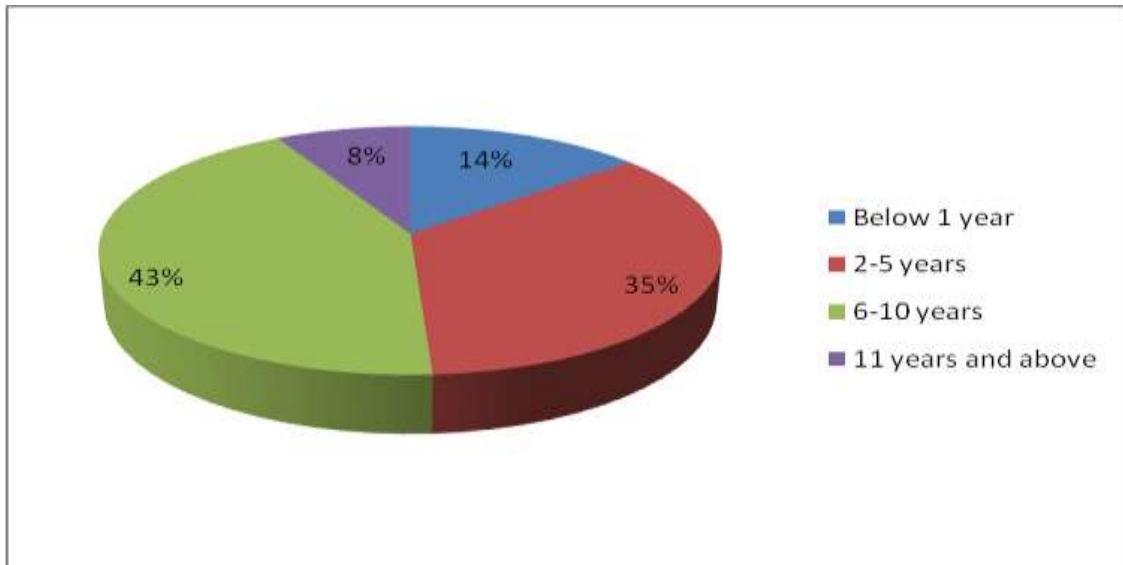


Source: Field data, 2015.

4.2.5 Respondents Working Experience

Regarding to the time of service which the selected employees for study contributed, the study result indicates that 14 % of respondents worked for less than a years at fish processing industry sector. The other category of respondents with 35 % had 2 to 5 years in their job. While 43 % respondents had 6 to 10 years working experience. The last category of respondents with 8 % had the experience above 11 years at their job. According to the findings from the field, the majority of respondents had the working experience between 6 to 10 years, that was enough for the researcher to obtain valid information.

Figure 4.5: Respondents Working Experience



Source: Field data, 2015.

4.3 Elaborations on the Application of Employment Security Provisions for Women

The study findings were grouped into employment standards in order to see the application of employment security provisions for women at the fish processing industries. Thus the study categorised them into identification of employment conditions for women, wages offered, leave and regulations on wages.

4.3.1 Identification of Employment Conditions for Women

The identification of employment conditions for women is shown in table 4.1 Field data indicate that respondents with 25 % regard written employment particulars were exercised. The second category of respondents with 41.7 % identified fixed contracts. The third category of respondents both with 8.3 % each identified probation period and severe payment. The last category of respondents with 16.7 % identified notice requirements as the necessity employment conditions for women. Thus the majority of respondents participated in the study identified fixed contracts as the only means and alternative exercised in fish processing industries.

Thus, the findings from the field contradict the ELRA, (2004) concerning working conditions and ignores fixed contracts for permanent employment. Tanzanian labour law prohibits hiring fixed term contract workers for tasks of permanent nature. A contract of employment may be concluded for an unspecified (indefinite) period of time, for a specified period in the case of professionals and managerial cadre and for a specific task. There is no other provision in the Employment and Labour Relations Act, 2004 on renewal or the maximum length of fixed term contracts. (Art. 14 of the Employment and Labour Relations Act, 2004).

Table 4.1: Identification of working conditions on security provisions for women

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Written employment particulars	24	25.0	25.0	25.0
Fixed contracts	40	41.7	41.7	66.7
Probation period	8	8.3	8.3	75.0
Notice requirements	16	16.7	16.7	91.7
Severe payment	8	8.3	8.3	100.0
Total	96	100.0	100.0	

Source: Field data, 2015.

4.3.2 Identification of Wages Offered by fish Processing Industries

Employment Act enacts detailed guidelines for the calculation of wages of an employee who is entitled to hourly, daily, weekly and monthly wage rates. The payment of remuneration to an employee must be in the form of money; not in kind. Field data shown in table 4.2 indicates the identification of wages offered by fish processing industries. Data showed that the first category of respondents with 35.4 % identified minimum wages. The second category of respondents with 24 % identified regular pay. The third category of respondents with 15 % identified overtime compensation. The fourth categories of respondents both with 6 % each identified night work compensation and compensatory holidays/rest days. The last category of respondents with 11.5 % identified pay on public holidays as wages offered in fish processing industries. Therefore the majority of respondents identified minimum wages were only offered by fish processing industries on employment security provisions for women.

The findings matches the application of employment security provisions for women in Tanzania under employment standards as put forth by the ELRA (2004). Every person without discrimination of any kind is entitled to remuneration commensurate with work and all persons working according to their ability shall be remunerated according to the measure and qualification for the work. Every person is entitled to just remuneration; (Art. 22 of the Constitution). The minimum wage rate ranges between TSH 80,000 (domestic workers) to 400,000 (communication services and mining) for workers in different sectors of economy. The wage rates are determined by Wage Boards constituted in accordance with Labour Institutions Order 2007. The minimum wage rates have been fixed under the Wages Order 2013.

Table 4.2: Identification of wages offered by fish processing industries

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Minimum wage	34	35.4	35.4	35.4
Regular pay	24	25.0	25.0	60.4
Overtime compensation	15	15.6	15.6	76.0
Night work compensation	6	6.3	6.3	82.3
Pay on public holidays	11	11.5	11.5	93.8
Compensatory holidays/rest days	6	6.3	6.3	100.0
Total	96	100.0	100.0	

Source: Field data, 2015.

4.3.3 Identification of working hours Offered by Fish Processing Industries

Working hours is one of the employment standards analysed in the ELRA, 2004. Field data in table 4.3 identifies working hours as the application of employment security provisions for women. The first category of respondents with 6.3 % identified six days in a week. The second category of respondents with 19.8 % identified seven days in a week. While the third category of respondents with 31.3 % identified twelve hours in a week. The fourth categories of respondents with each 13.5 % identified nine hours in a day and 45 hours in a week. The last category of respondents with 15.6 % identified indefinite time frame as the application for working hours in fish processing industries.

Thus, the majority of respondents from fish processing industries identified twelve hours in a day as the main working hours in fish processing industries.

The findings from the field relates with the employment acts and is applicable accordingly in fish processing industries in Mwanza city. The Employment Act comprehensively regulates the hours of work of an employee. The ordinary days of work are set at six days in a week. Further, the ordinary hours of work are set at 45 hours in a week, and 9 hours in a work day, inclusive of a 1 hour meal break per work day. An employee can be required to work for overtime hours only where the parties have concluded an agreement to that effect. In any event, the law provides a ceiling of 12 working hours per day inclusive of ordinary and overtime working hours.

Table 4.3: Identification of working hours offered by fish processing industries

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Six days in a week	6	6.3	6.3	6.3
Seven days in a week	19	19.8	19.8	26.0
Twelve hours in a day	30	31.3	31.3	57.3
Nine hours in a day	13	13.5	13.5	70.8
45 hours in a week	13	13.5	13.5	84.4
Indefinite time frame	15	15.6	15.6	100.0
Total	96	100.0	100.0	

Source: Field data, 2015.

4.3.4 Identification of leave Offered by Fish Processing Industries

According to the ELRA, (2004) an employee is entitled to annual leave of not less than 28 consecutive days during one leave cycle. Field data from the field in table 4.4 shows the application of leave offered on employment security provisions for women in fish processing industries Mwanza city. The first category of respondents with 27.1 % identified paid vacation or annual leave as the one offered in fish industries. The second category of respondents with 52.1 % identified maternity leave as the kind of leave applied in fish processing industries. The third categories of respondents both with 10.4 % identified weekly rest day and public holidays as the kind of leave applicable in fish processing industries. Therefore according to the findings from the field the majority of

respondents identified maternity leave as the type of leave offered in fish processing industries Mwanza city.

Thus, the findings matches and proves the application of employment security provisions for women in fish processing industries. Female employees are entitled to a at least twelve weeks (84 days) of maternity leave with full pay. Maternity Leave is at least 100 days when an employee gives birth to more than one child at the same time. An employee is entitled to an additional 84 days paid maternity leave within a leave cycle if the newborn dies within a year of birth. An employer is required to grant paid maternity leave to an employee only four times during the entire duration of service; (Section 33 of Employment and Labour Relations Act, 2004).

Table 4.4: Identification of leave offered by fish processing industries

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Paid vacation/annual Leave	26	27.1	27.1	27.1
Maternity leave	50	52.1	52.1	79.2
Weekly rest day	10	10.4	10.4	89.6
Public holidays	10	10.4	10.4	100.0
Total	96	100.0	100.0	

Source: Field data, 2015.

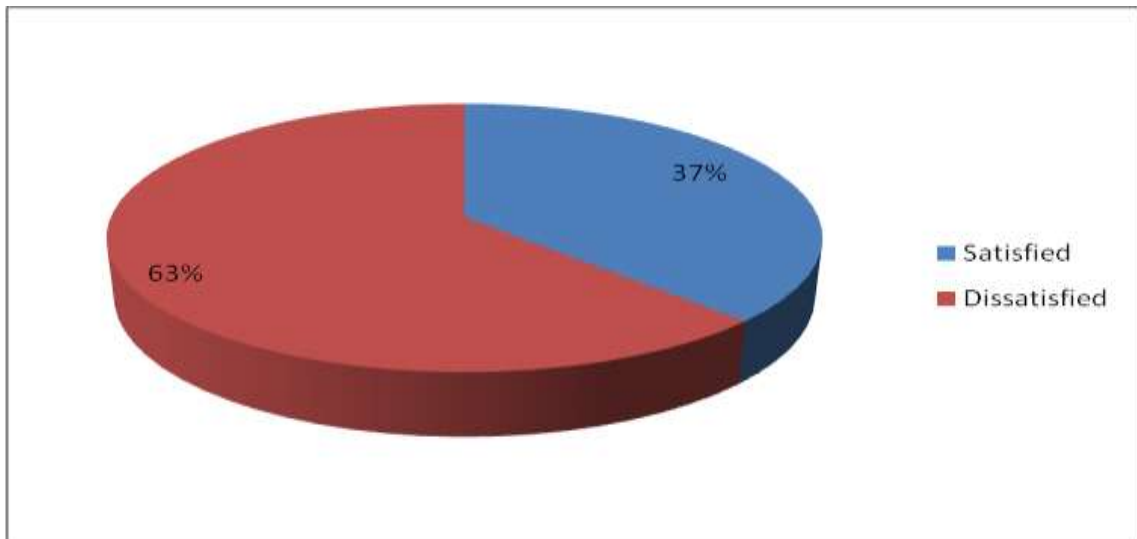
4.4 The Rate of Application on Employment Security Provisions in Fish Processing industries

The rate of application on employment security provisions in fish processing industries was one of the specific objective of this study. The study categorised these rates into written employment particulars, fixed contracts, probation period, notice requirements and severe payment factors basing on the employment standards offered in fish processing industries.

4.4.1 The contract Offered by Fish Processing Industries

The rate of contract offered by fish processing industries is shown in figure 4.6 Field data show that among the respondents participated in the study 63 % were dissatisfied while 37 % were satisfied with the rate of contract offered by fish processing industries. Therefore the majority of respondents of fish processing industries were not satisfied with the kind of contracts offered.

