

**RIGHTS AND EQUAL ACCESS OF WOMEN IN EMPLOYMENT IN
PUBLIC SECTORS: A CASE OF FIRE BRIGADE UNIT OF MINISTRY OF
HOME AFFAIRS IN TANZANIA**

PUYO ELENOR NZALAYAIMISI

**A DISSERTATION SUBMITTED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS FOR THE MASTER OF BUSINESS ADMINISTRATION
(MBA) OF THE OPEN UNIVERSITY OF TANZANIA**

2013

CERTIFICATION

I, the undersigned, certify that I have read and hereby recommend for acceptance by The Open University Tanzania, a dissertation entitled “*Rights and Equal Access of Women in Employment in Public Sectors. Case of Fire Brigade Unit of the Ministry of Home Affairs in Tanzania*” in partial fulfilment of the requirements for award of the degree of Master of Business Administration- Human Resource Management of The Open University of Tanzania.

.....

Dr. Chacha Alfred Matoka

Date:.....

COPYRIGHT

This dissertation is a copyright material protected under the Berne Convention, the Copyright Act 1999 and other International and National enactments, in that behalf, on intellectual property. It may not be reproduced by any means in full or in part except for short extracts in fair dealings, for research or private study, critical scholarly review or discourse with an acknowledgement without the written permission of The Open University of Tanzania, on behalf of the author.

DECLARATION

I, **Puyo Elenor Nzalayaimisi**, declare that the dissertation titled “*Rights and Equal Access of Women in Employment in Public Sectors. Case of Fire Brigade Unit of the Ministry of Home Affairs In Tanzania*” is my original work carried out by me under the guidance of my supervisor and is the result of my own independent work, except where otherwise stated. Other sources are acknowledged by footnotes giving references. A reference list is appended. This had not been presented for award of any academic qualification in any higher learning Institution.

.....
Puyo Elenor Nzalayaimisi

Date:.....

DEDICATION

To my lovely daughter, Naomi Hewelar Mallomo and the family of Prof. Gabriel Nzalayaimisi for their unconditional love and unwavering support in my education achievement, may they live longer.

AKNOWLEDGEMENTS

Every work is done with help from many people. Likewise this research is the result of many contributions from various sources. I therefore find it my obligation to give sincere thanks to those who in one way or another helped me to complete this work.

First and foremost, I am thankful to God, who gave me strength and courage to write this work and complete it. I extend my sincere thanks to my Supervisor, Dr. Chacha Matoka for his full support that he offered to me from the beginning to the end of submitting my Dissertation. I benefited from his directions and guidance which has both enhanced this work and help me to complete this work.

I would also like to extend my special thanks for the cooperation I got from administration and management of Fire and Rescue Force Headquarters office in Dar es Salaam for their unconditional support whenever I need assistance during my field work and data collection.

As always my family remains a primary source of my inspiration, therefore my overwhelming thanks goes to my lovely daughter, beloved mother and father and my brothers and sister for their love and encouragement that kept me moving. May God bless you abundantly. Last but not least I would like to thank my fellow students for their support during preparation of this work.

I might have forgotten to mention some contributors to this work but whenever that has happened I am gratefully sorry. As such my collective thanks go to those who have not been mentioned, certainly all of you have done a marvellous job.

ABSTRACT

This study attempted to investigate right and equal access of women in employment in public sectors. Thirty members of the Fire Brigade Headquarter in Dar es Salaam were identified for the study using simple random sampling. Multiple methods were used for data collection, namely structured questionnaires where by questions were given to the respondents to respond in writing. Observation method and documentary analysis where by relevant materials related to the topic were analysed. In the process of answering the basic questions, a questionnaire that include demographic profiles, the causes for low rate of employment, the challenges and the impacts of women's equity in promotion in Fire Brigade Unit in Tanzania were used. After the collection of data they were analysed using software Statistical Package for the Social Sciences (SPSS). The findings were analysed in percentage indicated that the leading proposed cause for low rate of employment of women in Fire brigade 73.9% respondents strongly with higher ranks are men while 26.1% are women with high rank hence discouragement and lack of self-confidence in vacancy announcement 89.1% of the respondents disagreed that advertisement for employment opportunity in the Ministry of Home Affair encourage women to apply for the vacancy advertised and 10.9% . However in an overall Out of forty six respondents 56.5% were males and 43.5% were females. The study concluded that women equity and access to employment should be taken into consideration and emphasizes in order to reduce gender imbalances in various institutions. There is a need for the government through the Ministry of Home Affair to encourage women to apply for the employment vacancies by increasing the number of women applicants and since the nature of the work was masculine. By increasing the number of women applicants the participation of women in decision makes and main responsibility will be greater than the current situation. Women to be given some priority in their starting salary scales and allowances to encourage them to full involvement in the masculine jobs. Furthermore, the study recommends that Government of Tanzania should not only impose laws to favour women but it should make sure that the laws are enforced by every institutions in Tanzania, and if found that an institution violate the laws serious actions should be taken to the required institution.

TABLE OF CONTENTS

CERTIFICATION	ii
COPYRIGHT	iii
DECLARATION.....	iv
DEDICATION.....	v
AKNOWLEDGEMENTS.....	vi
ABSTRACT	vii
LIST OF TABLES	xi
LIST OF FIGURES	xii
LIST OF APPENDICES	xiii
LIST OF ABBREVIATIONS	xiv
CHAPTER ONE	1
1.0 INTRODUCTION.....	1
1.1 Background of the Problem	1
1.2 Statement of the Problem.....	3
1.3 General Objective.....	5
1.4 Specific Objectives.....	5
1.5 Research Questions	6
1.6 Significance of the Study	6
1.6 Limitations of the Study.....	7
1.7 Delimitation of the Study.....	7
CHAPTER TWO	8
2.0 LITERATURE REVIEW.....	8

2.1	Definition of Key Concepts	8
2.1.1	Discrimination.....	8
2.1.2	Equality of Opportunities.....	8
2.1.3	Right and Access.....	9
2.2	Critical Theoretical Review	9
2.2.1	Theories of Employment Discrimination.....	10
2.2.1.1	The Internal Labour Market Approach (ILM) Theory.....	10
2.2.1.2	Dual Labour Market Approach (DLM) Theory	12
2.2.1.3	The Human Capital Theory.....	13
2.2.2	Empowerment Theory.....	14
2.3	General Discussion.....	15
2.4	Empirical Studies	17
2.5	Research Gap	21
	CHAPTER THREE	24
3.0	RESEARCH METHODOLOGY	24
3.1	Research Paradigm.....	24
3.2	Research Design.....	24
3.2.1	Area of the Study	24
3.2.2	Study Population	25
3.2.3	Sample and Sampling Techniques	25
3.2.4	Sample Size.....	25
3.3	Data Collection.....	26
3.3.1	Primary Data	26
3.3.2	Secondary Data	26

3.3.3 Data Collection Methods	27
3.3.4 Documentary Review	27
3.4 Data Analysis	27
3.5 Data Validity and Reliability	28
3.6 Ethical Issues.....	28
3.7 Establishing Rapport	28
CHAPTER FOUR.....	29
4.0 RESEARCH FINDINGS, DATA ANALYSIS AND DISCUSSION	29
4.1 Introduction	29
4.1.1 Gender	29
4.1.2 Respondents' Age	30
4.1.4 Marital Status	32
CHAPTER FIVE.....	39
5.0 CONCLUSION AND RECOMMENDATIONS	39
5.1 Introduction	39
5.2 Conclusion	39
5.3 Recommendations	40
5.4 Areas for Further Study.....	40
REFERENCES.....	41
APPENDICES	46

LIST OF TABLES

Table 4.1: Respondents' Gender	29
Table 4.2: Respondents' Age Distribution.....	30
Table 4.3: Marital Status	32
Table 4.4: Frequencies Statistics of the Research Questions	32
Table 4.5: Response to Advertisements for Employment Opportunity	33
Table 4.6: Women Hold Lower Ranks than Men	34
Table 4.7: Strategy to Encourage Women to Join Fire and Rescue Force.....	36
Table 4.8: Women Involvement in Decision-Making and Main Responsibilities.....	36
Table 4.9: Nature of the Working Environment and Employment Opportunity	37

LIST OF FIGURES

Figure 4.1: Respondents' Gender	30
Figure 4.2: Respondents' Age.....	31
Figure 4.3: Response to advertisements for employment opportunity	33
Figure 4. 4: Women hold lower ranks than men.....	34
Figure 4. 5: No strategy and Strategy for employment opportunity	35
Figure 4. 6: Involvement and no involvement of women in decision-making	37
Figure 4.7: Nature of the working environment and employment opportunity	38

LIST OF APPENDICES

Appendix I: Questionnaires	46
Appendix II: Interview Guide	52
Appendix III: Supervisor's Comments	57

LIST OF ABBREVIATIONS

CEDAW - Convention on Elimination of All Forms of Discrimination

Women

TGNP - Tanzania Gender National Programme

ELRA - Employment and Labour Relation Act

ILO - International Labour Organisation

UN - United Nation

MDGs - Millennium Development Goals

FRF - Fire and Rescue Force

CHAPTER ONE

1.0 INTRODUCTION

1.1 Background of the Problem

For centuries before colonial rule women were not given chances to participate in the production process. It may be quite easily pointed out that a wide range of women rights is denied for mere cultural or social reasons. Curdova (2005) pointed out that one of basic rights women have is not to be discriminated against in the workforce and in the workplace. Unfortunately, however, reality does not always comply with the law and policies found in Tanzania. Curdova (2005) further argues that there are problem that women encounter; these are lack of access to the labour market, and the wage gap once the “glass ceiling”. All these problems arises only because of discrimination against women.¹

Stereotypical view of the role and place of man and women still persist in Tanzania and are evident at the household level, division of labour, access and control over resources and power relations (CEDAW, 2007). World Economic Forum (2010) points out that Tanzania has achieved gender parity in primary school education, gender gaps remains in secondary and tertiary education, wage equality and political participation. Basing to this evidence, it is obvious that women have little access to labour market because they lack enough education to be employed in a well paying jobs. Hakim (2005) evidenced that feminist scholars insist that there are no “natural” differences between men and women and that sex discrimination is the primary reason for differences between men and women in the labour market. Winglay (2008) argues that advertisement refer specifically to seeking men or women

applicants. Further it is evidenced that gender specific job ads are not appropriate and may indicate of a discriminatory work place, general headings such as “salesman”, “repairman” a “foreman” are not considered illegal. Such terms are deemed to apply to both men and women Daily News (November 2011). The International Red Locust control organization for central and Southern Africa advertised vacant posts of Chief engineer, senior staff Pilot and the Pilot of Administrative Officer the advertisement was plain without stating whether women are highly encouraged to apply the advertised posts.

