

Challenges Facing Women in Securing Employment in Zanzibar Public Sector Organizations

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Abstract: *The main purpose of the study was to examine the challenges facing women in securing employment in public sector organizations in Zanzibar Island. The study is based on quantitative research approach. The sample size for this study consists of 200 of women employees and survey questionnaire was used as data collection instrument. To achieve a credible study a descriptive statistics such as frequencies, mean and standard deviation was used to analyse the data. The findings of the study show that the large numbers of employed women have experienced the challenge of sexual harassment, gender discrimination, and religious and cultural constraints in the process of securing employment in public sector organizations in Zanzibar. The study concludes that women employment is determined by several factors but not political affiliation. Therefore, the study recommends that public policies should address the challenges facing women in employment in public sector organization.*

Keywords: Women Employment, Public Sector Organization, Sexual Harassment, Gender Discrimination, and Religious and Cultural Constraints

1. Introduction

Women are more limited in their choices for employment across sectors. This sectorial segregation increased over time, with women moving out of agriculture in developing economies and out of industry in developed economies, and into services. In 2012, at the global level, a one third of women were employed in agriculture, near half in services, and a one sixth in industry. Women's industrial share only slightly rose over the last two decades as most women are moving out of agriculture and directly into services.

In advanced economies, women's employment in industry halved, crowding more than 85 per cent of them into services, primarily in education and health. In most developing economies, women moved out of agriculture, and into services, with the exception of East Asia, where women's employment in industry rose to a quarter (ILO, 2013). Discrimination of women employment in the world is still a very real problem (Blau, and Kahn, 2016). The United Nations Women's Treaty was implemented a few decades ago and was supposed to give women right to take part in their nations building but that hasn't changed much. In many countries women are still unable to purchase their own property, vote or even wear what they want to (Blau, and Kahn, 2016). In Turkey, there is no protection for women being abused, there are no shelters or help for women in these dangerous circumstances. In Saudi Arabia women are not allowed to drive. Yemeni women are some of the least empowered women in the world.

According to Blau & Kahn (2016) even though females have higher education rates and work more than men in the same profession they still get paid less in America. There is still a twenty percent pay gap between men and women working in the same field. The road to equality between the sexes has been a long and bumpy one, with many obstacles and turns

throughout its course. Just in the past 50 years a profound number of changes have taken place, and this has led many men and women alike to mistakenly believe discrimination against women is something already in our collective past (Andrew, 1995).

It is true that in many western cultures women hold an almost even footing with men. Women hold public office, perform advanced surgical procedures and run corporations just as men do, but each of these roles women often earns less, face obstacles their male counterparts would never be confronted with and are present in much smaller numbers than men (Andrew, 1995). Discrimination against women is perhaps most common in the workplace, where many women become personally affected by prejudice or expectations against them. Gender discussion is very important for correcting the imbalances between men and women. According to Stets, Burke and Pirog-Good (1988), femininity and masculinity are rooted in the social (one gender) rather than the biological (one's sex). Much of the discrimination and inequality that women face when entering, maintaining, and progressing through the workforce is directly related to the hegemonic masculinity phenomenon (Scott-Samuel, 2009).

Zanzibar is also one of the countries where women discrimination in employment seen in most of the organizations. Women discrimination has spread its roots from private to public organizations. Women are being kept at low level jobs and they are not promoted to high level easily as compared to the men. There are evidences that the promotion of gender equality leads to a better performance and improved economy of concerned society. The societies who have greater female employment opportunities are less corrupt and have better governance (Klasen, 2006)

In 2013, the male employment to population ratio stood at 72.2% while the ratio for female was 47.1% (ILO, 2014). Between 1995 and 2015, the global female employment rate decrease from 52.4% to 49.6% (ILO, 2016). In Zanzibar, the women participation in employment in public organization still is low. For stance, Zanzibar Man power Survey Report of 2004 show that Female employees were 28% and male was 72%. According to Tanzania Human Right Report of 2013 and 2014 show that women employee in public organization is only 36.4% in Zanzibar.

2. Statement of the Problem

In Zanzibar, equal participation of men and women in employment still is low. For stance, Ministry of livestock and Fisheries in the year 2014 hired 7 employees, female was 1 and male were 6, in year 2016 hired 5 employees but all of them are men (Ministry of Agriculture Report, 2014). The Ministry of Agriculture and Fisheries has 766 employees, men are 571 and women are 195. The ministry of Land has 117 employees, only 34 women employees and remain are men.

In general the percentage of women employed in Zanzibar in 2015 was 24% compared to employed men which were 76% and recent data of 2019 shows that among the 6480 employees of the public organizations in Zanzibar only 2085 are women which is 32% on average. The aim of the Tanzania government which Zanzibar Island is part of it is to make sure that by 2020 the rate of men to women employment in all public organization is 50/50 in which to date not yet reached.