Figure 4.6: The contract provided for women by fish industries



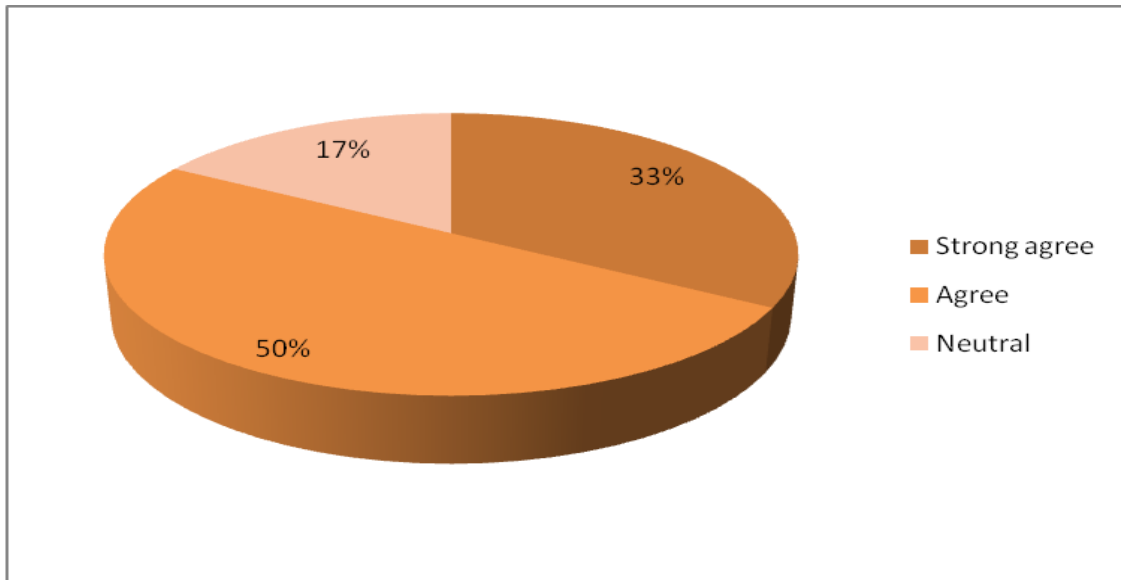
Source: Field data, 2015.

4.4.1.1 Fixed Terms Contracts for Tasks of Permanent Nature

Field data in figure 4.7 shows the fixed terms contracts offered by fish processing industries for tasks of permanent nature. Data from the field reveals that 33 % strong agree, 50 % agree and 17 % were neutral on the fixed terms contracts.

Basing on the data from the field the majority of respondents agree with the fixed terms contracts offered by fish processing industries.

Figure 4.7: Fixed terms contracts for tasks of permanent nature

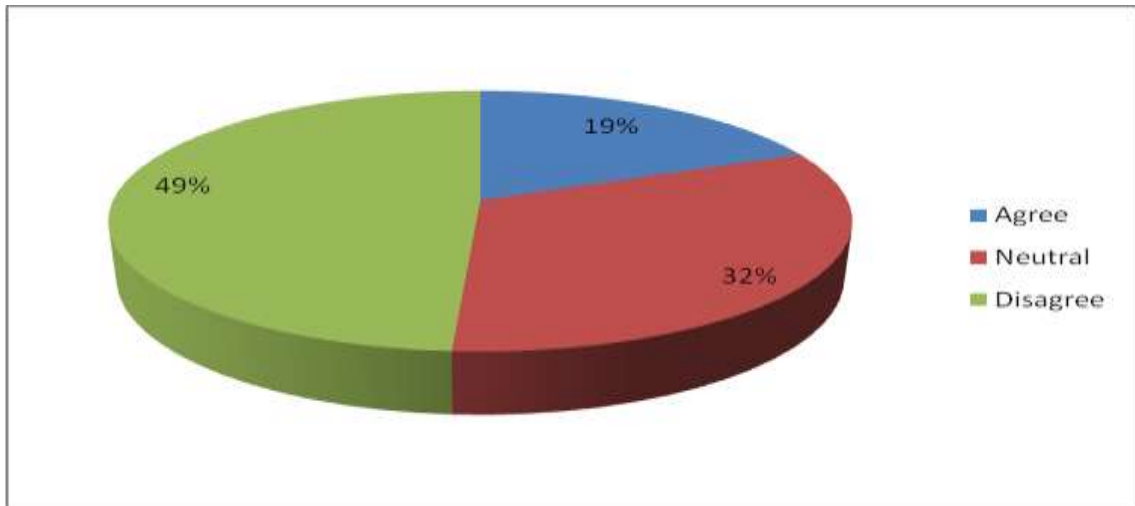


Source: Field data, 2015.

4.4.1.2 Notice before Terminating Employment Contract (or Pays in Lieu of Notice)

The rate notice given or offered before terminating employment contract is shown in figure 4.8 Field data indicate that 19 % agree, 32 % were neutral and 49 % disagree with the notice supplied before termination of employment contracts. Thus the majority of respondents who participated in the study disagree the notice given by employers in fish processing industries before terminating their contracts. The findings from the field contradicts the application of employment security provisions for women as put forth by the ELRA (2004). According to Section 41 of Employment and Labour Relations Act 2004 requires written termination notice before terminating services of an employee. An employee may be terminated after serving due notice or paying in lieu of notice. If a termination notice is served during the first month of employment, notice period is 7 days. After first month, notice period is 4 days for a worker employed on daily basis and 28 days for a worker employed on monthly basis. Notice of termination has to be in writing, stating the reasons for termination and the date on which the notice is given.

Figure 4.8: Notice before terminating employment contract (or pays in lieu of notice)

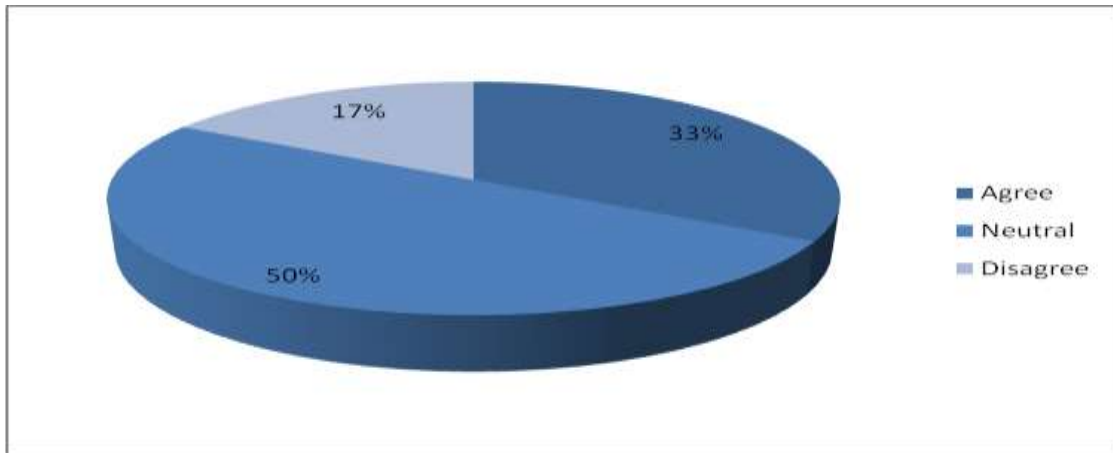


Source: Field data, 2015.

4.4.1.3 Probation Period for 6 Months

The findings from the field in figure 4.9 shows the rate of probation period of six months. Data indicates that 33 % agree, 50 % were neutral and 17 % disagree with the application of that period during their employment confirmation. Therefore the majority of respondents from fish processing industries were neutral about the application of probation period for 6 months. However, section 35 of Employment and Labour Relations Act 2004 implicitly requires a probationary period of 6 months by saying that a worker with less than 6 months of employment can't bring an unfair termination claim against the employer.

Figure 4.9: Probation Period for 6 Months

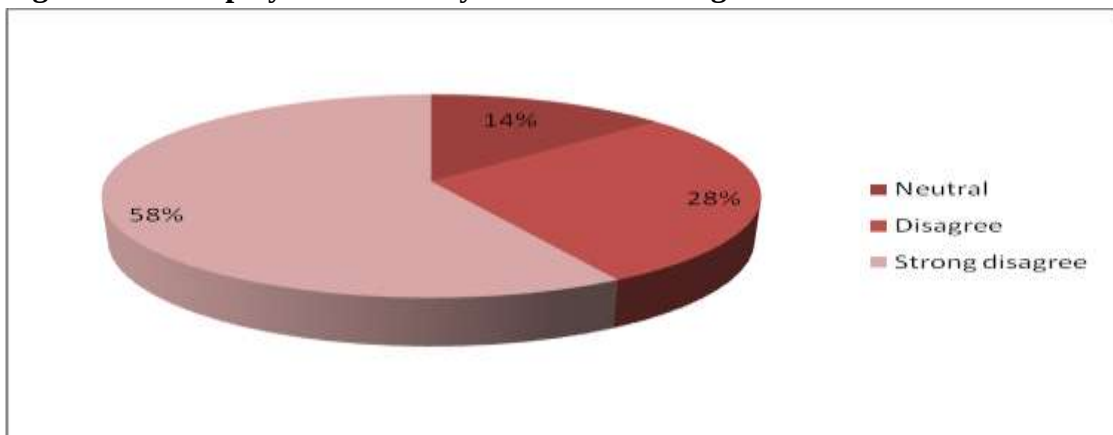


Source: Field data, 2015.

4.4.1.4 Employment Security Provisions During the first 6 Months of Illness

The employment security rate during the first 6 months of illness is shown in figure 4.10. Field data regard that 14 % were neutral, 28 % disagree and 58 % of respondents strongly disagree with their security during the first 6 months of illness. Therefore the majority of respondents participated in the study strongly disagree with the provisions of employment security in case they become sick during the first 6 months of employment.

Figure 4.10: Employment Security Provisions during the first 6 Months of Illness



Source: Field data, 2015.

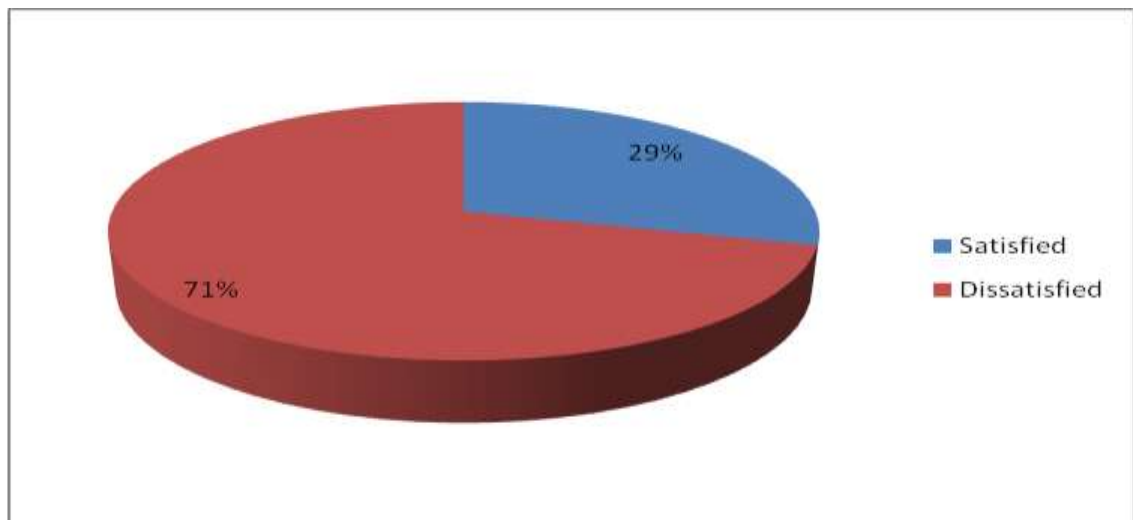
4.4.2 The rate of Wages Offered by Fish Processing Industries

Employment Act further enacts detailed guidelines for the calculation of wages of an employee who is entitled to hourly, daily, weekly and monthly wage rates. However the matter goes further by analysing minimum wages, regular pay, overtime compensation, night work compensation and payment on public holidays, rest days and weekends.

4.4.2.1 Information Concern Payment provided by Fish Processing Industries

Field data in figure 4.11 shows the information concerning payment provided by fish processing industries. Data indicate that 29 % were satisfied while 71 % were dissatisfied with the information concerning payment provided by fish processing industries. Thus, the majority of respondents participated in the study were not satisfied with the payment provided by fish processing industries.