Gendernet (2011) point out that gendered assumptions, however, contribute to a process whereby most women are allocated low paying, unskilled or lesser skilled work in both the formal and the informal sectors of the money economy. The terms upon which women and men compete for employment are set by wider social relations including culture, economic and political arenas. These include the assumption that a woman’s primary commitment is to care for a family at home, in the reproductive sphere of life, and that each woman depends on male provider for cash needs. Laws, Regulations and policies of Tanzania advocates for equal opportunities in the employment posts for both women and men, but this is not the case.

Not only that but also a woman might not be promoted because her boss bases her/his decision on the perceived lack of fit between the woman and male-typed of job (Angerfeldt, 2010). In addition, a woman might adopt this reasoning and judge her self as incapable of doing the job. Moreover a woman typically encounters a dilemma once in a leadership position on the other hand, if she is too feminine, she

may be perceived as being a less capable leader (because the leader position is defined according to male characteristics) (Ibid). Fuegen and Endicotte (2010) point out that there is a growing body of literature whilst suggests that mothers who violate gender roles by seeking fulltime employment are negatively stereotyped and discriminated against. Fatherhood do not affect Man's chances of being hired or promoted (Cuddy *et al.*, 2004). Triana (2011) points out that it was found in organizations that the gender stereotypes impact the way women are perceived and rewarded. Heilman *et al.* (2004) found that women in stereotypically male occupations who acknowledged to be successful are more personally derogated than equally successful men.

1.2 Statement of the Problem

There is growing evidence that perpetuate the effort of government and other organization to have equal opportunities in employing authorities both to formal and informal sector for women and men, but yet this has not been accommodated. Women are still treated as family keepers rather than office workers. This growing gap of women being home workers results to men to have economic powers than women and therefore women remain dependant to men. The Fire and Rescue Force Act No.14 of 2007 and its Regulations of 2008 promote equal employment both to men and women, but this seem not the case, because, the number of employed men out number the number of employed women. Drawing an example in the Fire and Rescure Force since establishment of the department no women employed in the force until in 1999 where any 3 women were employed. One was in Arusha Fire Brigade, the second was in Mwanza Fire Brigade, and the last one was in Tabara Fire

Brigade. All of these three were non commissioned officers and were non graduate, until in the year 2002 where only one female graduate was employed compared to seven male graduates who were employed. In the year 2005, out of 26 staff employed only eight were women. In 2008 only 6 female graduates were employed compared to 12 male graduates.

In view with examples, women are not getting enough opportunity of being employed compared to men in the fire and rescue forces. AllAfrica.com (2010), point out that traditionally the position of women in Tanzania is low compared to men. Women are not expected to influence the decision making processes from domestic to the National level. It is evidenced that more males are employed in professionals, associate professionals, crafts and machine operators, while on the other hand, females are more employed in agricultural occupations, clerks and service/shop works, this is according to Integrated Labour Force Survey (2002) conducted by the National Bureau of Statistics Tanzania. In this view, women are being sidelined in a less paying job, less skills requirements and therefore remain dependent to men.

The government of Tanzania recognizes that women's advancement and achievement of gender quality are matters of human rights and a condition to social justice. Therefore the government has rectified the convention on the elimination of all forms of discrimination against women (CEDAW). Furthermore, the government reaffirms its commitment to the Beijing Platform for Action that upholds the convention for total elimination of all kinds of discrimination against women and all

other international human rights instruments calling for gender equality. But together with the effort of the government yet women lack access to employment and even if they got employment, yet they do not hold managerial position and they are employed as supporting staff.

In this vein the researcher has been motivated to undergo this study on rights and equal access of women in employment sectors, to check whether women lack access to employment or not.

1.3 General Objective

The general objective was to investigate the rights and equal access of women in employment sectors in the ministry of Home Affairs.

1.4 Specific Objectives

- (i) To assess the advertisement for employment opportunities in the Ministry of Home Affairs if they encourage women to apply for the vacancy advertised.
- (ii) To find out the extent to which women have access to employment opportunities in the Ministry of Home Affairs
- (iii) To examine whether women hold lower ranks in comparison to men in the Ministry of Home Affairs.
- (iv) To find out whether women are being promoted and assume main responsibility in the Ministry of Home Affairs.
- (v) To assess whether the nature of working condition has impact on employment opportunities at the Ministry of Home Affairs.

1.5 Research Questions

- (i) Do advertisements for employment opportunities in the Ministry of Home Affairs encourage women to apply for the vacancy advertised?
- (ii) What are the strategies that have been put forward to encourage women to apply and join in the Fire and Rescue Force?
- (iii) To what extent do women hold lower ranks than men in the Ministry of Home Affairs?
- (iv) Are employed women in the Fire Brigade involved in decision-making and assume main responsibilities?

1.6 Significance of the Study

The results from this study are of most important for Executives and decision makers in the country in making sure that women have equity and access to employment and they can also assume greater responsibilities like men do. In doing so our country will be radde the millennium Development goals (MDGs).

Secondly, the study will assist the policy makers to prepare national policies that will favour both women and men in the employment opportunities in the Ministry of Home Affairs particularly in the fire and rescue forces. Apart from that the findings from this study will assist all women to raise interest in aspiring for the top level management portions that allow them to make various decisions for the development of the country.

Thirdly the study will also contribute a great knowledge to academicians and researchers to add a body of new knowledge regarding the access of women to employment opportunities.

1.6 Limitations of the Study

Due to budgetary and time constraints being not in the researchers favour, the study concentrated at the headquarters of Fire and Rescue Force. Beside the researcher was not released from duty, therefore the researcher needed to work and at the same time go on doing research.

1.7 Delimitation of the Study

Women's equity and access to employment, it quite a broad area to explore, in that line the study was conducted in Dar es Salaam region, to ease a close following during data collection.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Definition of Key Concepts

2.1.1 Discrimination

Discrimination is the exclusion or restrictions made on the base of sex which has the effect or purpose of impairing or unifying of the recognition, equipment of exercise by women respective of their marital status on the base of equality of men and women of human rights and fundamental in the political, economic social culture, civil or and field of gender discrimination.

According to Oxford Advanced Learners Dictionary (2004), the word discrimination means the practice of treating somebody or a particular group in society less fairly than others. As for the purpose of this study discrimination therefore means bias or prejudice resulting in denial of opportunity, or unfair treatment regarding selection, promotion or transfer in employment sectors.

2.1.2 Equality of Opportunities

Cooray (1996) define equality of opportunities as freedom to pursue one's private interest or vocation without arbitrary restrictions based on irrelevant personal characteristics. Also it is a right supposedly guaranteed by both federal and many state laws against any discrimination in employment, election, housing or credit right due to person race colour or sex, religion national origin age or handicap Healey (2010).

2.1.3 Right and Access

Right it is what is correct according to law or person's duty and access, is the opportunity or right to use or a way of entering or leading to a place (Oxford Advanced Learners Dictionary, 2000). Right is doing what is correct to someone according to the laws available and access is the opportunity that one gets to enter or join a particular place.

2.2 Critical Theoretical Review

Gender inequality is a write and persisted problem especially in developing countries Este-volatt (2004). Voluminous body of social science research demonstrates that unlawful gender discrimination persists inside the work place Kessler (2012). Betron (2008) pointed out that gender inequality is the worm in Tanzania. He further pointed out that many women in Tanzania do not have the same opportunities as men for education, employment and economic independence. Those could be among of the reasons that women have remained to be the group of the disadvantage to access the available national resources. Discrimination in employment is unfair to those who are not treated on the basis of merit, treads to a waste of resources and can lead to social problems (Stunding and Baume, 2001).

Abbas *et al.* (2011) in their work titled "Gender discrimination and its effect on employee performance/productivity" contented that gender discrimination may exist in various dimensions which include hiring discrimination, difference in salary and wages, discrimination/differences in promotion and inequity related to different goods and facilities provided to different gender. Normally male dominated, so the

whole preference is given to him (ibid). Women are discriminated against in the work place when there is a misalignment between the type of job or job requirements and the stereotypical traits associated with women (Eagly and Karau, 2002).

According to Heilman's (1983), "lack of fit model", when people observe others acting in a way that is incongruent with their prescribed gender roles, they sense that something about that person is not right and simply does not fit with how things ought to be. In accordance with the Heilman's lack of fit model, this may apply also to women of Tanzania that they are not fit to work as fire-fighters. Angerfeldt (2010) perceived lack of fit model between the requirements of traditionally male jobs and the stereotypic attributes ascribed to women is therefore likely to produce expectations of failure. Regarding various researches and reports gender inequality especially women access to job opportunities, various theories and models have been formulated to explain this phenomenon. Therefore for the purpose of this study the following theories will assist to achieve the objectives of this study.

2.2.1 Theories of Employment Discrimination

There are at least three approaches that deal with employment discrimination; these are the internal labour market, the dual labour market and the human capital approach. All these three approaches try to explain the position of women in the employment opportunities, and the various positions they hold in the work place.

2.2.1.1 The Internal Labour Market Approach (ILM) Theory

The ILM is defined as an enterprise within which the pricing and allocation of labour is governed by a set of administrative rules and procedures (Doeringer and Piore,

1971). This theory explain the extent to which dissimilation manifests itself is a consequence of the Operation of the ILM. This involves two main aspects, the first aspect is the extent to which enterprises with well developed Internal labour markets fail to hire workers of equal ability as a consequence of cheap screening devices or excessive use of credentials and second one is the extent to which workers in a certain disadvantaged groups fail to advance through the organizational hierarchy.