Therefore, if the problem of level of women employed in public organization will not be addressed in Zanzibar Island; there will be a possibility for shortage of female employees in public organizations and the government mission will not be achieved.

This raised the motivation for the researcher to investigate challenges facing women in securing employment in Zanzibar public sector organizations and fill the gap.

3. Theoretical Literature Review

Two theories were used in this study.

Work-Leisure Choice Theory: The simplest analysis of women's choice goes back to the early 1960s to Mincer (1962) and the neoclassical microeconomic model known as; Work-Leisure Choice model, which assumed that households; suppliers of labor in an economy are rational and seek to maximize their utility; deciding on how much time to devote to work and how much time to devote for leisure. The trade-off happens when the female chooses how to allocate time between both alternatives. The Work-Leisure Choice model was also explained by Psacharopoulos and Tzannatos (1989) who further added that since the choice is based on the remuneration from work (wage rate) then the higher the wage rate, the less attractive leisure becomes and the more attractive work becomes. Such relation has two effects; substitution effect and income effect.

Human Capital Theory: According to Becker (1975) human capital can be defined as the productive investments embodied in individuals, including skills, abilities, knowledge, habits, and social attributes often resulting from expenditures on education, on-the-job training programs, and medical care. The basic concepts of human capital suggested that individuals develop their capacities to improve career prospects and thus generate income through investment in education and on-the-job training as well as health care. The theory stresses the significance of education and training as the key to participation in the labor market. This is because based on the human capital theory, education and training are regarded as investments that increase individual's productivity and improve the individual's chances of gaining a higher occupational status and hence higher earnings. The theory further illustrates that the more educated individuals are the more they will be willing to participate in the labor market so that they can take advantage of the positive relationship between education and wage rates.

Based on the pioneering theories of Mincer, Becker and Schultz several studies have been conducted in different countries to analyze the labor supply of women and to investigate what factors affect women's propensity to be an active participant in the labor market

4. Empirical Literature Review

Many studies have been done in different parts of the world with regard with the challenges facing women in securing employment in public sector organization The following are some of themes.

Basu and Peiris (2018) have conducted study on women in leadership and management in public sector undertakings in India. The study used a multi-level approach. This approach involved administering an online survey with women employees in 201 SCOPE member PSUs; focus group discussions (FGDs) of women and men in selected PSUs representing diverse sectors; and key informant interviews (KIIs) with decision makers, chiefly Chairman cum Managing Directors (CMDs), Heads of Human Resources (HR) and others such as women directors in company boards. One among the finding is women who participated in the online survey find discourses on "biases-stereotypes" that relegate women to a disadvantageous position to be outdated. In no uncertain terms, therefore, women urged organizations to review their strategic planning and recognize women's talents and skills, to optimally employ them

Narayanan and Selvanathan (2017). Evaluate the challenges of women empowerment in a private organization in Malaysia. Information has been collected through surveys, interviews and together with secondary data were analyzed using SPSS. The studies found that women are being discriminated via various aspects especially at workplace. One of the main discrimination gathered through the survey is gender equality whereby female staffs tend to face greater discrimination especially in the aspect of promotion and allocation of task. Second finding is in the aspect of job stereotype whereby women graduates are being stereotyped

when it comes to job application. The third finding shows woman also face discrimination in the aspect of pay scale, reward and compensation. Apart from these, there are also other aspects of discrimination gathered.

Said (2016) doing a research on challenges facing women in public sectors in Zanzibar: a case study of Urban District. A case study design was employed involving mostly qualitative method, but also quantitative in somehow in both data collection and analyses. Information was collected from 86 participants in order to get a deeper understanding of the cases, selected by simple random sampling from the government and the community from Urban District in Zanzibar. The data was analysed by using Statistical Package for Social Sciences (SPSS). The results show the challenges facing women exist in all selected groups such as women doctors, women teachers, women administrators and community members was poor infrastructure, Occupational segregation, unfair treatment, gender imbalance and sexual harassment

Hosney (2016) on factors influencing female labor force participation in Egypt and Germany: a comparative study. The cross sectional analysis is conducted through the use of the 2012 Egyptian Labor Market Panel Survey (ELMPS) in collaboration with Egypt's Central Agency for Public Mobilization and Statistics (CAPMAS) and the 2012 German Socio-Economic Panel (SOEP). Findings indicate that indeed higher educational attainment increases the Egyptian female's predicted probability of participating in the labor market. Additionally, the comparative study showed that number of factors affect FLFP in both countries, some of which has a positive influence as years of schooling and age while others with a negative impact as being a married women, living in urban areas and number of children

Rizzica (2016) investigates why workers choose the public versus the private sector to understand which aspects of public sector labour contracts should be improved to attract more high-skilled individuals. Using data from the 2014 wave of the Survey of Household Income and Wealth (SHIW), the paper finds that the public sector is generally chosen for its non-pecuniary aspects, and that for highly educated workers it presents a greater disadvantage in terms of salaries, career prospects and transparency of selection procedures, and a greater advantage in terms of work-life balance and job content, both in terms of social utility and closer relation to the field of study.