Figure 4.11: Information concern payment provided by fish processing industries



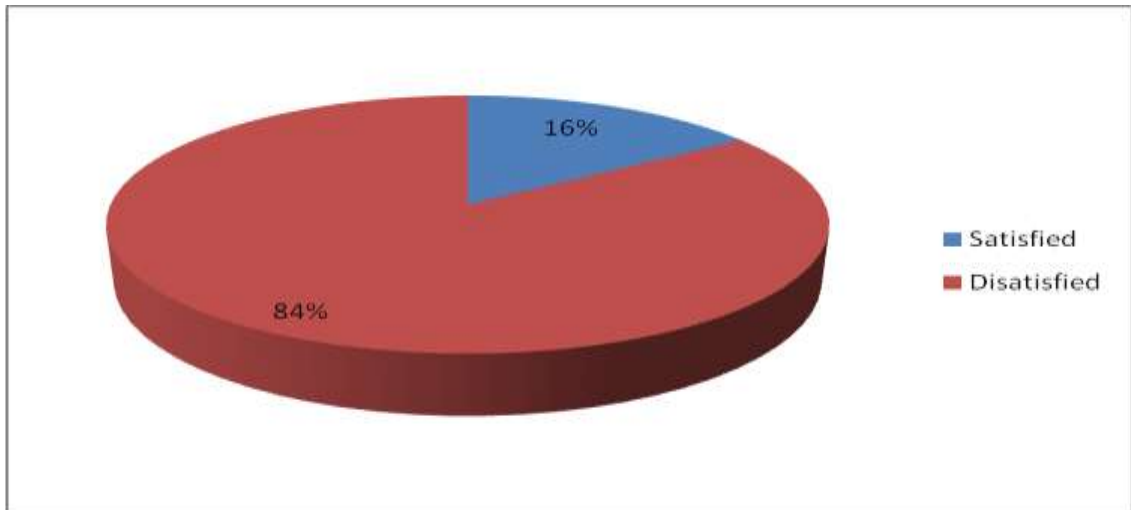
Source: Field data, 2015.

4.4.2.2 Payment structure for women according to their job

Field data in figure 4.12 shows the payment structure for women according to their job. Data indicate that 16 % were satisfied while 84 % of respondents participated in the study were dissatisfied with the payment structure for women according to their job.

Basing on the findings from the field majority of respondents participated in the study were not satisfied with the payment structure offered by fish processing industries.

Figure 4.12: Payment Structure for Women according to their Job

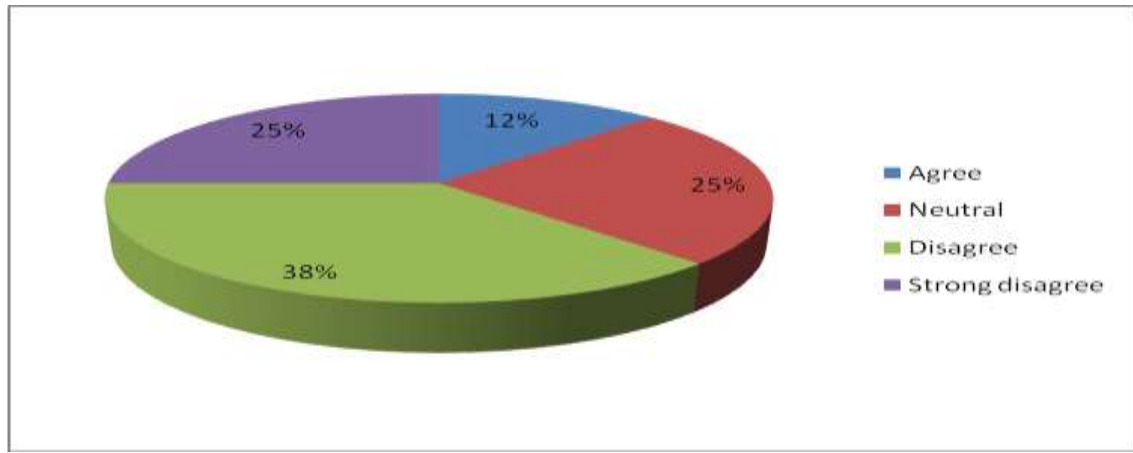


Source: Field data, 2015.

4.4.2.3 Overtime Offered by Fish Processing Industries

Field data from figure 4.13 indicate the overtime offered by fish processing industries. Data reveal that 12 % agree, 38 % disagree while 25 % were both strong disagree and neutral. Thus, the majority of respondents participated in the study from fish processing industries disagree with the overtime offered within the sector. In accordance with the section 19 of Employment and Labour Relations Act 2004, employees can be required to work 6 days a week. The normal working hours are 9 hours a day and 45 hours a week. If a worker works beyond the stipulated working hours, he is entitled to an overtime pay that is one and a half time (1.5 of X or 150%) the rate of his ordinary pay. Therefore the findings from the field reject the application of employment security provisions for women under employment standards that requires overtime in any exceeding working hours.

Figure 4.13: Overtime Offered by Fish Processing Industries



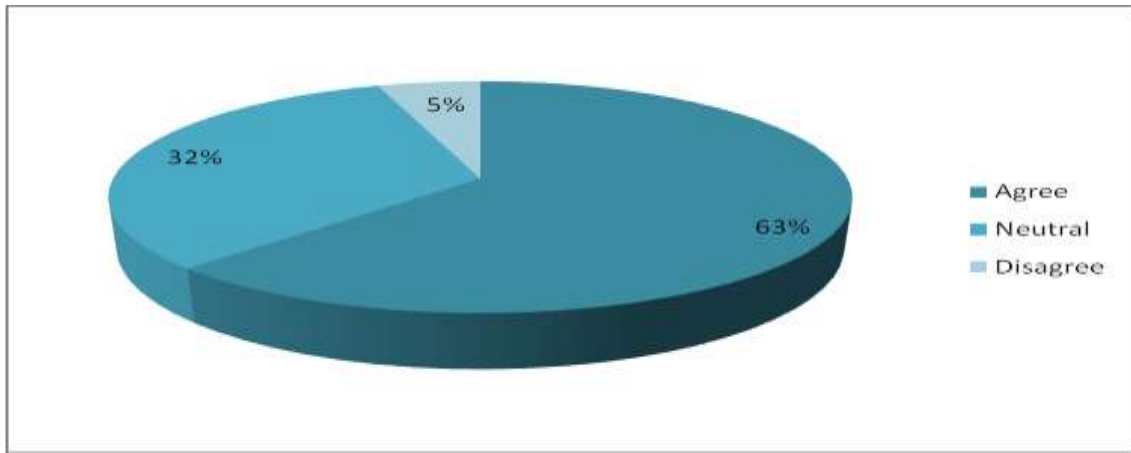
Source: Field data, 2015.

4.4.2.4 Compensation on Weekly Rest Day or Public Holiday

Field data in figure 4.14 shows the rate of compensation on weekly days or public holidays. Data indicate that 63 % agree, 32 % were neutral and 5 % disagree with the compensation on weekly days or public holidays. Thus, the majority of respondents from fish processing industries agree with the compensation on weekly rest days or public holidays.

The findings from the field relates with the application of employment security provisions under employment standards that regard workers are entitled to paid Festival (public and religious) holidays.

Figure 4.14: Compensation on Weekly Rest Day or Public Holiday

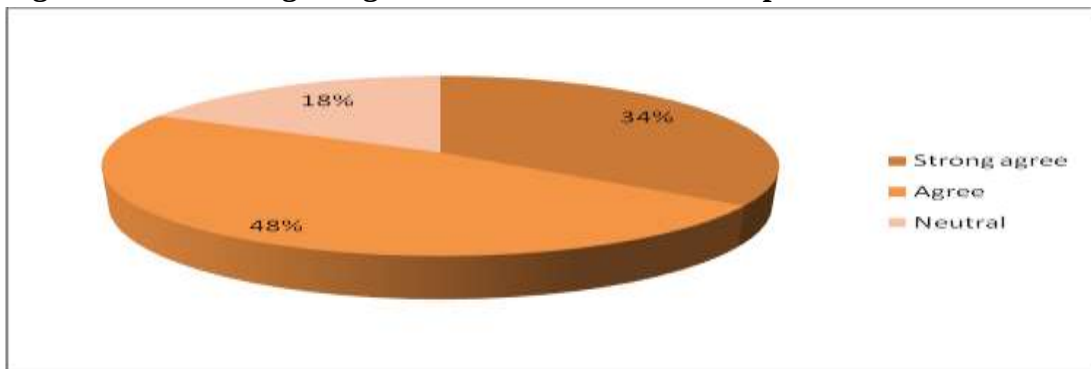


Source: Field data, 2015.

4.4.2.5 Earning Ranges of TSH 80,000 to 400,000 per Month

Field data in figure 4.15 shows the rate of earning ranges in fish processing industries. Data reveal that 34 % strong agree, 48 % agree and 18 % were neutral with the earning ranges from 80.000/- to 400.000/- Tanzanian shillings per month. Basing on the data from the field the majority of respondents agreed by rating earning ranges from 80 thousands to 400 hundred thousand shillings per month. The findings matches the application of ELRL (2004) that considers the minimum wage rate ranges between TSH 80,000 (domestic workers) to 400,000 (communication services and mining) for workers in different sectors of economy. The wage rates are determined by Wage Boards constituted in accordance with Labour Institutions Order 2007. The minimum wage rates have been fixed under the Wages Order 2013.

Figure 4.15: Earning Ranges of TSH 80,000 to 400,000 per Month

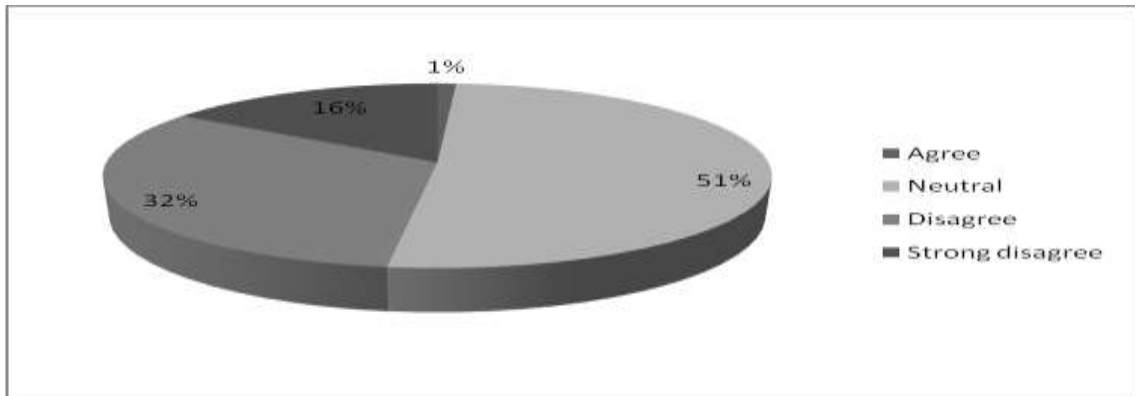


Source: Field data, 2015.

4.4.2.6 Severance payment provisions in the case of termination by employer

The severance payment provisions is rated in figure 4.16 in case of termination by employer. Field data shows that 1 % agree, 51 % neutral, 32 % disagree and 16 % strong disagree with the severance payment provisions in case of termination by employer. Field data basing on the majority of respondents from fish processing industries were neutral about the matter. Severance pay in Tanzania is equal to at least 7 days basic wage for each completed year of employment. A worker must have completed at least 12 months of service with the employer. However, it is not payable if an employment is terminated on account of misconduct, incapacity and incompatibility with requirements of business (section 42 of Employment and Labour Relations Act 2004).