Barriers to entry into the internal labour market include screening devices, credentials, employment tests and interviews narrow channels of recruitment, misconception and job stereotypes, employee organizations and trade union polices. At the post entry level, the Internal Labour Market is concerned with numerous transactions that occur inside an organization affecting employees in such matters as promotion demotion or transfer.

Discrimination may occur with respect of each of these factors including the level at which an individual was hired, the rate of wage increases once hired and the rate at which he or she moves up through the organization hierarchy. Minority group workers and women are being denied promotion by restrictive promotion criteria, by limitations upon the positing and bidding arrangements for Internal recruitment, by restricting both ministries and women to the lower paying job classifications and by damnatory seniority systems.

This theory is relevant to this study because it explains the various factors that restrict women from being promoted to higher posts and narrowing the chances for recruitment. Stereotyping is another factor that limits women to fit in some kinds of

jobs. These jobs include such as of military nature, fire fighting jobs and mining jobs. All these kind of jobs have eliminated women from getting the available opportunities.

2.2.1.2 Dual Labour Market Approach (DLM) Theory

The dual labour market (DLM) theory divides the labour market into two sectors, the primary and secondary sectors. The former is characterized by high wages and fringe benefits skilled jobs with opportunities for further training and promotion, employment stability and high level of unionization; while the latter is characterized by just the opposite. A high concentration of males is to be found in the primary sector while there is disproportionate number of females and other minorities in the secondary sector. Mobility barriers prevent movement of workers from the secondary to the primary labour market.

This theory is useful to this study because it explain that women have no access to greater position in working organizations, and this is because they are less skilled compared to men and are employed to lower cadres such as helping staff and not technical staff. In the field of education, schooling is not only regarded as one of the roads to development but also as one of the basic necessities of life which all Tanzanian should equally enjoy in order to become well rounded and fully developed human beings. Asayehgn (1979) further pointed out that an analysis of the Tanzanian data using parental educational attainment occupation and monthly income as a measure of social status indicate, as else where when compared with their male counterparts, the female cohort enrolled in the post secondary institutions and the

women graduates employed were daughters of the relatively well-to-do. The appeals that women lacked to education and therefore the chances for employment opportunities were limited. Limiting women to employment opportunities contributes significantly to the country's ability to fully utilize all factors of production, particularly the human capital. We can encourage people to create gender relations that are empowering rather than oppressive Meena (1996). Meena (2009) in her study points out that females register a higher rate of unemployment than males in all areas of mainland Tanzania. In Dar es Salaam, the female rate stood at 40% in 2006 while the male rate was 19.2%. This shows that females have a limited access to employment opportunities rather than males.

2.2.1.3 The Human Capital Theory

While the ILM and the DLM theories emphasise the structure of labour demand as reflected in the characteristics of the industry occupation, region and firm in which workers are employed; the Human capital approach emphasizes the structure of labour supply. According to advocates of the human capital theory, it is argued that many minority workers and women lack human capital such as education, training experience etc.

Thus it is not only the structure of economic environment in which individuals and minority groups work as suggested by dual labour market theory but also the characteristics of individuals which keep them in low income and low level jobs. The theory is relevant to our study, particularly to Tanzanian environment whereby traditionally and built belief women are not supposed to get formal education

because they are home made labourers. So this belief set aside women in employment opportunities compared to men. This traditional belief stick appeal in some employment authorities that do not accept women abilities in performing some of the duties.

2.2.2 Empowerment Theory

The Kenter's (1993) empowerment theory is promoted in work environments that provide employees with access to information, resources, support and the opportunity to learn and develop. Kluska *et al.*, (2004) have noted that Psychological empowerment includes feelings of competence, autonomy, job meaningfulness and an ability to impact the organization, more accountable for their work, and better able to fulfil job demands in an effective manner (Degnar, 2005). Kenter's theory has been widely applied to the practice of professional nursing (Hesker *et al.*, Mangold *et al.*, 2006; Siu *et al.*, 2005) showing how structures within the work place that facilitate access to resources can empower employees to accomplish their work in more meaningful way.

However Kenter's theory does not directly relate to our study, but it services in the manner of empowering women employees in the organization by engaging them in managerial position that will allow them to make decisions in executing the organization functions. This means that when women are empowered to exercise their skills and powers, performance can be highly improved. In this case women should be empowered both in academic access and in employment opportunities to enhance the slogan of equality and gender balances in work place. Women are

frequently offered little support since they are not in control of the relevant political and economic structure and institutions.

2.3 General Discussion

Gender inequality increases poverty as failure to give prominence to women responsibilities at the expense of men's results in wrong or unstable policies (Ziso, 2009). Many women in Tanzania do not have the same opportunities as men for education and economic independence (Betron, 2008). The 2004 demographic and health survey found that 64% of men complete primary education, while only 58% of women do the same (National Bureau of Statistics, 2005). Betron (2008) argue that girls in the family have been placed as workers. Para 22 of the Tanzanian constitution provide for equality of opportunities of equal rights through equal terms and condition to hold public office.

The various amendments in the constitution provides for affirmative actions to rectify historical gender imbalances in women access to represent organs of state such as Parliament and Local Council (URT, 1998). Like wise the Zanzibar Constitution article 2 provides that all citizens of Zanzibar have a right to work and right to equal opportunity within the framework of equality principle and furthermore, all people are entitled to equal remuneration for work done without any discrimination. Tanzania has also signed some ILO conventions some of which prohibit discrimination based on gender. These include ILO 100 and 111 conventions concerning discrimination in respect of employment and occupation (APRM, 2009). (Meena, 2009) argues that both the United Republic of Tanzania and Government of

Zanzibar have put in place laws which promote equal opportunities and ban discriminatory practices at work place. The Tanzania government domesticated the ILO Labour standard through honouring two pieces of legislation these are The National Employment Services Act 1999 which provides for equal opportunity to men and women in accessing employment within the United Republic of Tanzania (URT) and the Employment and Labour Relations Act 2003 which prohibits discrimination at work place on the basis of sex, marital status, pregnancy or disability (URT 2003).

Meena (2009) argue that participation of females in tertiary and university education is low compared to male counterparts. The low participation of women in tertiary and university education does influence their level and nature of their participation in decision-making process and less access to employment opportunities.

The Public Service Management and employment policy together with the public service relations have provided an environment for promoting equal opportunities and eliminating discrimination and biases against women (URT, 2005). The report further the effort done by Government in establishing a number of programmes and projects in promoting rural and urban self-employment with emphasis in availing more employment and opportunities to poor women (URT, 2005). (URT 2008) point out that women are generally at a disadvantage in accessing social benefits.

A great deal of discriminatory power is vested in the heads of local bureaucrats, who may use this capacity to effectively exclude women and other vulnerable groups from social protection systems. The report further argues that for women it is 12.6

percent compared to men. Krogh *et al.* (2009) argues that many governments have failed to demonstrate explicit leadership and political will to supporting employment for women. The education gap is another factor that has implication for the ability of women to access economic opportunities later in life.

Masika and Joeker (1996) assert women's lack of education and training contributes to their lower earnings. Lower returns to female labour force participation also act as a disincentive to future investment in female education, perpetuating a vicious circle. In addition employers use lack of education and experience as a screening device to exclude women from employment. According to World Bank (1995) legislations that exist in many countries prevent women from working in certain kind of occupation (e.g mining, occupation requiring shift or night work). Employers often select between female workers using criteria not applied to men, with age, marital status, number of children and appearance being major factor affecting employer's attitudes toward employing women workers. Men's and women's career histories accordingly tend to diverge at certain life cycle events, such as marriage age, and children may lesser women's access to employment opportunities whilst they tend to increase men's.

2.4 Empirical Studies

Various studies have been done concerning women access to employment. These studies has been done in both developed countries and less developed countries in order to find out what has been left out for women to access employment opportunities like men. The various scholars who did study access to employment

opportunities include Floro and Meurs (2009) whose work was "Latin America on global trends in women's access to decent work", they used labour forces participation rates to measure access to employment. The study revealed that the world as a whole, female labour force participation rate is held steady 1996-2006 at about 53%.

These rates, compare to male participation of above 80%, women still significantly lag behind in access to employment. The study further revealed that due to complex mix of factors, including household duties, education background, discrimination, social norms and personal advices, women are more likely than men to be in part time or temporary work, to be in the informal sector or to be doing home work or unpaid labour in family enterprises, and to be concentrated in certain types of jobs, usually those at the lower pay and lower status scale. This study was done in a country where economy, culture and norms, political and the level of development is much different from Tanzanian settings.

Hersch (2006) did a study on sex discrimination in the labour market in United States of America. The study revealed that there is unexplained gap due to difference in choices in the amount of time and energy devoted to a career that the greater proportion of women had part-time work and were employed in the non-profit sector. Further the study revealed that there is a rising wage because of an increase in the returns to skills. The study revealed that women still comprise the vast majority of those employed as nurses, pre-college teachers social workers and office and administrative support workers. Most engineers and construction workers are men. In

the interest of this study the researcher finds that still there is a gap to be studied because the environment, economic development, working environment in which the study was conducted is quite different from Tanzania.

Esteve – Volat (2004) conducted a study in India on gender discrimination and growth. Focus discussion and participatory method was employed in the course of conducting this study. The study revealed that many social practices from a religions or cultural point of view leave women out of economic mainstream. These social practices may have profound economic consequences because they do not allow society to take advantage of the talents inherent in a woman. The study further found that parents are willing to pay for their daughters' primary education if they have the means but not the extra amount needed for higher education, because women are not expected to enter the labour force in the future. Besides the study found that gender discrimination in managerial positions implies a misallocation of talents that lead to lower economic growth. The study was conducted in India where culture settings, reliquaries aspects, economic development are not the same as what is found in Tanzania. Apart from that the study also concentrated on how women can contribute to economic growth when they are given chances in managerial position in the labour market.

Kuhn and Shen (2012), conducted a study on gender discrimination in job ads, in China. The study revealed that employers are more likely to request women in the occupation, industries, age categories, education levels and wage levels where women are also more likely to work. This pattern suggest that voluntary affirmative

action a practice of deliberately seeking to increase hiring of the ministry gender in a given occupation or job is not a wide spread motivation for the gendered job ads. The study was conducted in economic environment and laws and policies which can not exactly fit ours.

