

**WOMEN IN CAREER DEVELOPMENT AND ITS PRACTICE IN TANZANIA
WORK PLACES: CASE STUDY OF THE OPEN UNIVERSITY OF TANZANIA**

BY

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ABSTRACT

This study was conducted from June 2009 to August 2009 in one of the higher learning institutions in Tanzania, namely, the Open University of Tanzania (OUT). The aim of the study was to identify and assess the overall performance and engagement of women in career development in Tanzania work places. For the purpose of comparison a sample of a few women from other higher learning institutions in Tanzania was selected and interviewed.

A descriptive study method was employed to conduct the study because of its flexibility in data collection. A total 125 questionnaires were distributed and the respondents rate were 84 where by 39 were males and 45 were females. Random and non random sampling procedures were adopted to obtain a sample of 84 respondents.

The study has revealed that; despite the Government's efforts in ensuring gender balance in all walks of life, there is still a very big gap between females and males in career development as well as its practice in Tanzania work places. The findings from the field have actually shown that there are fewer women than men engaged in career development in Tanzania.

The main reasons for this inadequacy have been attributed by various factors, the most important ones being those associated with family responsibility, historical, political, economic, social and cultural developments. These factors have to a very big extent hindered women in Tanzania from accessing top management positions when compared to their male counterparts.

In order to redress this imbalance, there is a need on the part of the Government to come up with deliberate efforts that will aim at increasing the number of women in career development and its practice at work places and more specifically in top management positions. This will entail among other things reviewing the policies and practices that have in the past acted as obstacles to woman's smooth and fast development in carrier development.

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