Figure 4.16: Severance payment provisions in the case of termination by employer

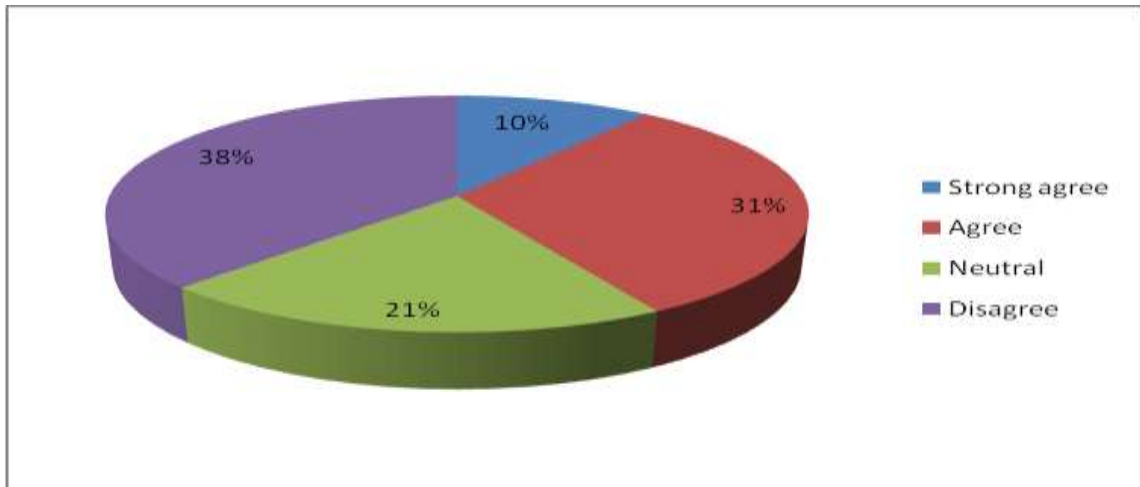


Source: Field data, 2015.

4.4.2.7 Entitlement 28 Days Paid Annual Leave on Completion of 12 Months

Figure 4.17 indicates the entitlement of 28 days paid annual leave on completion of 12 months. Field data show that 10 % strong agree, 31 % agree, 21 % neutral and 38 % disagree with the entitlement of 28 days paid annual leave. Therefore, the majority of respondents from fish processing industries disagree with the entitlement of paid leave. The findings did not match the application of employment security provisions under employment standards that regard during the annual leave, the employee is entitled to payment of his full remuneration in spite of his absence from work; (Section 33 of Employment and Labour Relations Act, 2004).

Figure 4.17: Entitlement 28 Days Paid Annual Leave on Completion of 12 Months



Source: Field data, 2015.

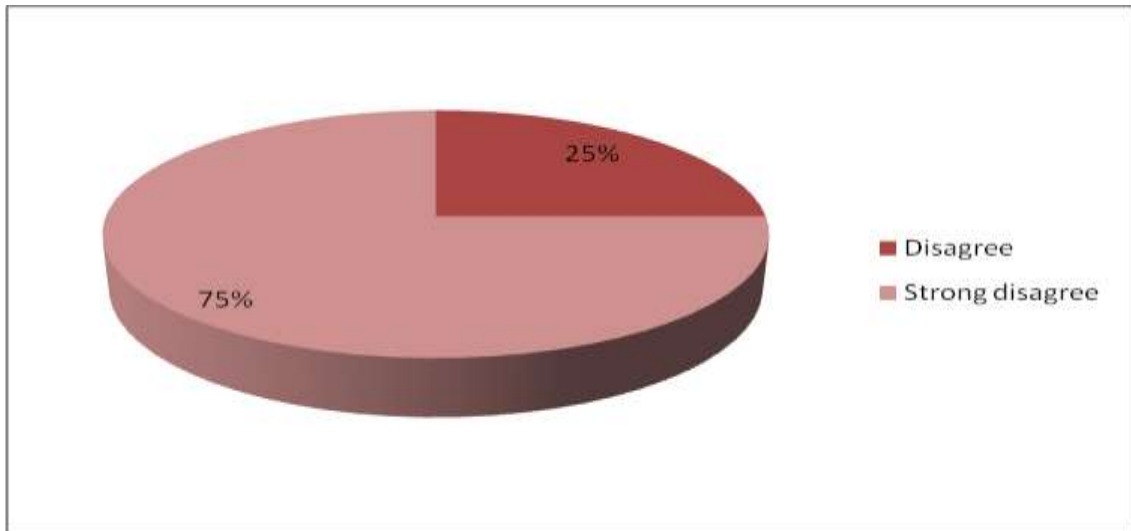
4.4.3 The Rate of Working Hours Offered by Fish Processing Industries

The rate of working hours offered by fish processing industries was among the application of employment security provisions for women under employment standards concerning hours of work. The study categorised the rate of working hours offered by fish processing industries basing on work schedule flexibility with family responsibilities, rest period at least once a week and nursing breaks during working hours.

4.4.3.1 Work Schedule Flexibility enough to Combine Work with Family Responsibilities

Field data in figure 4.18 shows the work schedule flexibility enough to combine work with family responsibilities. Data revealed that 25 % disagree while the rest 75 % strong disagree with the work schedule flexibility enough to combine work with family responsibilities. Basing on the findings from the field the majority of respondents in fish processing industries strongly disagree with the work schedule enough to combine work with family responsibilities.

Figure 4.18: Work Schedule Flexibility Enough to Combine Work With Family Responsibilities

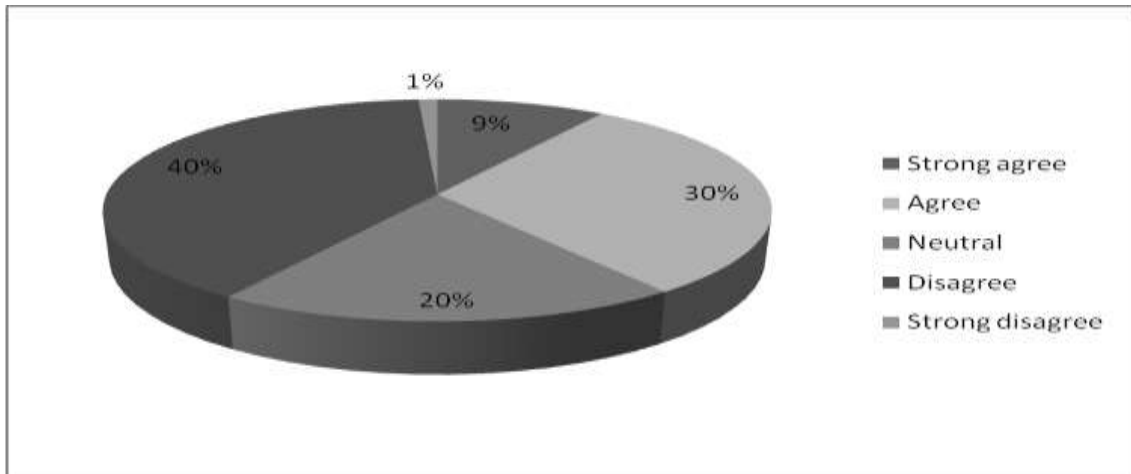


Source: Field data, 2015

4.4.3.2 Weekly Rest Period of at Least One Day (24 hours) in a Week

Figure 4.19 shows the weekly rest period of at least one full day in a week. Data from the field indicate that 9 % strong agree, 1 % agree, 20 % neutral, 40 % disagree and 30 % strong disagree with the weekly rest period of at least one full day in a week. Thus, the majority of respondents from fish processing industries disagree with the weekly rest period of at least one full day in a week. Workers are entitled to at least 1 day of rest per week (24 hours). The weekly rest day is usually Sunday; (section 24 of Employment and Labour Relations Act, 2004).

Figure 4.19: Weekly Rest Period of at Least one day (24 hours) in a Week

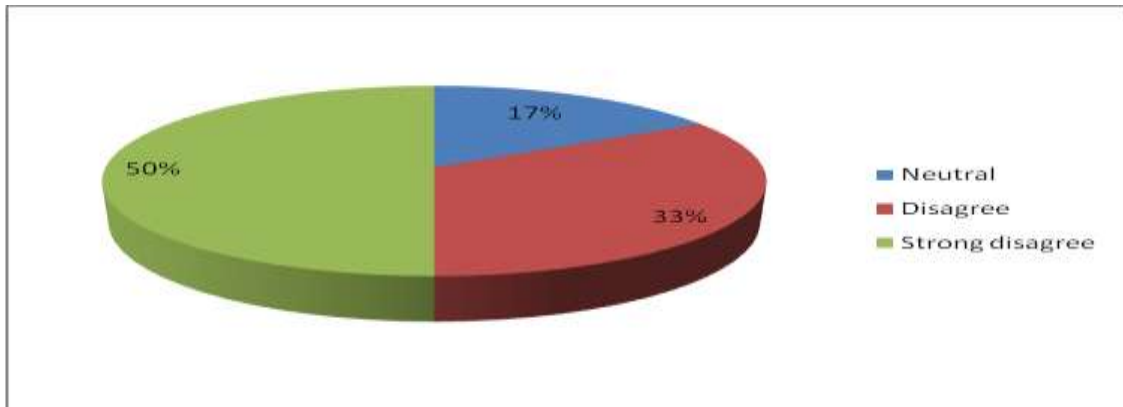


Source: Field data, 2015.

4.4.3.3 Nursing Breaks, during Working Hours, to Feed a Child

Field data in figure 4.20 indicates the nursing breaks offered in fish processing industries during working hours to feed a child or children. Data show that 17 % were neutral, 33 % disagree and 50 % strongly disagree with the nursing breaks offered during working hours. Thus, the majority of respondents from fish processing industries in Mwanza city strongly disagree with the permission to nurse or breast feed children during working hours. The findings contradicts the ELRA (2004) that require breaks for nursing during working hours. Nursing breaks of maximum 2 hour duration (per day) are allowed for new mothers to breast feed their children; (Section 33 of Employment and Labour Relations Act, 2004).

Figure 4.20: Nursing Breaks, during Working Hours, to Feed a Child



Source: Field data, 2015.

4.4.4 The Leave offered by Fish Processing Industries

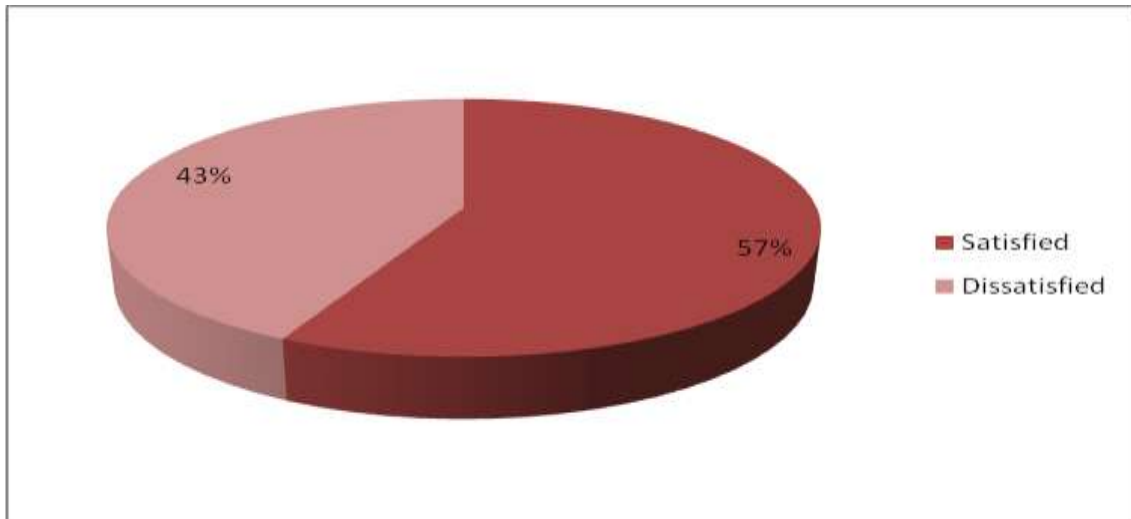
According to the ELRA (2004) an employee is entitled to annual leave of not less than 28 consecutive days during one leave cycle. One leave cycle is constituted by a period of 12 months' consecutive employment. The 28 days' leave is inclusive of any public holiday which may fall within the period of the leave. During the annual leave, the employee is entitled to payment of his full remuneration in spite of his absence from work. In Tanzania, an employee is entitled to sick leave for at least 126 days during one leave cycle. The employee is entitled to full wages during the first 63 days of the sick leave. In this part the study included annual leave, maternity leave, paternity leave, holidays, and weekends.