Rutazaa (2005) did a study on Tanzania women and access to law in Kilimanjaro. The researcher employed a focus group discussion whereby it was found that the traditional clan laws are very powerful and influential in their lives. Further, the study revealed that, the customary and religions practices are discriminatory against women. They don't consider human elements. The main idea is that the men are always correct and perfect, whatever they decide, women must agree without objection. This goes further even in the employing authorities by considering men being employed first rather than women. Men are given the first place in the employment opportunities compared to women. The study was conducted in the Kilimanjaro region, where employing authorities are fewer then what is found in Dar es Salaam.

Betron (2008) conducted a study on gender-based violence in Tanzania. An un-sent of policies, service and promising interventions. The researcher employed interviews in government offices and focus group discussion with men, women, boys, and girls. The study revealed that many women in Tanzania do not have the same opportunities as men for education and economic independence. Focus group participants affirmed that especially in poor families, boys' education tend to be valued more than girls' and that girls may be taken out of school to assist in domestic

responsibilities. In this case the chances of women to employment opportunities are narrowed compared to men's. Therefore, even if a girl goes to school and get educated, the parents see that as a loss since she will get married and benefit another family.

2.5 Research Gap

In the literature reviewed the researcher find various hindrances that limit women to access employment opportunities in the employing authorities. Such hindrances include norms and culture, traditional laws, access to education, necessary skills required to get employed, general belief that women can not perform duties as men; all of these are factors that set aside women in accessing employment opportunities.

2.6 Conceptual Framework

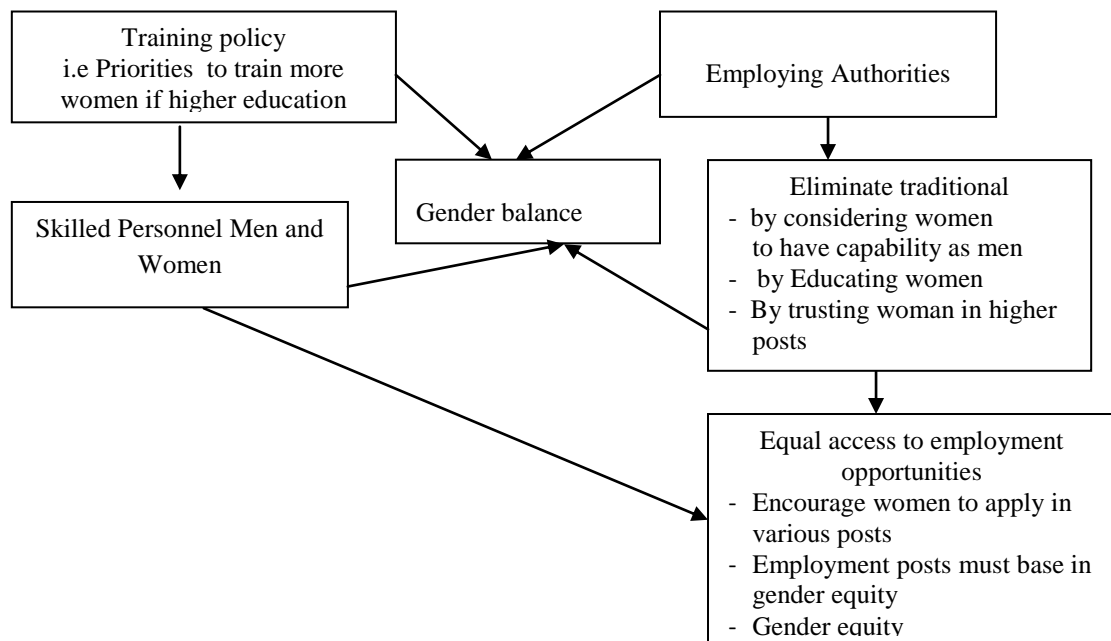


Figure 1.1: Conceptual framework

Source: Researcher

Figure 1.1 above explains the way employment opportunities can be balanced without discriminations. The following variables when well followed might minimize or eliminate discrimination to women in employment. Training policy: this means that when there are good training policies, which cater to both men and women, it will provide equal opportunities for men and women. In this case women will hold equal ranks as men.

These factors has been found, both to most developed countries like United States of America, China and less developed countries like Tanzania. The researcher finds that this is the gap that needs to be covered in this study because of the differences that are found to exist in various countries where such kind of studies were conducted. Not only that but the methodology employed in conducting these studies, were mostly focus group discussion approach.

Having men and women with equal skills allow women to have strong skills as those men posses therefore enable them access position in various employments.

Equal access to employment opportunities is possible only when women have enough training as those men have. The traditional belief that women are the house keepers and therefore they are not supposed to be employed in high ranked cadres will also be eliminated.

Employers should shake sure the available policies and laws regarding equal employment opportunities are being implemented as stipulated. Not only that but

also actors in those policies and laws should be informed enough to recognise the position of women in the employment opportunities

Gender balance in the employment sector will be met when the above variables are taken into consideration.

CHAPTER THREE

3.0 RESEARCH METHODOLOGY

3.1 Research Paradigm

Kothari (2004) define research methodology as a systematic way employed to solve the research problem. This case the chapter presents the methodology that was used in this study. The study is organized in the following sections. Research design, area of study, population studied, sampling technique, sample size, data collection methods, data analysis, data validity and reliability ethical considerations and establishing rapport.

3.2 Research Design

Research design is the conceptual structure within which research is conducted; Kothari (2004) stated that research design constitutes the blue print for the collection, measurement and analysis of data. In the study research design is needed to facilitate the easy forward moving towards the manipulation of the various research operations thereby making the research resulting in maximal information with minimal expenditure of time and money. The study used a descriptive case study of the Ministry of Home Affairs in the Fire and Rescue Department. The choice of the method is because of its flexibility and it can be collaborated with other methods and it is limited to a specific area.

3.2.1 Area of the Study

The study was conducted in the Ministry of Home Affairs in the Department of fire and Rescuer Department headquarters. The researcher had a chance of collecting the useful information because she is among of the employee in the force.

3.2.2 Study Population

Population refers to the complete set of cases or group members (Saunders, Lewis and Thornhill, 2007). The Fire and Rescue Force has population of 10,320 in the country, 138 are at the headquarters out of which 52 are women. At the top there is a Commissioner Generally, 3 commissioners and 6 Deputy Commissioners, 4 Assistant Senior Commissioners, 8 Assistant commissioners, and 4 Senior superintendents. 11 there case 63 are in the management team and the remaining 1257 they are those who do various operations work. In the whole team of 63 are no women in the management.

3.2.3 Sample and Sampling Techniques

Sampling is the process of selecting units, is concerned with the selection of a subset of individuals from within a statistical population to estimate characteristics of the whole population. The researcher used stratified and random sampling whereby stratified sampling method is used when representative from each subgroup within the population need to be represented in the sample and Random sampling is whereby each item or element in the population has the same probability of being selected as part of the sample as any other item (Westfall, 2009). The researcher used them because stratified gives a space for the researcher to group the population into commissioner and non-commissioned officers.

3.2.4 Sample Size

In this study the researcher selected 30 staff out of 138 employees at the Fire and Rescue headquarters. In this sample size 10 are commissioned officers and 20 non commissioned officers. The 30 employees selected are: the Commissioner General, 3

commissioners, 4 Deputy Commissioners and 2 Senior Assistant Commissioned Officers of the rank from Assistant Inspectors to Assistant Commissioners, and 12 are the non Commissioned Officers.

3.3 Data Collection

Data are the facts that provide valid information in making decisions. Saunders, Lewis and Thornbul (2007), refers data to be facts, opinions and statistics that have been collected together and recorded for reference or for analysis. These are divided into two categories, the primary which are collected by researcher for the first time, these may include observation, and interviews. The secondary data refers to data that were collected earlier. These may be found in various forms such as organizational reports, newspapers, magazines, books and in museums.

3.3.1 Primary Data

The primary data are those data that are collected by the researcher for the first time. These are original data that are collected for a specific research goal Hox and Boeije (2005). Primary data are in most cases collected through various methods. These include interviews questionnaires and observations.

3.3.2 Secondary Data

These are the type of data that has been collected earlier by other researchers (Hox and Boriye, 2005) such data may include official statistics, administrative records or other accounts kept routinely by organization. Not only that but also they may be found in Magazine, books, organizational reports and in museums.

3.3.3 Data Collection Methods

The researcher collected the valuable data through questionnaire, whereby according to Kothari (2004) questionnaires are the list of questions that respondents answer. Questionnaires of open and closed ended were developed and distributed to respondents aiming at getting primary data. Interview involves presentation of oral – verbal responses Kothari (2004). The researcher interviewed different staff members in the Fire and Rescue Department who fall under the sample population. An open ended interview and interview guide were used to enable the researcher to obtain the first hand information from the interviewees.

3.3.4 Documentary Review

The researcher also went through documentary data source which provided relevant information regarding the women access to employment opportunities. The documentary review included different textbooks, journals, pamphlets, various leaflets, reports and other relevant material to the study found in the organization.

3.4 Data Analysis

After the collection of research data were analysed and interpreted. Shajan (2009) argues that the purpose of data analysis is to build up a sort of empirical model, discriminate, cluster and canonical analysis. With suitable examples descriptive data analysis was employed as a tool of analysis. The analysis was on the statement of the problem, the research objective and research questions. The data from the questionnaires were coded and then statistical analysis programme was employed. This is well known as software package for statistical science (SPSS), it was used to

process the collected data. Frequencies and percentages were used to summarise the data collected.

3.5 Data Validity and Reliability

Sounders *et al.* (2007) refer data validity as the extent to which data collection methods accurately measure what they intended to measure. Sounders *et al.* (2007) refer data reliability as the extent that the collected data will yield the expected results.

In line with the above definition and budgetary and time constraints, the method that was used ensured reliability and the use of various methods in the study explicitly ensured sufficient validity of the results obtained in the study.

3.6 Ethical Issues

Ethical issue are trues that a researcher need to aside by when conducting a research and therefore it is the task of the researcher to ensure no harm occurs to the participants who assist in giving full information for your study.

3.7 Establishing Rapport

Appropriate procedure was followed in conducting this study. The letter of permission to collect data was obtained from the office of the Vice-Chancellor of The Open University of Tanzania. The authority where the data was collected was consulted.

CHAPTER FOUR

4.0 RESEARCH FINDINGS, DATA ANALYSIS AND DISCUSSION

4.1 Introduction

This chapter presents research findings, data interpretation and discussion based on the research objectives and research questions. The general objective was to investigate the rights and equal access of women in employment sectors in the ministry of Home Affairs as one of the public entity. A sample of 50 employees who were employed was given the questionnaires and 46 questionnaires were returned. The respondents' characteristic was based on gender, age and marital status which were considered to be some potential in giving relevant answers to the research and it was analyzed as follows:

Table 4.1: Respondents' Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	16	34.8	34.8	34.8
	Male	30	65.2	65.2	100.0
	Total	46	100.0	100.0	

Source: Field Data

4.1.1 Gender

Out of forty six respondents (56.5%) were males and 43.5% were females as indicated in the Table 4.1. There was no gender bias during distribution which led to these results. In addition it is also true that the Home Affairs office employs more men than women.

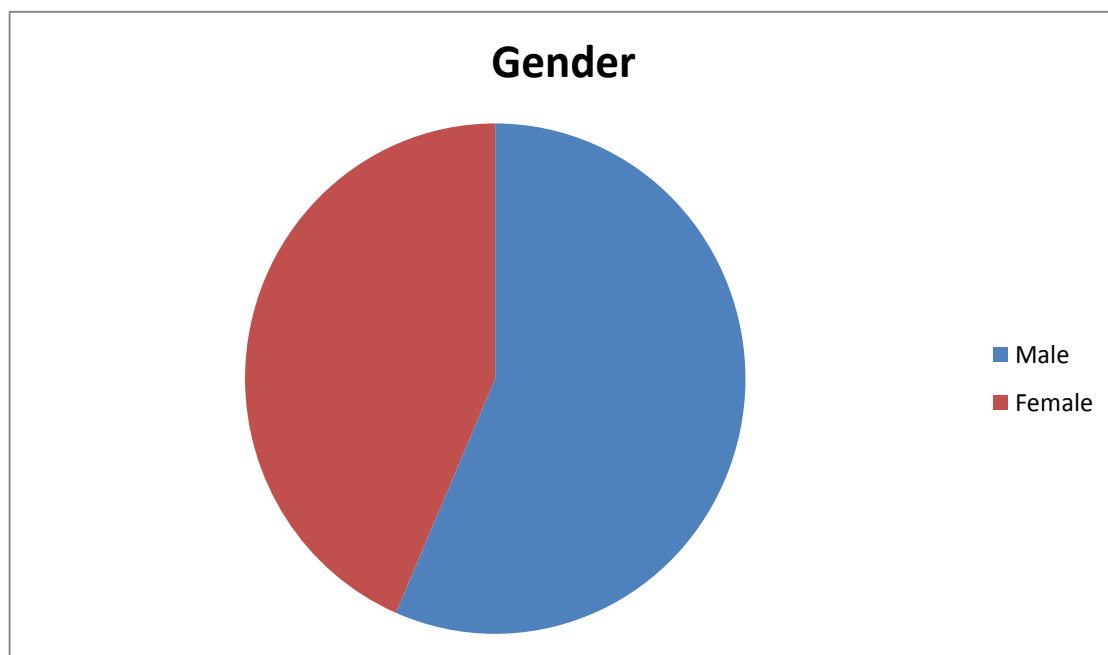


Figure 4.1: Respondents' Gender

Source: Field Data

Table 4.2: Respondents' Age distribution

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Between 18-30	7	15.2	15.2	15.2
	Between 31-50	33	71.7	71.7	87.0
	Between 51-60	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

Source: Field Data

4.1.2 Respondents' Age

The majority of the respondents were adults aged between 18 to 60 years as shown Table 4.4. The age of the respondents in Table 4.2 ranged between 18-30 carries 15.2%, 31-50 carries 71.7 % and 51-60 carries 13% of the entire sample size of 46 respondents.

In Figure 4.2 the age of the majority respondents lies in the range of 31-50 years as shown in the histogram with a frequency of 33 while the age ranged between 18-30 had a frequency of seven and the lowest frequency was in the age ranged between 51-60 which was six and the normal distribution curve is skewed to at the age of range between 31-50.

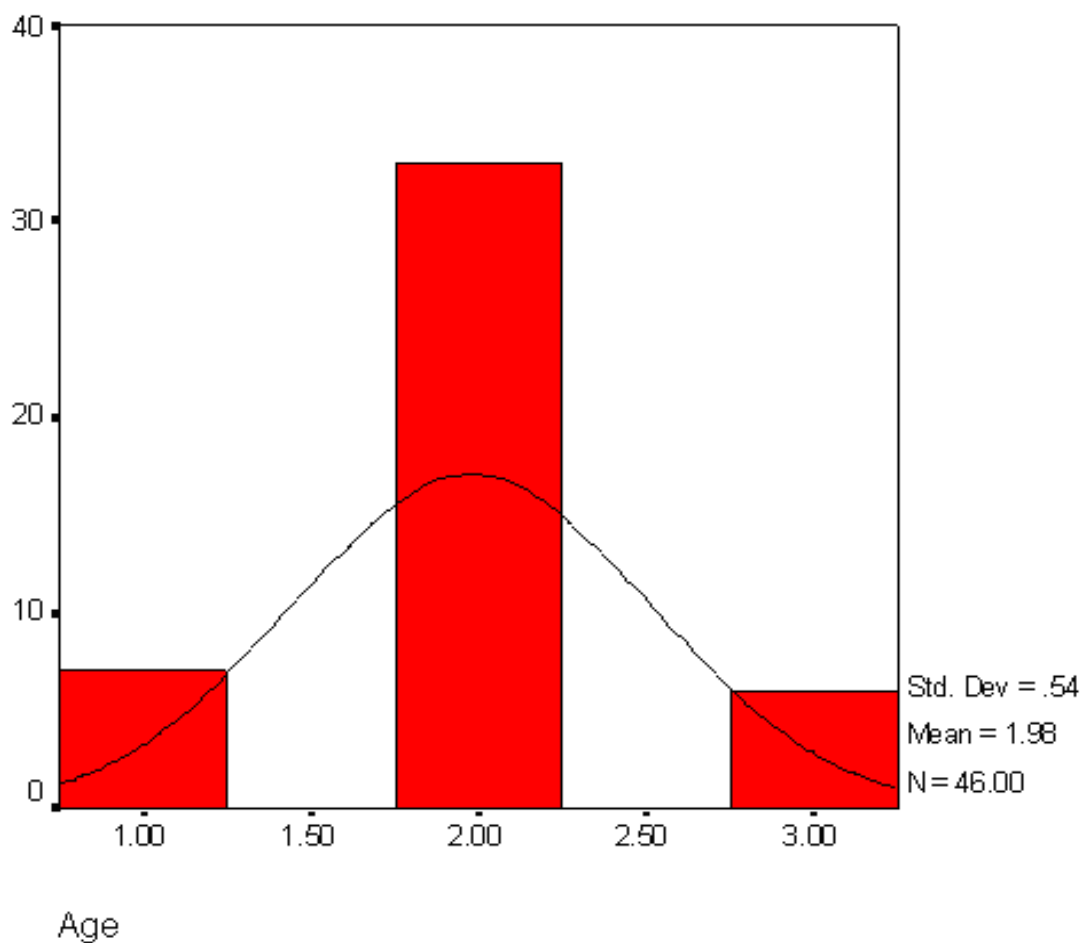


Figure 4.2: Respondents' Age

Source: Field Data

Key: 1=age between 18-30

2 =age between 31-50

3=age between 51-60

4.1.4 Marital Status

Table 4.3: Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	27	58.7	58.7	58.7
	Single	19	41.3	41.3	100.0
	Total	46	100.0	100.0	

Source: Field Data

The respondents' marital status had the following distribution; single were nineteen (19) respondents (41.3%) and married respondents were twenty seven (27) (58.7%). Majority of respondents were responsible persons who need sufficient income for their daily survival. The distribution shows that employees at Home office are family people whether are women are male staff. The Table 4.4 shows how the statistics research questions were tabulated from questionnaires while the research questions were named as x, y, z, k and q during the data entry in software as shown. All the forty six (46) respondents responded to the questions as shown Table 4.4.

Table 4.4: Frequencies Statistics of the Research Questions

		(x)Do advertisements for employment opportunity in the Ministry of Home Affairs encourage women to apply for the vacancy advertised?	(y)To what extent do women hold lower ranks than men in the Ministry of Home Affairs?	(z)What are the strategies that have been put forward to encourage women to apply and join in the fire and rescue force?	(k) Do employed women in the Ministry of Home Affairs involve in decision-making and assume main responsibilities?	(q)Does the nature of working environment affect the employment opportunity for woman?
N	Valid	46	46	46	46	46
	Missing	0	0	0	0	0

Source: Field Data

How advertisements for employment opportunity in the Ministry of Home Affairs encourage women to apply for the vacancy advertised?