4.4.4.1 Annual Leave Offered by Fish Industries

The field data in figure 4.21 shows the leave offered for working employees. Field data regard that 57 % were satisfied while 43 % were not satisfied with the provisions of annual leave offered by fish processing industries in Mwanza city. On that base the majority of employees were satisfied by the annual leave offered for working employees. The findings were in line with the application of employment security provisions for women. Thus, an employee is entitled to annual leave of not less than 28 consecutive days during one leave cycle. One leave cycle is constituted by a period of 12

months' consecutive employment; (Employment and Labour Relation Act, 2004 and National Social Security Fund Act, 1997).

Figure 4.21: Annual Leave offered by Fish Industries



Source: Field data, 2015.

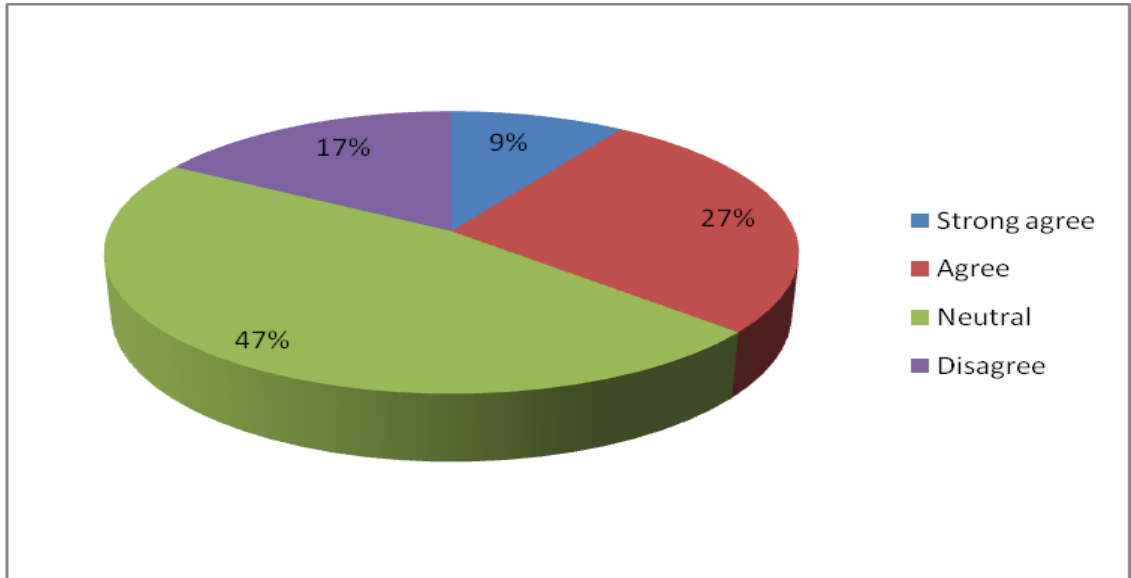
4.4.4.2 Maternity Leave offered by Fish Processing Industries

The field data shown in figure 4.22 indicates the rate of maternity leave offered by fish processing industries. Data reveal that 9 % strong agree, 27 % agree, 47 % neutral and 17 % disagree with the maternity leave offered by fish processing industries. Therefore, basing on the field data the majority of respondents were neutral about the maternity leave offered by fish processing industries in Mwanza city. Thus, the findings neither prove nor ignore the application of employment security provisions for women in fish processing industries.

A female employee is entitled to paid maternity leave of not less than 84 days during one leave cycle. The maternity leave period would be 100 days if the employee gave birth to more than one child. Most curiously, the employee is entitled to an additional 84 days' paid maternity leave within the same leave cycle if the child dies within a year of birth. An employer is required to grant paid maternity leave to an employee only four

times during the entire duration of service; (Section 33 of Employment and Labour Relations Act, 2004).

Figure 4.22: Maternity Leave offered by Fish Processing Industries

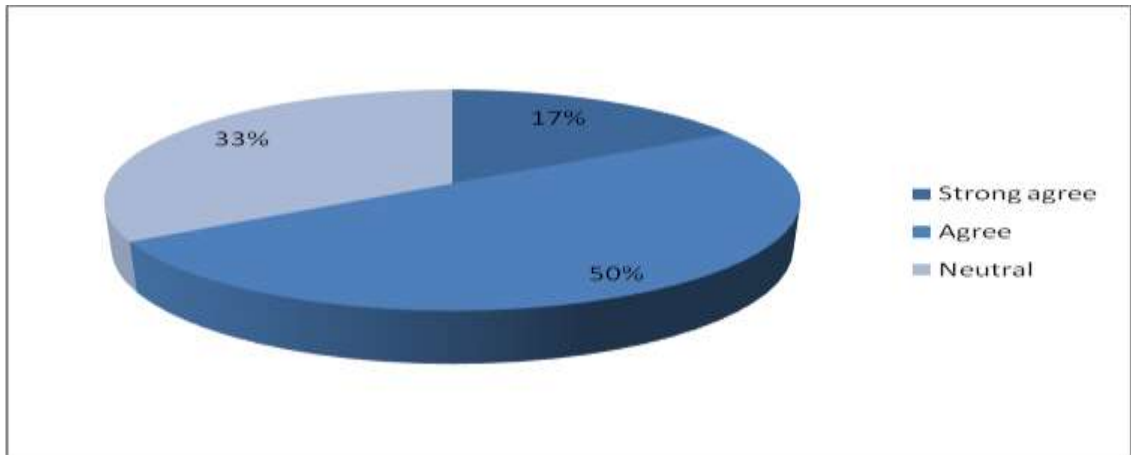


Source: Field data, 2015.

4.4.4.3 The Duration of Maternity leave at least 14 Weeks

Field data indicated in figure 4.23 reveals the duration of maternity leave supposed to last at least 14 weeks. Data from the field show analysed that 17 % strong agree, 50 % agree and 33 % were neutral about the duration of maternity leave that lasts at least 14 weeks. Basing on the findings from the fish processing industries the majority of respondents agree with the duration of 14 weeks for maternity leave. The findings matched the application of ELRE (2004) for security provisions under employment standards. Female employees are entitled to a at least twelve weeks (84 days) of maternity leave with full pay. Maternity Leave is at least 100 days when an employee gives birth to more than one child at the same time; (Section 33 of Employment and Labour Relations Act, 2004).

Figure 4.23: The Duration of Maternity leave at Least 14 Weeks



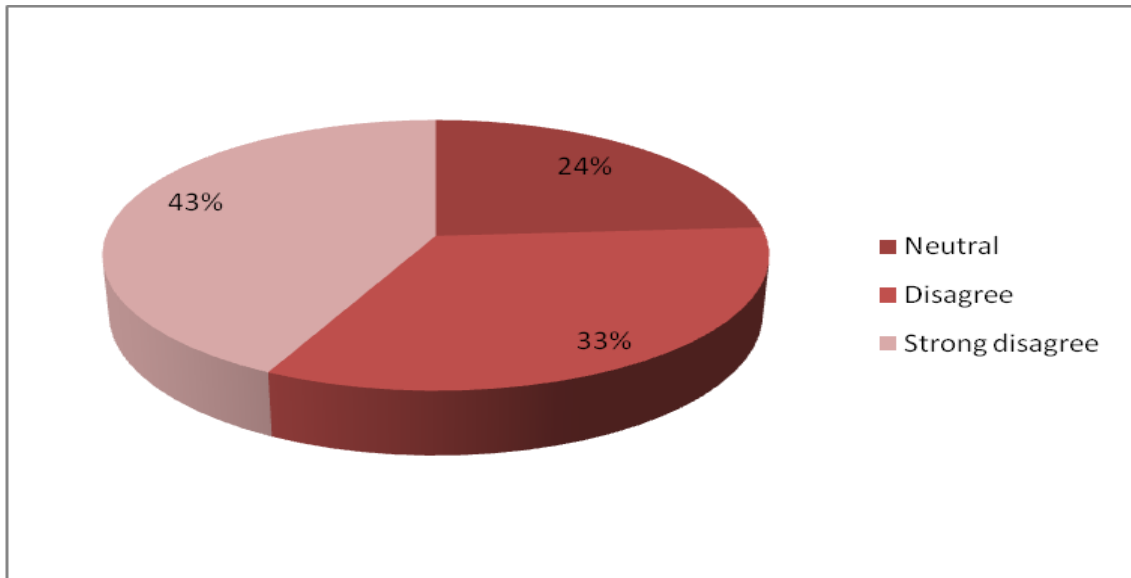
Source: Field data, 2015.

4.4.4.4 The paternity leave in fish processing industries

Data from the field in figure 4.24 shows the rate of paternity leave offered fish processing industries in Mwanza city. Data reveal that 24 % were neutral, 33 % disagree and 43 % strongly disagree with the paternity leave offered by fish processing industries. In that regard, the majority of respondents strongly disagree with the provisions of paternity leave offered by fish processing industries. Thus, the findings from the field denies the application of employment security provisions for women in Tanzania especially on paternity leave offered.

The labour reforms have factored in the concerns of working male parents as well. During each leave cycle, a male employee is entitled to 3 days of paid paternity leave. The only conditions stipulated are that the employee must be the father of the newly born child and that the leave must be taken within the first seven days of the birth of the child. An employee is entitled to 4 days' paid leave in the event of death or sickness of the employee's child. Upon the death of the employee's spouse, parent, grandparent, grandchild or sibling, the employee is nevertheless entitled to 4 days' paid leave; (Employment and Labour Relation Act, 2004 and National Social Security Fund Act, 1997).

Figure 4.24: The Paternity leave in Fish Processing Industries



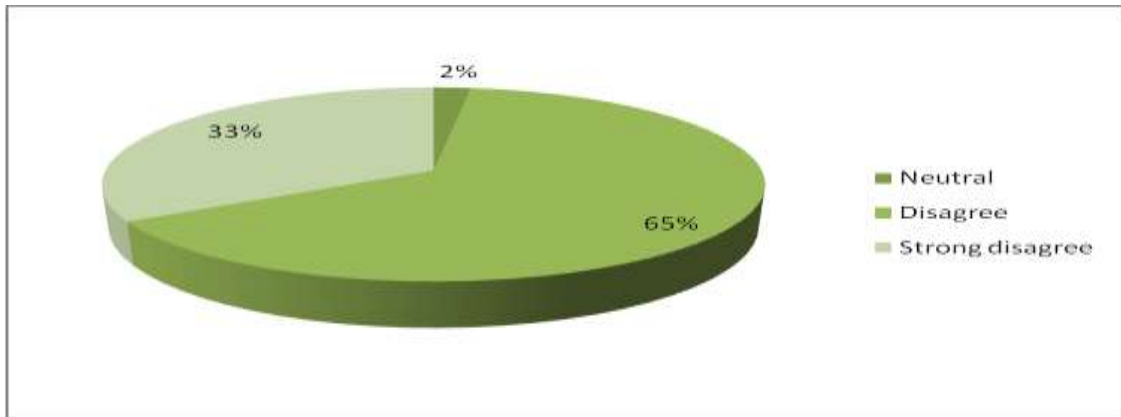
Source: Field data, 2015.

4.4.4.5 Provisions of Paid Parental leave by the Fish Processing Industries

According to the ELRE (2004), during each leave cycle, a male employee is entitled to 3 days of paid paternity leave. Figure 4.25 shows the rate of paid parental leave offered by fish processing industries in Mwanza city. Data reveal that 2 % neutral, 65 % disagree and 33 % strongly disagree with the provisions of paid parental leave by the fish processing industries. Basing on the findings from the field the majority of respondents participated in the study disagree with the provisions of paid parental leave by the fish processing industries.

The findings did not match the application of employment security provisions under ELRA (2004). An employee is entitled to 4 days' paid leave in the event of death or sickness of the employee's child; (Employment and Labour Relation Act, 2004 and National Social Security Fund Act, 1997).

Figure 4.25: Provisions of Paid Parental leave by the Fish Processing Industries

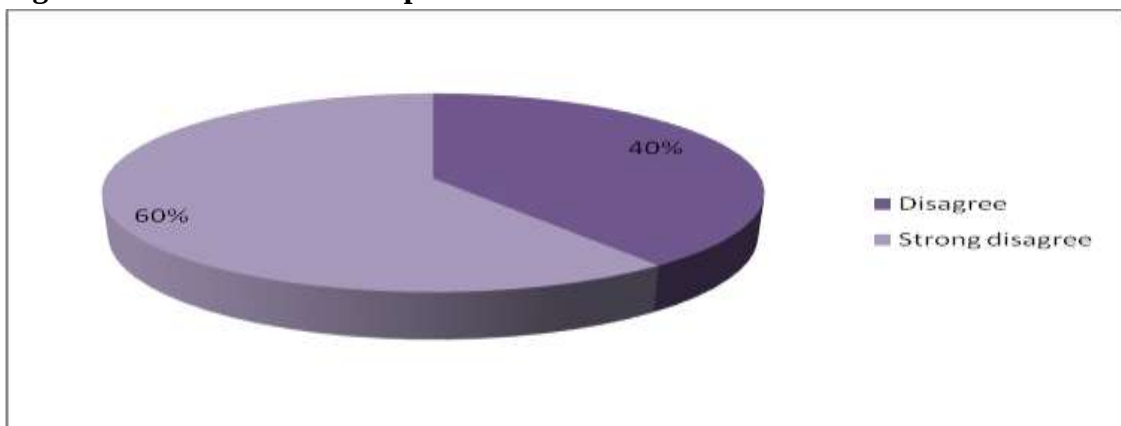


Source: Field data, 2015.

4.4.4.6 Provisions of Unpaid Parental Leave

Field data in figure 4.26 shows the provisions of unpaid parental leave offered by fish processing industries in Mwanza city. Data indicate that, 40 % disagree and 60 % strongly disagreed with the provisions of unpaid parental leave provided by the employers. Thus, the majority of respondents participated in the study strongly disagree with the provisions of unpaid parental leave. This denies the application of employment security provisions for women in Tanzania.

Figure 4.26: Provisions of Unpaid Parental Leave



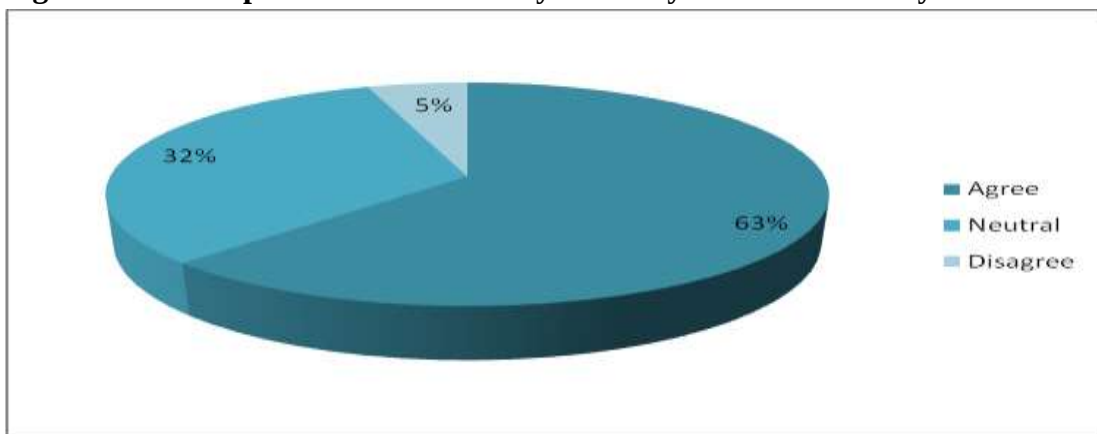
Source: Field data, 2015.

4.4.4.7 Compensation on a Weekly Rest Day or Public Holiday

According to the ELRA (2004), workers are entitled to at least 1 day of rest per week (24 consecutive hours) and a paid Festival (public and religious) holidays; (section 24 of Employment and Labour Relations Act, 2004). Field data shown in figure 4.27 indicate the compensation on a weekly rest day or public holiday. Data regard that 5 % agree, 63 % neutral and 32 % disagree with the compensation on a weekly rest day or public holiday. Thus, the majority of respondents participated in the study were neutral about the compensation on a weekly rest day or public holidays.

The findings from the field neither denied nor approved the application of employment security provisions for women based on ELRA (2004). The act analysed that if workers have to work on a weekly rest day/public holiday, they are entitled to 200% of the normal rate of wages. (section 24 & 25 of Employment and Labour Relations Act 2004). In accordance with the section 7 of Wages Order 2010, an employee is entitled the double the wages, in addition to normal weekly/monthly wage, if he works on weekly rest day or public holiday. However, no provision could be identified in laws to require an employer to provide compensatory rest day for working on weekly rest day or public holiday.

Figure 4.27: Compensation on a Weekly Rest Day or Public Holiday



Source: Field data, 2015.

4.5 Application of Employment Security Provisions for Women

This part analysed the application of employment security provisions for women in fish processing industries. The analysis included recognition, training, career development, promotion, leave, return in the same position after maternity leave and maternity leave provisions.

4.5.1 The security Provisions for Women than other Workers in Employment

Field data in table 4.5 shows the security provisions for women rather than other workers in employment. Data regard that 6.3 % strongly agreed, 13.5 % agreed, 36.5 % disagreed, 21.9 % both were neutral and strongly disagreed with the security provisions for women rather than other workers in employment. Therefore, the majority of respondents in the study from fish processing industries disagreed with the favor provided for women than other workers in employment.

Table 4.5: The Security Provisions for Women than other Workers in Employment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong agree	6	6.3	6.3	6.3
	Agree	13	13.5	13.5	19.8
	Neutral	21	21.9	21.9	41.7
	Disagree	35	36.5	36.5	78.1
	Strong disagree	21	21.9	21.9	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.1.1 The Recognition of Security Provisions for Women in Employment

Field data in table 4.6 shows the recognition of security provisions for women in employment. Data reveal that 6.3 % strongly agreed, 13.5 agreed, 26 % were neutral, 20.8 % disagreed and 33.3 % strongly disagreed with the recognition of security provisions for women.

Thus, the majority of respondents conclude that women were not recognised in employment.

Table 4.6: The Recognition of Security Provisions for Women in Employment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong agree	6	6.3	6.3	6.3
	Agree	13	13.5	13.5	19.8
	Neutral	25	26.0	26.0	45.8
	Disagree	20	20.8	20.8	66.7
	Strong disagree	32	33.3	33.3	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.2 Promotion of Women through Various Training

Field data indicated in table 4.7 shows the promotion of women through various training. Data indicate that, 38.5 % strongly agreed, 26 % agreed, 18.8 % were neutral, 12.5 % disagreed and 4.2 % strongly disagreed with the promotion of women through various training. Thus, the majority of respondents from fish processing industries strongly disagreed with the promotion of women through various training. The findings relate the preference theory that guides the study through promotion of women through various training. Selecting people for jobs or careers is done on an individual basis and perceived differences between individuals can make the difference between being shortlisted or not, between winning the job or promotion or not; (Hakim, 2005). However, the kinds of jobs and the level of promotion sought in each occupation, differs from those chosen by work centered and adaptive people; (Hakim, 2005).

Table 4.7: Promotion of Various Training through Training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong agree	37	38.5	38.5	38.5
	Agree	25	26.0	26.0	64.6
	Neutral	18	18.8	18.8	83.3
	Disagree	12	12.5	12.5	95.8
	Strong disagree	4	4.2	4.2	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.3 Training and Development Opportunities for Women in Fish Processing Industries

Field data in table 4.8 shows the level of training and development opportunities for women in fish processing industries in Mwanza city. Data regard that, 25 % were neutral, 33.3 % disagreed and 41.7 % strongly disagreed with the availability of enough training and development opportunities for women in fish processing industries. Basing on the findings data from the majority of respondents strongly disagreed with the availability of enough training for women in fish processing industries. The study findings relates with the preference theory that governed the study however, in a wide sense contradicts. At present, equal opportunities policies assume that all women are careerist in their work orientations, and that more support needs to be given to working mothers, in the form of public childcare services and time off from work. If only a minority of women are in fact careerist, and many of them are childless, then policy is at present misdirected, as well as overlooking people with other life; (Babcock & Laschever, 2003).

Table 4.8: Enough Training and Development Opportunities for Women in Fish Processing Industries

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Neutral	24	25.0	25.0	25.0
	Disagree	32	33.3	33.3	58.3
	Strong disagree	40	41.7	41.7	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.4 Strict action Against Sexual Harassment at Workplace Taken by Employers

The study saw the need of assessing strict action against sexual harassment at workplace taken by employees as shown in table 4.9 Data show that 16.7 % were neutral, 33.3 disagreed and 50 % strongly disagreed with the strict actions against sexual harassment at work place in fish processing industries. Thus, the majority of respondents from fish

processing industries strongly disagreed with strict actions taken by employers against sexual harassment at work place.

Table 4.9: Strict Action against Sexual Harassment at Workplace Taken by Employers

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Neutral	16	16.7	16.7	16.7
Disagree	32	33.3	33.3	50.0
Strong disagree	48	50.0	50.0	100.0
Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.5 Maternity Leave

Field data in table 4.10 shows the way maternity leave is provided in fish processing industries for women in fish processing industries Mwanza city. Data reveal that, 18.8 % income, 31.3 % protection from dismissal, 37.5 % right to return on the same position, 6.3 % both nursing breaks for working mothers and provision of paternity leave. Basing on the findings from the majority of respondents in fish processing industries data conclude that the right to return at the same position after maternity leave took the lead as the main factor. According to the ELRA (2004), the maternity leave is awarded with full pay. Maternity leave benefits are paid by the employer; (Section 33 of ELRA, 2004). Nursing breaks of maximum 2 hour duration (per day) are allowed for new mothers to breast feed their child(ren); (Section 33 of ELRA, 2004).

Table 4.10: Maternity Leave

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Income	18	18.8	18.8	18.8
	Protection from dismissals	30	31.3	31.3	50.0
	Nursing breaks for working mothers	6	6.3	6.3	56.3
	Right to return to the same position	36	37.5	37.5	93.8
	Paternity leave	6	6.3	6.3	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.6 Protection from Dismissal during the Period of Pregnancy

Field data shown in table 4.11 indicate the protection of women from dismissal during the period of pregnancy in fish processing industries. Data regard that, 22 % agreed, 32 % were neutral, 34 % disagreed and 12 % strongly disagreed with the protection from dismissal during the period of pregnancy. Basing on the data from the field the majority of respondents disagreed with the protection from dismissal during the period of pregnancy. It is illegal for an employer to dismiss a female employee due to her pregnancy and that termination would be unfair; (Section 37 of Employment and Labour Relations Act, 2004).

Table 4.11: Protection from Dismissal during the Period of Pregnancy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	21	22.0	22.0	22.0
	Neutral	31	32.0	32.0	54.0
	Disagree	33	34.0	34.0	88.0
	Strong disagree	11	12.0	12.0	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.7 The Right to Get same/similar Job when Return from Maternity Leave

Field data in table 4.12 shows the right to return in the same/similar job after maternity leave. Data regard that 34 % agreed, both 33 % were neutral and disagreed with the right to return in the same position after maternity leave. Therefore, the findings relates with

the application of employment security provisions for women. A female worker has the right to return to same job/position after availing her maternity leave; (Section 33 of Employment and Labour Relations Act, 2004).

Table 4.12: The right to get same/similar job when return from maternity leave

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	34	34.0	34.0	34.0
	Neutral	31	33.0	33.0	67.0
	Disagree	31	33.0	33.0	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.5.8 Exemption during Pregnancy, from Nightshifts or Hazardous Work

Field data in table 13 indicates the exemption of female employees during pregnancy from nightshifts or hazardous work. Data regard that, 48 % strongly agreed, 34 % agreed and 18 % were neutral about the exemption for female employees during pregnancy from nightshifts or hazardous work. Thus, the majority of respondents from fish processing industries in Mwanza city strongly agreed with the exemption from nightshifts or hazardous work for female employees during pregnancy.