Table 4.5: Response to Advertisements for Employment Opportunity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	5	10.9	10.9	10.9
	No	41	89.1	89.1	100.0
	Total	46	100.0	100.0	

Source: Field Data

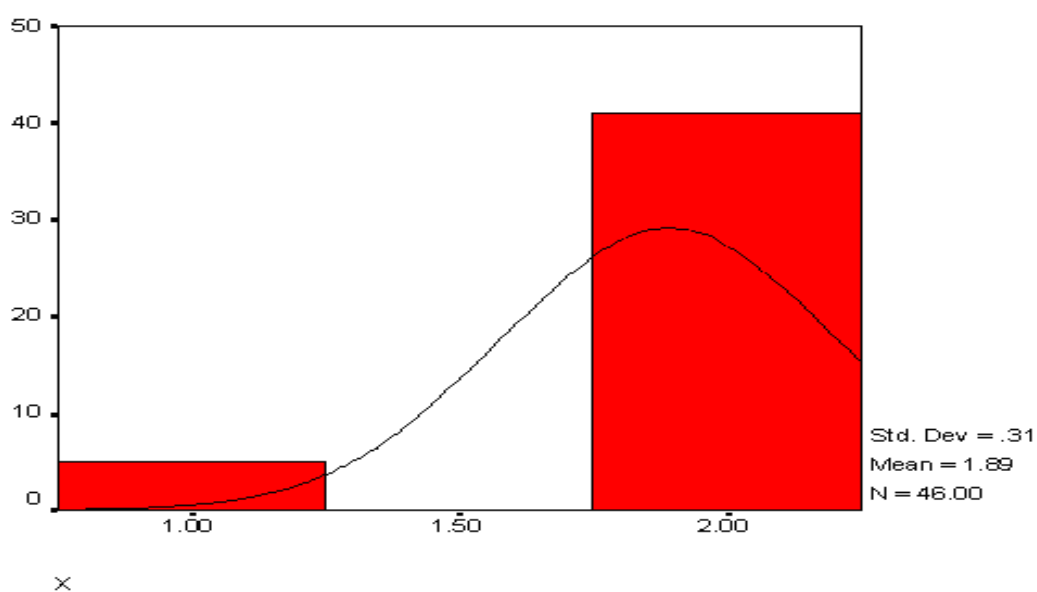


Figure 4.3: Response to Advertisements for Employment Opportunity

Source: Field Data

Key: 1=No

2= Yes

From the Table 4.5 89.1% of the respondents disagreed that advertisement for employment opportunity in the Ministry of Home Affairs encourage women to apply

for the vacancy advertised and 10.9% said yes. This is evidenced by Floro and Meurs (2009) who also found that the process of advertisement is not friendly to all applicants, only a portion of group of people find it ok. This analysis was then represented in histogram and normal distribution curve as shown in Figure 4.3. The normal curve is skewed to the option of NO response with standard deviation of 0.31; hence the majority of respondents disagreed about the advertisement for employment opportunity in Fire Brigade.

To what extent do women hold lower ranks than men in the Ministry of Home Affair?

Table 4.6: Women Hold Lower Ranks than Men

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agreed	34	73.9	73.9	73.9
	Nil	12	26.1	26.1	100.0
	Total	46	100.0	100.0	

Source: Field Data

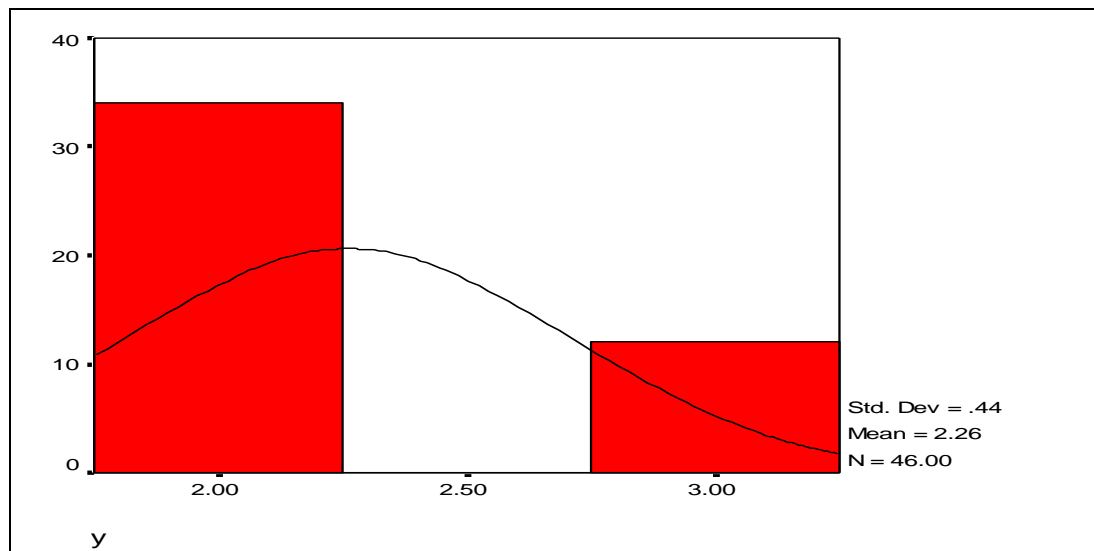


Figure 4.4: Women Hold Lower Ranks than Men

Source: Field Data

Key: 1= Strongly agreed

2= Disagreed

3= Nil

The results shows that respondents who responded by disagreeing the possession of lower rank by women. Instead 73.9% of respondents strongly agreed and 26.1% did not respond at all. The analysis went further by analyzing in histogram with a frequency of 34 in “Strongly agreed” option and 12 for those who remain quiet; in a normal curve the graph is skewed to the “Strongly agreed” option as shown in Figure 4.4. Therefore it is an evidence that very few women hold high ranks at home office. This is due to the fact that women were in the first place discouraged to join Home office especially the forces. Many joined as sport women or entertainers. Hence became very difficult to assume high ranks. However the situation is gradually changing as now academic and profession is considered and not only masculinity.

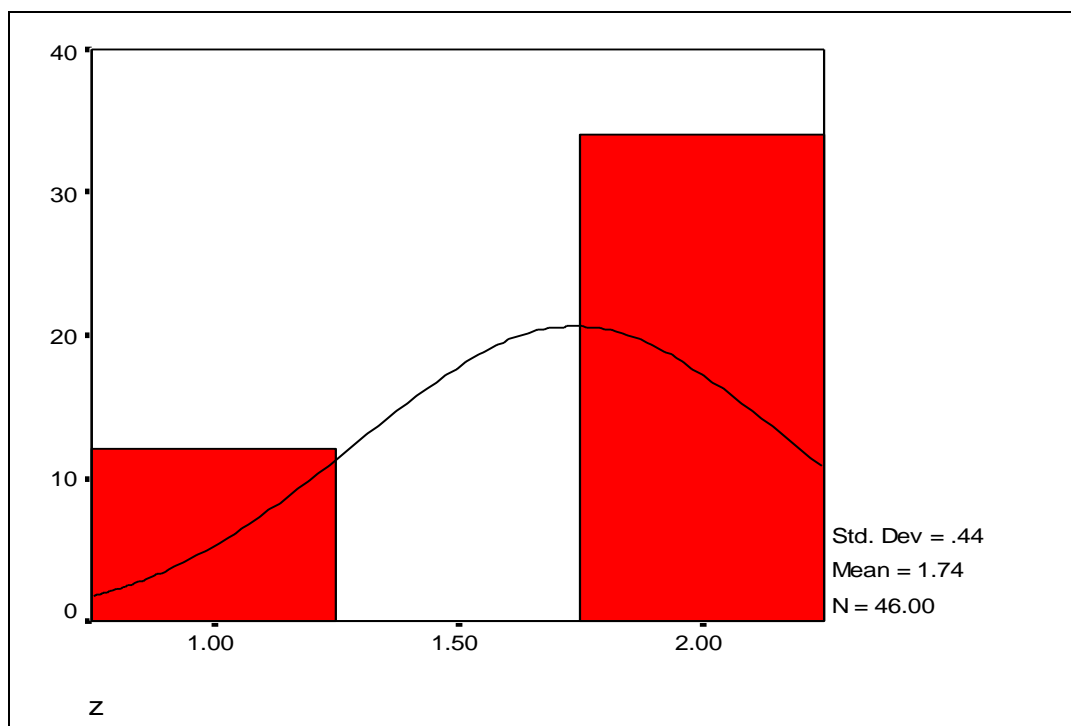


Figure 4. 5: No Strategy and Strategy for Employment Opportunity

Source: Field Data

Key: 1=Strategy,

2= No Strategy

Strategies that have been put forward to encourage women to apply and join in the fire and rescue force.

Table 4. 7: Strategy to Encourage Women to Join Fire and Rescue Force

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strategy	12	26.1	26.1	26.1
	No Strategy	34	73.9	73.9	100.0
	Total	46	100.0	100.0	

Source: Field Data

The simple analysis of encouraging women to apply and join in the fire and rescue force was as shown in the Table 4.9 in which 26.1% respondents agreed and 73.9% respondents disagreed. In Figure 4.5 the strategy put forward to encourage women to apply and join in the fire and rescue force were analyzed by using the histogram and 12 responses were for yes there was strategy, while 34 responses were for no strategy to encourage women. Hersch (2006) points out that women joining fire brigade are discouraged due to hard training. The percentage distribution for yes and no was 26.1 and 73.9 respectively as shown in Table 4.9 while in a normal distribution curve the results skewed to the yes as shown in Figure 4.5.

Do employed women in the Ministry of Home Affair involve in decision-making and assume main responsibilities?