Table 4.13: Exemption during Pregnancy, From Nightshifts or Hazardous Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong agree	46	48.0	48.0	48.0
	Agree	33	34.0	34.0	82.0
	Neutral	17	18.0	18.0	100.0
	Total	96	100.0	100.0	

Source: Field data, 2015.

4.6 Suggestions to Improve the Application of Employment Security Provisions for Women

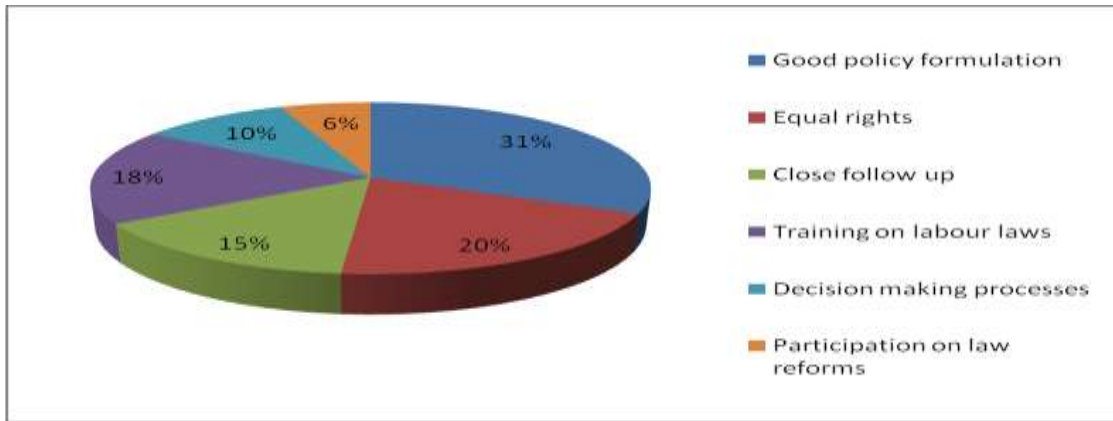
Suggestions to improve the application of employment security provisions for women was the last specific objective of the study.

The study categorised these suggestions into organisational level, labour bodies and governmental levels for improving employment standards under employment security provisions for women in Tanzania.

4.6.1 Improvement of Employment Security Provisions for Women by Labour Bodies

Labour bodies are the important tools in improving employment security provisions for women since they involve in policy and regulation formulations hence they participate on implementation stages. Field data shown in figure 4.28 reveals the suggestions for labour bodies on improving security provisions especially in the fish processing industries. Field data suggests 31 % good policy formulation, 20 % equal rights, 15 % close follow up, 18 % training opportunities on labour laws, 10 % female employees involvement in decision making processes and 6 % female employees participation on law and regulations reforms. Basing on the findings from the field majority of respondents suggested the labour bodies to improve policy formulations hence supervise the implementation stages of the application of employment security provisions for women.

Figure 4.28: Improvement of Employment Security Provisions for Women by Labour Bodies



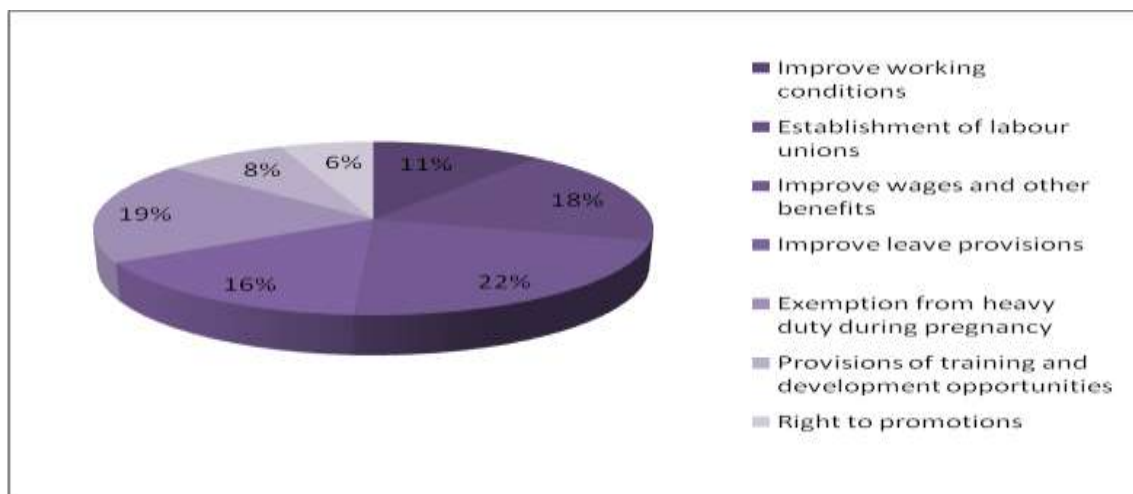
Source: Field data, 2015.

4.6.2 Improving Employment Security Provisions for Women by Fish Processing Industries

Field data in figure 4.29 shows the organisational level on improving security provisions for women in fish processing industries. Data suggest that 11 % improve working conditions, 18 % establishment of labour unions, 22 % improvement on wages and other benefits, 16 % exemption from heavy and hazardous duties during pregnancy, 19 % improvement on leave provisions, 8 % provisions of training and development opportunities and 6 % right to promotions.

Basing on the field data the majority of respondents from fish processing industries suggested the improvement on wages and other benefits in order to improve employment security provisions for women under the organisational level.

Figure 4.29: Improving Employment Security Provisions for Women by Fish Processing Industries



Source: Field data, 2015.

4.6.3 Improving Employment Security Provisions for Women by the Government

The Constitution of the United Republic of Tanzania in Article 22 and 23 provides for the right to work and just remuneration. Tanzania has ratified all the eight core ILO Conventions, including Convention 100 and 101, which are specifically against women's discrimination in

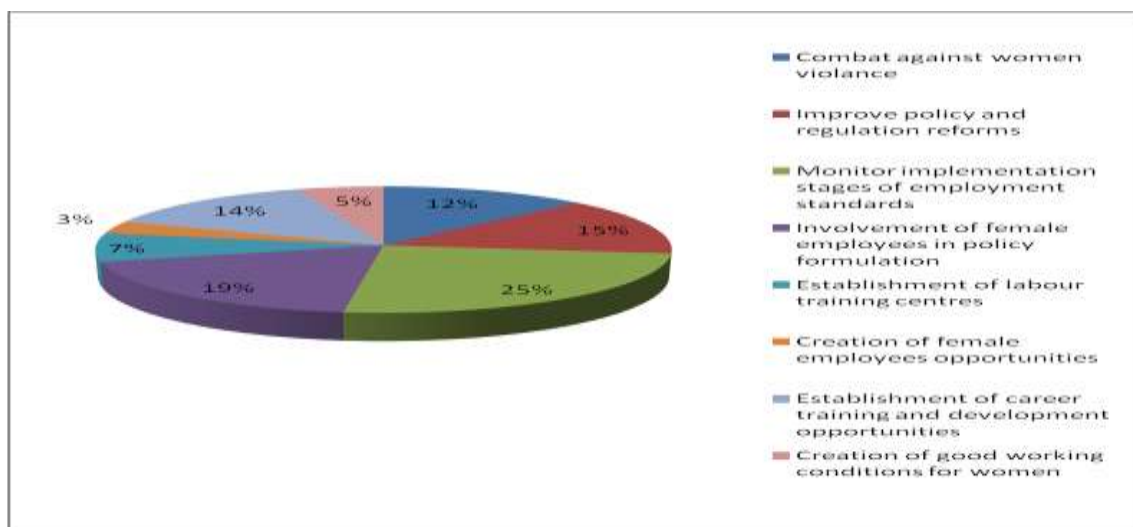
employment. The Public Service Management and Employment policy together with the public service regulations have provided an environment for promoting equal opportunities and eliminating discrimination and biases against women. The government has domesticated the international labour standards through the enactment of the National Employment Services Act (1999).

Field data in figure 4.30 shows the suggestions for the government on improving employment security provisions. Field data suggested that, 12 % combat against women violence, 15 % improvement of policy and regulations reforms. Furthermore 25 % were monitoring of implementation stages for employment standards, 19 % involvement of

female employees in policy formulations and 7 % establishment of labour training centres. In addition 3 % suggested creation of female employees opportunities.

Likewise 14 % suggested the establishment of career training and development opportunities while 5 % based on the creation of good working conditions for women. Basing on the field data the majority of respondents from fish processing industries suggested the government should monitor all stages of implementation for employment security provisions.

Figure 4.30: Improving Employment Security Provisions for Women by the Government



Source: Field data, 2015.

CHAPTER FIVE

CONCLUSION, RECOMMENDATION AND POLICY IMPLICATIONS

5.1 Introduction

The chapter provides the conclusion and recommendation based on the study results whose objective was to explore the application of employment security provisions for women under employment standards. The chapter starts with the introduction followed by the conclusion and recommendations. The chapter finally highlights areas for further researches.

5.2 Conclusion

Based on the discussion it indicates that the application of employment security provisions for women in relation to the employment standards at fish processing industries started earlier. However, still requires increasing attention to the value of more applied research, innovative, relevant processes, regulations frame works, laws, controls, evaluation to the local, regional, national, global, public and private sectors. Such strategies facilitate through creating linkages between the female employee and employment standards. In recent decades, there has been significant progress toward the goal of universal employment standards under employment security provisions for women, though it necessarily not been matched by the quality during implementation stages.

The Constitution of the United Republic of Tanzania in Article 22 and 23 provides the right to work and just remuneration. Tanzania has ratified all the eight core ILO Conventions, including Convention 100 and 101, which are specifically against women's discrimination in employment. The Public Service Management and Employment policy together with the public service regulations have provided an environment for promoting equal opportunities, eliminating discrimination and biases

against women. The government has domesticated the international labour standards through the enactment of the National Employment Services Act (1999).

Furthermore, Tanzania overhauled its employment and labour laws in 2004 when it enacted the Employment and Labour Relations Act, Act No. 6 of 2004 (the Employment Act) and the Labour Institutions Act, Act No. 7 of 2004 Labour Institutions Act. Whereas the Employment Act provides for labour standards, rights and duties, the Labour Institutions Act constitutes the governmental organs charged with the task of administering the labour laws.

Subsequently, in 2007 several pieces of subsidiary legislation were promulgated to facilitate the enforcement of labour rights and standards stipulated in the Employment Act. One of the most significant of this is the Employment and Labour Relations Rules; (G.N. No. 42 of 2007). Indeed, the new laws further enact employment and labour standards which, by and large, conform to the labour standards set by the International Labour Organization.

The findings show that the elaborations of employment standards under employment security provisions for women were affirmed by both respondents with 100 % acceptance of the existing problem. Data revealed the application of employment security for women under working conditions were not exercised well. Findings found fixed contracts, minimum wages, and twelve working hours in a week as the only applicable factors apart from maternity leave which matches the ELRA (2004). The respondents who participated in the study were not dissatisfied with the contracts offered for women, however agreed with the fixed terms contracts than other written contracts. The findings from the field disagreed with pays in lieu of notice, strongly disagreed on security during illness, though respondents were neutral on probation period up to six months.

The other categories concerning the application rate of employment standards under employment security provisions for women basing on wages were dissatisfied with 71 % payment, 57 % the leave offered. The other respondents from the field agreed with 50 %

on the duration of maternity leave lasting at 14 weeks, 84 % payment structure according to the type of job and 38 % overtime offered by fish processing industries. In addition the findings agreed on compensation during working on rest days or public holidays and the range of earning between 80.000 to 400.000 Tanzania shillings. However, 51 % were neutral on severe payment after termination and 47 % maternity leave provisions categorically. On the other hand the findings from the field rated the working hours with 75 % strongly disagreed on enough combination of working hours with family matters, disagree 38 % with the entitlement of 28 annual leave and 40 % at least one day (24 hours) rest day in a week.

The findings evidenced that a high quality of security provisions for women under employment standards during implementation is measurably associated with positive effects on paternity leave offered, paid parental leave, compensation during weekly days or public holidays dismissal during pregnancy, return on the same/similar position after maternity leave. Moreover, other factors were exemption from hazardous work during pregnancy, recognition, promotion, sexual harassment, violence at work place training and career development showed the lower rank.