Table 4.8: Women Involvement in Decision-Making and Main Responsibilities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not involved	30	65.2	65.2	65.2
	Involved	16	34.8	34.8	100.0
	Total	46	100.0	100.0	

Source: Field Data

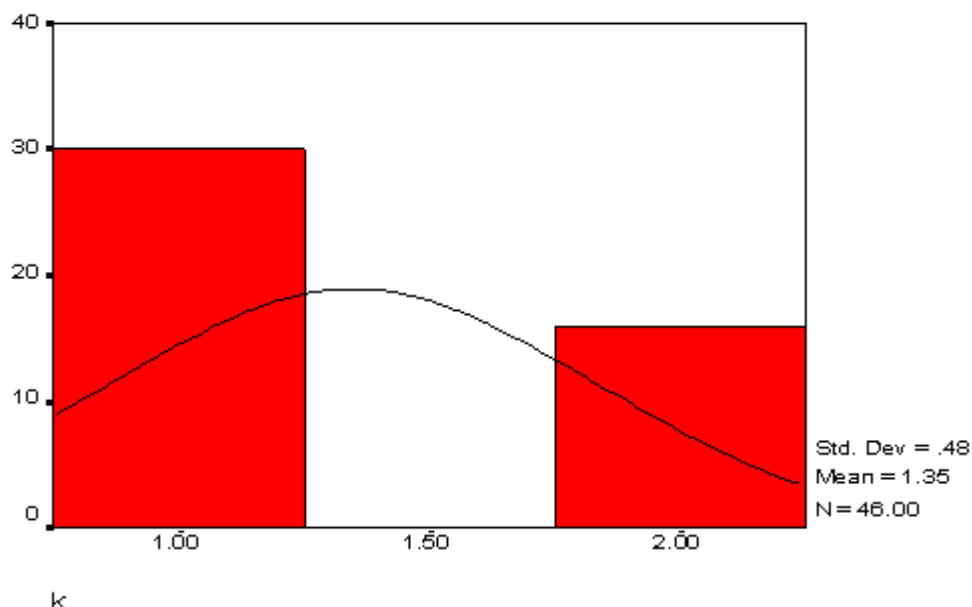


Figure 4.6: Involvement and no Involvement of Women in Decision-Making

Source: Field Data

Key: 1= Involvement, 2= Not involved

The analysis of involvement and no involvement of women in decision-making was revealed as shown Table 4.10 with 65.2% of respondents for no involvement and 34.8% respondents for involvement. In Figure 4.6 the response to no involvement was thirty while for involvement was sixteen as shown in histogram and the normal distribution curve is skewed to the part of no involvement.

Does the nature of working environment affect the employment opportunity for women?

Table 4.9: Nature of the Working Environment and Employment Opportunity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	28	60.9	60.9	60.9
	No	11	23.9	23.9	84.8
	Nil	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

Source: Field Data

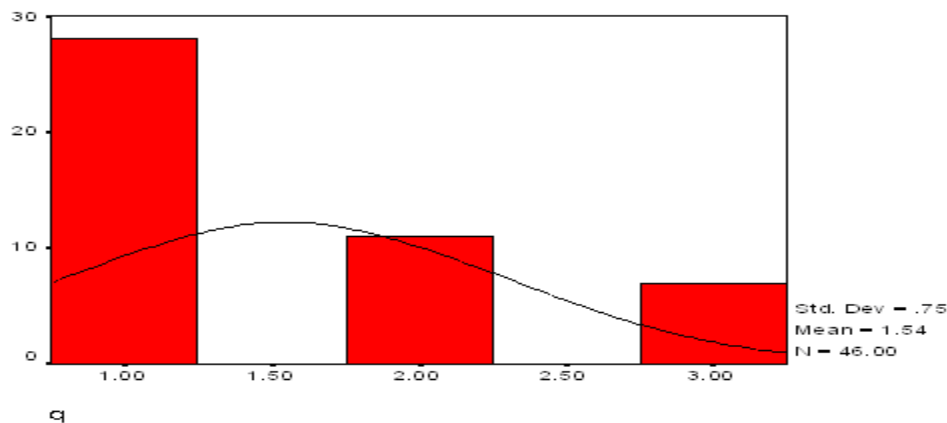


Figure 4.7: Nature of the Working Environment and Employment Opportunity

Source: Field Data

Key: 1= Yes

2=No

3=Nil

In Table 4.11 60.9% of the respondents agreed that the nature of working condition affects the employment opportunity while 23.9% disagreed and 15.2% didn't respond. The results were analyzed further in Figure 4.7 using the histogram and the normal distribution curve, in the histogram the response to "Yes" option was 28, and 11 to "No" option and 7 didn't respond. The normal distribution curve is skewed more to the "Yes" option.

The findings show that due to the nature of the work like combat methods and hard training do discourage many women to join in the first place. Due to the fact that very few women join resulting into fewer and fewer women being promoted. This was also evidenced by the study of Kuhn and Shen (2012), in China who reveals that women are likely to join jobs that are not involving muscular work they prefer to teller jobs or clerical works.

CHAPTER FIVE

5.0 CONCLUSION AND RECOMMENDATIONS

5.1 Introduction

This chapter provides the conclusion of the study and recommendations to the government through the Ministry of Home Affairs. As an employer to create some favourable environment for her employees. It plays a role in improving the working condition and their working responsibility. This chapter will also shed some light in areas of further research.

5.2 Conclusion

The impact of vacancy advertisement has shown a great effect in rights and equal access of women in employment in the Ministry of Home Affairs. There was a chain mechanism which started from the mode of advertisement, recruitment and employment opportunities which lead to unequal opportunity for employment in the fire and rescue brigade.

The mode of advertisement has caused a number of women in each sector from the front line operators to higher rank commissioners to be less. This has resulted to less or no involvement of women in decision making. From the research findings the rights and equal access of women in employment in public sector was impossible. Hence the pioneers of gender network development programme in the country can play their role by advising the government through the ministry of home affair to make same amendments in the process of employment.

5.3 Recommendations

The researcher recommends that there is a need for the government through the Ministry of Home Affairs to encourage women to apply for the employment vacancies by increasing the number of women applicants. By increasing the number of women applicants the participation of women in decision-making and main responsibility will be greater than the current situation.

In addition women are encouraged to remove the negative stigma to the home affairs jobs like Police, immigration and fire brigade forces that are perceived as are for men. Currently due to the introduction of science and technology in the work places women can serve better. Another area which was observed to be a barrier of equal access and opportunity to women employment in Home affairs Fire and Rescue Brigade was the salary. Although it was a problem to both the sexes but if women can be given priority in their starting salary and allowances it would encourage them to full involvement in the masculine jobs. The motivated women staff will encourage other women to apply.

5.4 Areas for Further Study

There is a need for carrying a further research on the consequence faced by women in the public sector (Fire and Rescue Brigade) and its impact on work performances.

Since the undertaken study has been conducted in Dar es Salaam as a city, then there is a need of conducting the same study in rural areas due to variation of the environment and working condition, this may reveal some challenging results.

REFERENCES

- Abbas, Q., Hameed, A. and Waheed, A. (2011). Gender Discrimination and Its Effect on employee performance/productivity. *International Journal of Humanities and Social Science*. Vol 1 No.15 (special issue – October 2011).
- African Peer Mechanism Report (Tanzania Report) APRM) (2009). Unpublished report.
- Aginatha Rutazaa (2005). Tanzania women and Access to law. The case of Kilimanjaro.
- Allafrican.com (2010) Tanzania Battered women find safety in house of peace. Gender equality in Tanzania.
- Angerfeldt, M. (2010). What does Gender have. *Journal of Economics*. Vol. 2 No.78.
- Asayehgn, D. (1979). *The Role of Women in Tanzania. Their Access to Higher Education and Participation in the Labour Force*. International Institute for Educational Planning: UNESCO.
- CEDAW (2007). Consideration of Report submitted by states parties under article 18 of the convention on the elimination of all forms of Discrimination of women. Tanzania, combined Fourth, Fifth and Sixth Periodic Reports of states parties. CEDAW/C/TZA/4-6, Index 2010 rankings.
- Cooray, M. (1996). *The Australian Achievement: From Bondage to Freedom*.
- Cuddy, A.T.C., Fiske, S.T., and Glick, P. (2004). When professionals become mothers warmth does not cut the ice. *Journal of Social Issues* vol.60, pp 701-718.

- Curdova, A. (2005). Discrimination Against women in the work force and the workplace: Czech Republic, Socialist group. Parliamentary Assembly. Doc.10484.
- Degner, L. (2005). Knowledge Translation in Paliative care: can theory help? *Canadian Journal of Nursing Research*, 37(2) 105-113.
- Doeringe,r P.B. and Piore, M.J. (1971). Internal Labour Markets and manpower aanalysis. Lexington, Mass, D.C. Health & Co.
- Eagly, A.H. and Karau, S.J. (2002). Role congruity theory of prejudice towards female leaders. *Psydrological Review*, 109,573-598.
- Este – Volart (2004). *Gender Discrimination and Growth: Theory and Evidence from Indea*. London school of Economics and Political service. London WeZA 2 AE.
- Eth Healey, J.F. (2010). *Race, Thmty Gender and Class. The Soliology of Group Conflict and Change* 5th Est. SAGE Publication.
- Gendernet (2011). Women Economic Empowerment. *Issues papers* April,2011. DAC Network on Gender Equity.
- Hakini, C. (2006). Women, careers and work-life preferences. *British Journal of Guidance and counselling*, Vol. 34 No. 3.
- Heilman, E.E., Wallen, A.S., Fuchs, D. and Tamkins, M.M. (2004). Penalties for success. Reaction to women who succeeded at male gender-typed tasks. *Journal of applied Psychology*, Vol. 89 pp 416-427.
- Heilman, M.E. (1983). Sex Bias in Work Settings. The lack of fit model. *Research in Organizational Behaviour*.

- Hersch, J. (2006). Sex Discrimination in the Labour Market. Vanderbilt University Law School. 131 21st Avenue South Nashville, TN37203 USA.
- Hox, J.J. and Boeijs, R.H. (2005). *Data Collection, Primary Vs Secondary*. Utrecht University, Utrecht: The Netherlands.
- [http://www.weforum.org/pdf/gendrgap/rankings 2010.pdf](http://www.weforum.org/pdf/gendrgap/rankings%202010.pdf)
- Kanter, R.M. (1993). Men and Women of the corporation (2nd Ed.) New York: Basic Books.
- Kessler, L.T. (2012). Keeping Discrimination Theory Front and centre in the Discourse over work and family, Balancing career and family Article 10. Volume 34.
- Kluska, K.M., Laschinger – Spence, H.K. and Kerr, M.S. (2004) Staff – Nurse empowerment and Effort – Reward Imbalance, *Canadian Journal of Nursing Leadership*, 17(1) 112-128.
- Kothari, C.R. (2004). *Research Methodology, methods and Techniques*, 2nd ed. New Delhi, Wiley eastern limited.
- Krogh, E., Hansen, T. Wendts, and Elkjer (2009). Promoting Employment for poverty reduction. Promoting pro-poor Growth: Employment.
- Kuhn, P. and Shen, K. (2012). Gender Discrimination in Job Ads. Evidence from China.
- Mangold, K.L., Pearson, K.K., Schmitz, J.R., Scherb, C.A., Specht, J.P. and Loes, J.L. (2006). Perception and characteristics of registered nurses involvement in decision-making. *Nursing Administration Quarterly*, 30(3) 266-272.
- Meena, R. (2009). Women participations of power and influence in Tanzania.

- Meenar (1996). Situational Analysis of Education of girls/women in Tanzania
UTAFITI (New series) Vol.3 No.2.
- Rappaport J. (1997) Terms of empowerment/exemplars of prevention: Toward a
theme for community Psychology. *American Journal of community
Psychology*, 15(2), 121-148.
- Saunders, M. Lewis, P. and Thornbull, A. (2007). *Research Methods for Business
Students*, 4th ed. Pearsun Education Ltd. Prentice Hall.
- Shajahan, S. (2009). *Business Research Methods*. Jaiceo Publishing House.
- Stunding, H. and Baume, E. (2001). Equity, Equal Opportunities, Gender and
Organization Performance. Workshop on Global Health workforce strategy.
World Health organization department of Organization of Health Services
Delivery. Geneva Switzerland.
- Tanzania. An assessment of policies, service, and promising interventions, Vs
President's Emergency Plan for AIDs Relief. USAID/Health Policy Initiative.
- The United Republic of Tanzania Ministry of Labour Employment and Youth
Development. National Employment Policy 2008. Dar es Salaam Tanzania.
- Triana, M.C. (2011). A woman's place and Man's duty. How gender role
incongruence in one's family life can result in home related spillover
Discrimination at work. *Journal of Business and Psychology* Vol 26, issue 1.
- Trochim, W.M.K. (2008). Research Methods, Knowledge Base. Automatic Dog
Publishing: Cornell University.
- United Republic of Tanzania (URT) (1998). The constitution of the Republic of
Tanzania.

United Republic of Tanzania URT (2003). Country Report on Implementation of Beijing platform of Africa.

URT (1999). The National Employment Promotion Act.

URT (2005). Country report on the implementation of the Beijing platform Action and the outcome document of the twenty third special session on the General Assembly – Beijing +10.

URT (2008). Ministry of Finance and Economic Affairs Poverty Eradication and empowerment division, Dar es Salaam.

Wingley, J. (2008). Sex Discrimination in Employment. Sed. Maryland commission for women 311.W.Sabatoga St.ste 272 Baltimore, MD21201.

www.tanzania.go.tz/gender.html

Ziso, E. (2009). The forgotten underrated factor in poverty reduction women Empowerment in enterprises, Farms and Governence in Africa. *Journal of Sustainable Development in Africa* Volume 10 Na 4 SSN: 1520-5509

APPENDICES

Appendix I: Questionnaires

Dear respondents,

This questionnaire is intended to get your ideas regarding women access to employment opportunities in the Fire and Rescue force headquarters. Please to your best of your knowledge assist me in answering the questions that follow. The information given will be confidential and used for academic purpose only.

Thank you in advance.

Please put a tick in front of the appropriate answer you think is correct. If requested to explain or comment please assist by doing so.

1. What is your sex?

(a) Male ☐

(b) Female ☐

2. What is your age group

(a) Between 20-30 ☐

(b) Between 31-41 ☐

(c) Between 41-50 ☐

(d) Between 51-60 ☐

3. How long have you been working in the Department of Fire and Rescue Force
- (a) Less than 10 years []
- (b) 10 – 20 years []
- (c) 21 – 30 years []
- (d) 31 – 40 years []
4. What job position do you hold in the organization
- (a) Non-Commissioned officer []
- (b) Commission officer []
- (c) Presidential appointment []
5. Do fire and Rescue employ women?
- (i) Yes [] (ii) No []
6. If no do you think be cause of
- (a) Feminine nature []
- (b) They have no ability []
- (c) They lack skills []
- (d) They less educated []
7. In your advertisement do you encourage women to apply the various posts that fall vacant?
- (i) Yes [] (ii) No []

8. If yes what position do your advertise to be covered by women
- (a) Lower cadres []
 - (b) Middle cadres []
 - (c) High cadres []
9. What criteria do use in the selection process
- (a) Gender balance []
 - (b) Men are placed in the first place []
 - (c) Women are placed in the first place []
 - (d) Non of the above []
10. Do women discrimination practice exist in the Fire and Rescue Department?
- (i) Yes [] (ii) No []
11. If you think Yes, Do you thank these may apply
- (a) Discrimination in terms of beauty []
 - (b) Discrimination in terms of age []
 - (c) Discrimination because of education []
 - (d) Discrimination in terms of skill that women posts []
12. There is an notion that women are employed in a lower paying posts. What is the position in your Department
- (a) More women are supporting staff []
 - (b) The situation is balanced []
 - (c) Women they don't want more pay []
 - (d) Men discourage women to be highly paid []

13. Laws and policies in Tanzania do they consider women in employment opportunities
- (i) Yes [] (ii) No []
14. If No in question 13 above what do you think are the factors?
- (a) Because of the traditional belief that women are home workers []
- (b) Because of the customary laws that consider women to be Interior []
- (c) Because of the traditional belief that women can not make any decisions []
- (d) All of the above []
15. In the Fire and Rescue Department, women given opportunity to hold
- (a) Managerial posts []
- (b) Strictly not allowed for a women to hold managerial posts []
- (c) The nature of job does not allow women to hold managerial posts []
- (d) Non of the above
16. In the Fire and Rescue Department how many women hold managerial posts (Presidential Appointment)
- (a) 1-2 []
- (b) 3 []
- (c) 4 []
- (d) 5 []
- (e) Non of the above []

17. What do you recommend on women accessibility to employment opportunities

- (a) -----
- (b) -----
- (c) -----
- (d) -----
- (e) -----

18. What do you think when well improved could accommodate women in the accessibility to employment opportunities

- (a) -----
- (b) -----
- (c) -----
- (d) -----
- (e) -----

19. In the employment processes, In order to recruit a women do they consider

- (a) Age []
- (b) Beauty []
- (c) Family back ground []
- (d) Non of the above []

20. Rate the following in accordance to the extent you agree or disagree (put a tick against what you think is correct)

Statement	Strong agree	Agree	Less agree	Disagree	Strong disagree
a) There is an equal opportunity to both Men and Women in employment sector.					
b) Employment sector in Tanzania does advocate the equal access to employment to both Men and Women					
c) In your sector which you have employed, Women are encouraged to apply.					
d) In the Fire and Rescue Women due in decision making position					
e) The nature of job performed by Firelighters discourage women to join the sector					
f). Women are less skilled to join the Fire and Rescue services					
g). Laws of Tanzania Discourage Women to join in Military or paramilitary sectors.					

Thank very much for taking time in the venture

Appendix II: Interview Guide

Questionnaires Senior fire officers (commissioners)

Dear respondent,

This questionnaire is intended to get your Ideas regarding women access to employment opportunities in the Fire and Rescue Force headquarters. Please to best of your knowledge assist me in answering the questions that follow. The information given will be confidential and used for academic purpose only.

Thank you for your time

Please put a tick in frant of the appropriate answer you think is correct. If requested to explain or comment please assist by doing so.

1. What is your sex (q) Male [☐] (b) Female [☐]
2. What is your age group
 - (a) Between 20-30 [☐]
 - (b) “ 31-41 [☐]
 - (c) “ 41-5- [☐]
 - (d) “ 50-60 [☐]
3. How long have you been working in the Department of Fire and Rescue Force
 - (a) Less than 10 year [☐]
 - (b) 10-20 years [☐]
 - (c) 21-30 years [☐]
 - (d) 31-40 years [☐]

4. What job position do you hold in the organization

(a) Non-Commissioned Officer []

(b) Commissioned Officer []

(c) Presidential appointment []

5. Do Fire and Rescue employ women?

(a) Yes []

(b) No []

6. If No in question 5 above do you think why?

(i)

(ii)

(iii)

(iv)

7. Does the Fire and Rescue policy encourage Women to join the force

(i) Yes [] (ii) No []

8. If No in question No.7 above do you think why ?

(i)

(ii)

(iii)

(iv)

9. Rate the following by putting a tick to what you think is correct in the following sentences

Statement	Strong agree	Agree	Disagree	Strong disagree
Women are not employed in the Fire and Rescue force because they are less skilled in matters of Fire and Rescue				
Men join Fire and Rescue Force because of the Nature of the job they perform.				
Women are less energetic compared to Men, so they cannot perform well in the Fire and Rescue.				
They country policy do not allow women to be employed in the Fire and Rescue Force.				
Traditionally Women are not allowed to be employed in the military or paramilitary nature of work.				
Women are regarded to be inferior creatures so they cannot perform duties that Men perform.				

Interview guide

The purpose of this interview is to evaluate the understanding of women's rights and accessibility to employment opportunities in the Fire and Rescue Force Department.

1. How long have you been in this institutions?

2. Laws and policies in Tanzania they encourage women to apply in various posts, how do you implement this?
3. What experience do you have in the following area?
 - (a) Gender balance
 - (b) In the recruitment process how do you balance gender?
 - (c) What criteria do you set when employing women
 - (d) How beauty is accommodated in the recruitment processes?
4. what criteria do you put forward to encourage women to apply in various posts?
5. What do you think could eliminate the traditional way and the customary law that consider women to be inferior in the society and of which developed to employing Authorities?
6. What do you think the Government of Tanzania should do in order to access women in various posts? (Including Managerial posts)
7. Women are considered to be home workers, what is your position?
8. (a) Do you think women has potential talents as men?
 - (i) Yes []
 - (ii) No []
- (b) If Yes why don't you employ women in the Fire and Rescue Force?
 - (i)
 - (ii)
 - (iii)
 - (iv)

9. Laws, Policies and Regulations of Fire and Rescue Force, do they require women to join the Force?

(a) Yes [] (b) No []

10. What is your opinion on employing women in the Fire and Rescue Force?

- (i)
- (ii)
- (iii)
- (iv)

Thank very much for your time.

Appendix III: Supervisor's Comments

Date: -----**Signature:** -----

Name: -----

CANDIDATE

Comments by:

Supervisor: -----

Date: ----- **Signature:** -----

Name: -----

SUPERVISOR