If solved will bring well demonstrated benefits correlated and related with the whole society on higher rates of economic growth at the national level regarding the application of employment security provisions for women.

Data from the field suggested that there should be reasonable strategies to arrest and improve the issue of employment security provisions for women under employment standards. However, the study shows the existence on the problem due to poor follow up and policy formulation arresting the application of employment standards under employment security provisions for women including the poor policy formulation, establishment of training centres for legal aspects, involvement in decision making processes, lack of clear training and career development. Furthermore the follow up in implementation of labour laws in all stages, monitoring, advices for affected women and creation of good working conditions.

5.3 Recommendations

The study revealed that majority of respondents came from poor families background. They engages themselves in any income generating activities at the same time works at fish processing industries apart from family matters and other responsibilities. Men had the higher rate of participation with 53 % compared to women 47 % from fish processing industries. It is widely acknowledged that the application of employment security provisions for women under employment standards problem strengthens the collective effort of parents, the government and other stakeholders in enabling female workers to demand their rights during employment hence become more secure.

The researcher recommends the governments to act seriously on female workers through various trainings on labour laws and regulations. Since the application of employment security provisions yields little insight about; the barriers to access employment standards, intervention strategies were best for keeping employed women secure. While improving the application of employment security provisions for women outcomes, cost effectively delivering employment standards, the study suggests an urgent need for new research and development in this field. The government should also provide loans with low rates and entrepreneurship bases in order to increase the standard of living on its citizen.

The researcher insists the labour bodies and fish processing industries authorities to focus on good policy formulations and involvement of female employees on decision making processes. Furthermore the improvement of wages and other benefits. Other factors were exemption from night shifts and hazardous works during pregnancy hence return on the same job position after maternity leave. The report recommends contract of employment to be oral or written however, workers should be provided with a written statement of employment at the start of their employment. A reasonable notice period, depending on the service length of an employee, should require an employer to serve the employment relationship. For working parents, laws should define the portion of parental leave that has compulsorily taken by fathers or mothers. The study recommends

numerous outlets for employment in the artisanal sector and creatively integrated into the economy. There should be real appreciation on numerous tasks that involved women in value attached employment security provisions related matters.

Maternity, paternity and care responsibilities should become a normal fact of employment life. Extending the option for work life balance measures, such as quality part time work or worker friendly flexible working arrangements, to all workers should reduce the penalty associated with being a worker with family responsibilities. The most common issue revealed in the field investigation is the exploitation of the role of the daily worker. On the other hand the report recommends reform legislation to ensure that daily and permanent workers have equal rights and protections under the law. Therefore, the policy makers, politicians, the ministry of works and fish processing industries should benefit with the findings of the study since it provides insight on the application of employment security provisions for women under employment standards in Mwanza city hence Tanzania at large.

5.4 Further Research

Based on the research findings the researcher proposes various study investigations on the following areas; improvement of career training and development opportunities to make female employees competent in the employment sphere. Moreover, further researches on the improvement of wages and other benefits according to current life situations in order to build a better, more inviting working climate for employment. Not only that but also further researches to be done on monitoring, evaluation, and controlling of the application of employment security provisions for women. This may offer more establishment and implementation of employment security provisions for women in creating a large security and benefits for a greater career development.

Due to generalization of findings and complications during the study the researcher keeps proposing on other areas of researches such as effects of performance on fish processing industries in relation to other industries. The effects of employment standards of Tanzania compared to other countries regarding wages, leave, working hours,

employment conditions and other benefits. Hence other researches on formulation of policy improving the application of security provisions for women including building of training centres, establishment of legal courts for female employees and initiation practices among legal perspectives, negative attitude towards female employees; poverty, openness in all stages of implementation and poor planning.

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APPENDICES

Appendix I

Research questionnaires for fish processing industries in Mwanza city

Mzumbe University

Department of Human Resources Management

Faculty of Public Administration

Research Questionnaires for the Masters' Study for the employment security provisions on women under employment standards in Mwanza city.

Dear respondent,

This questionnaire is part of an extensive master's study on masters of science in human resources management. It will be highly appreciative when, the respective respondent participate fully in interview aimed at answering the questions thoroughly. All information will be treated strictly confidential for just academic purposes only. Please feel free to contact the researcher in case of any difficult at a reasonable time.

The Researcher is Miss John Manyerere Winifrida Tel. 0752862916

The supervisor: Mr. Faty; Cell number: +255713545034.

Instructions for completion of this questionnaire

Please answer all questions as objectively and honestly as possible.

Please answer based on your own business and experiences as much as possible.

1. Fill in the brackets with the best choice and make short and clear comments.
2. You are kindly requested to complete the questionnaire and return it to the owner.
3. Respondent's phone number is _____

PART A

Demographic Information

Please complete the following by placing a cross in the appropriate block

1. In which department do you belong?

2. What is your age?

3. Gender Tick the appropriate bracket
() Male
() Female
4. Level of Education:
 - i. Certificate
 - ii. Diploma
 - iii. Bachelor Degree or Equivalent
 - iv. Post graduate
 - v. Others
5. Experience with fish processing industry
 - i. Less or equal to 1 year
 - ii. 2 years up 5years
 - iii. 6 years to 10years ()
 - iv. 10-15years
 - v. Above 15 years

6. What causes employment security provisions for women?

- i. _____
- ii. _____
- iii. _____
- iv. _____
- v. _____

7. Which rate does fish processing industries on employment security provide for women?

- i. _____
- ii. _____
- iii. _____
- iv. _____
- v. _____

8. What can be done to provide employment security for women?

- i. _____
- ii. _____
- iii. _____
- iv. _____
- v. _____

9. Does the fish industry have a policy to motivate women employees?

If yes state? _____

10. What are the strategies used by the fish processing industries to provide employment security for women?

- i. _____
- ii. _____
- iii. _____
- iv. _____
- v. _____

11. What do you suggest in order to improve employment security provisions for women?

- i. _____
- ii. _____
- iii. _____
- iv. _____
- v. _____

Section B: Recognition:

Tick the appropriate answer

12. Do you agree the women are more secure in employment than others?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

13. Do you agree the employment security provisions for women is more recognized?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

Section C: Factors influencing employment security provisions for women

14. Are you satisfied by information concern payment provided by fish processing industries?

- a) Satisfied ()
- b) Dissatisfied

15. Is the contract provided for women by fish industries satisfactory?
- a) Satisfied ()
 - b) Dissatisfied
16. Are you satisfied with pay structure for women according to the job?
- a) Satisfied ()
 - b) Dissatisfied
17. Are you satisfied with the leave provisions for women?
- a) Satisfied ()
 - b) Dissatisfied
18. Do you agree with the maternity leave offered by fish processing industries?
- a) Strong agree
 - b) Agree ()
 - c) Neutral
 - d) Disagree
 - e) Strong disagree
19. Do you agree the various training can make women employees promoted?
- a) Strong agree
 - b) Agree ()
 - c) Neutral
 - d) Disagree
 - e) Strong disagree
20. Do you agree there is enough training and development opportunities for women in fish processing industries?
- a) Strong agree
 - b) Agree ()
 - c) Neutral
 - d) Disagree
 - e) Strong disagree

21. Do you agree with the paternity leave in fish processing industries?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

22. Do you agree with the overtime offered by fish processing industries?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

23. Do you agree that at your workplace, children under 14 are forbidden by fish processing industries?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

24. Do you have the right to terminate employment at will or after serving a notice

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

25. Does your employer take strict action against sexual harassment at workplace

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

26. Does your employer offer 12 hours overtime in a week and with due overtime?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

27. Does your employer allows collective bargaining at my workplace?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

28. Do you earn at least in a range of TSH 80,000 to 400,000 per month?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

29. Do you agree that Severance pay is provided in the case of termination by employers for reasons other than misconduct and capacity only?

- a) Strong agree
- b) Agree ()

- c) Neutral
- d) Disagree
- e) Strong disagree

30. Does your employer gives due notice before terminating employment contract (or pays in lieu of notice)?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

31. Were your probation period is only 6 months?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

32. Does your work schedule flexible enough to combine work with family responsibilities?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

33. Does your employer provides paid parental leave?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree

e) Strong disagree

34. . Does your employer provides unpaid parental leave?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

35. Do you get compensation whenever I work on a weekly rest day or public holiday?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

36. Does your employer does not hire workers on fixed terms contracts for tasks of permanent nature?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

37. Is your entitlement 28 days paid annual leave on completion of 12 months of continuous service?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

38. Do you get a weekly rest period of at least one day (i.e. 24 hours) in a week?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

39. Do the female workers protected from dismissal during the period of pregnancy?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

40. Does the maternity leave lasts at least 14 weeks?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

41. Does the female workers exempted during pregnancy, from nightshifts or hazardous work?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

42. Does female workers have the right to get same/similar job when return from maternity leave?

- a) Strong agree

- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

43. Does your employer allows nursing breaks, during working hours, to feed my child?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

44. Is your employment secure during the first 6 months of my illness?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

45. Does your employer makes sure your workplace is safe and healthy?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

46. Does your workplace is visited by the labour inspector at least once a year to check compliance of labour laws?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree

e) Strong disagree

47. Do you have access to invalidity benefit in case you are unable to earn due to a non-occupational sickness, injury or accident?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

48. Do you get unemployment benefit in case you lose my job?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

49. Are you entitled as a worker when you die, your next of kin/survivors can get some benefit?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

50. Are you entitled to a pension when I turn 60?

a) Strong agree

b) Agree ()

c) Neutral

d) Disagree

e) Strong disagree

Section E: Supervision

51. Do you agree with Manager/supervisor ideas, directives on implementation of employment standards in fish processing industries?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

52. Do you agree with leadership style used by Managers/Supervisors?

- a) Strong agree
- b) Agree ()
- c) Neutral
- d) Disagree
- e) Strong disagree

Thanks a lot for your cooperation and participation!

An interview guide

Top management, labour officers, human resources management and operational departments

A. General questions

1. Which of the following group do you belong?
 - a) Top management
 - b) Labour officials
 - c) Human resources department
 - d) Operational department
 - e) Male employee
 - f) Female employee
2. For how long have you been experienced with fish processing industries?
3. What is your qualification?
4. For how long have you been in your present position?

B. Specific questions

5. What causes employment security provisions for women?
6. Which rate does employment security provide for women?
7. What can be done to provide employment security for women?
8. Does the fish industry have a policy to motivate women employees?
9. What are the strategies used by the fish processing industries to provide employment security for women?
10. What do you suggest in order to improve employment security provisions for women?

Thanks a lot for your cooperation and participation!

APPENDIX II

Table 3.11.1: Research budget

Activities/materials	Cost/ T.sh.
4 Reams of photocopy papers @700/=	28,000/=
1 flash disk 2GB	25,000/=
20 pens @200	4,000/=
1 box containing pencils	1000/=
10 rulers @200	2,000/=
3 files @1200	3,600/=
1Punching machine	3,000/=
2 scientific calculators @15,000	30,000/=
1 box of staple pins	1,500/=
1 stapler	4,000/=
Transport cost when visiting supervisors	100,000/=
Field activities	Cost/Tsh.
Transport in Nyamagana city council for research matters	160,000/=
Meals and water 3000 per day for 5 days	150,000/=
Allowances to research assistants 6,000x2 personsx30 days	360,000/=
Photocopying 150 questionnaires @50	5,000/=
Emergence money	200,000/=
Sub total	875,000/=
Report writing	Cost/Tsh.
Meal allowance	300,000/=
Typing and printing	60,000/=
Binding 3 copies @ 2500	7,500/=
Grand total	1,444,000/=

Source: Researcher, 2015.

APPENDIX III

Figure 3.10.1: Duration and schedule of activities

Schedule of activities	2014								
Months	Dec	Jan	Feb	Marc	Apr	May	Ju	Jul-	Au
Presenting proposal before the panel									
Training of one research assistant									
Questionnaire pre-testing(Pilot study)									
Data collection									
Data coding cleaning and editing									
Data analysis									
Dissertation writing									
Submission of the first draft of dissertation									
Submission of the final draft of dissertation									

Source: researcher, 2015.