Taşseven, Altaşand Ün (2016) analyze the determinants of female labor force participation in OECD countries which are per capita GDP, unemployment rate, ratio of female to male tertiary enrollment, fertility rate and the number of waged and salaried workers using panel logit model. The data is obtained from World Bank database and covers the period between 1990 and 2013. It is found that unemployment rate, gross domestic product per capita and fertility rate are affecting the female labor force participation rate positively and significantly. Fertility rate is found to be the variable with the highest effect on female labor force participation rate.

Ranaraja and Hassendeen (2016) examine the factors affecting women's labour force participation in Sri Lanka. Key person interviews were carried out of selected employers in the formal private sector to ascertain the views of employers on the identified constraints and experiences in addressing those and other constraints. The findings largely confirm the existence of constraints as indicated in the theoretical framework, and provide insights into the reasons for such constraints: a combination of restrictive legislation, the role played by the public sector in creating alternate and privileged employment, inability to adapt to changing work environments, the lack of skills and qualifications in women applicants for certain types of jobs, and social and cultural factors.

5. Methodology

Research Design: Descriptive statistical design was used in this study in order to achieve the intended objectives. The choice of descriptive statistical analysis is based on its convenience, simplicity and ease in terms of interpretation and understanding of the results. The method is much appropriate in the case where the collected data are primary and instrument used is questionnaire.

Area of the study: Zanzibar is a semi-autonomous part of the United Republic of Tanzania. It comprises the Zanzibar Archipelago in the Indian Ocean, 25-50 kilometers (16-31) off the coast of the mainland with numerous small islands; also, there are two big Islands, namely Unguja and Pemba in Zanzibar. This study was focused on the four public organization in Zanzibar, these are; Zanzibar State Trading Corporation (ZSTC), Zanzibar Social Security Funds (ZSSF), Zanzibar Insurance Corporations (ZIC) and Zanzibar Electricity Corporation (ZECO).

Population of the Study: The population involved in this study was very heterogeneous. That is, it consists of members of different nature and characteristics. The members of surveyed population are divided into two categories; the human resource or administrative officers who engage directly in the employment process in public sector organizations in Zanzibar Island and employees or staffs of the public sector organizations in Zanzibar Island (these includes different organizations like ZSTC, ZSSF, ZIC and ZECO). Thus, the total population was 2503 employees and administrative staff from the mentioned organization above.

Sampling techniques and sample size: The random sampling approach has been used in sample selection by which the respondents were randomly picked from a list of population mentioned above for employees or staffs of the public sector organizations in Zanzibar Island. A sample of 200 respondents was taken to represent the population of 2085 women staffs from the public sector organization in Zanzibar Island.

Data collection Method: The survey questionnaire was used in this study for data collection. The questionnaire was short, clear, and straight forward and it is which involves the challenges that are faced by women who seek employment in the public sector organization in Zanzibar Island. The

questionnaire ends with the question that addresses measures to be taken to solve challenges that hinder women to be employed in public sector organization in Zanzibar Island.

Tools of Data Analysis: Upon completion of collection task, the data were analyzed using the SPSS, the survey questionnaires were manually coded and keyed and posted in SPSS. Descriptive analysis was used in analysis. Graphical and charts analysis was approached to summarize the gathered information to determine and analyze various aspects of the study.

6. Findings of the Study

6.1 Demographic characteristics

In social sciences research personnel characteristics of respondents have very significant role to play in expressing and giving the responses about the problem, keeping this in mind, in this study a set of personal characteristics namely, education, employment position and work experiences of the 200 respondents have been examined and presented in this paper.

Table 1: Demographic Profile of the Respondents

Demographic Profile	Questionnaire (For Women Employees)	
	Frequency	Percent (%)
Employment Position		
High Carder	20	10%
Middle Carder	94	47%
Lower Carder	86	43%
Total	200	100
Academic Qualifications		
Master Degree	62	31%
Bachelor Degree	90	45%
Diploma/Certificate	38	19%
High School	10	5%
Total	200	100%
Work Experience		
1 – 5 years	33	16.5%
6 – 10 years	24	12%
11 – 19 years	91	45.5%
Above 20 years	52	26%
Total	200	100%

Source: Researcher, 2021

Table 1 shows the demographic profile of the respondents. In terms of academic qualifications, the table indicates that majority of the surveyed respondents, possesses higher level of education with 31 percent having master degrees, 45 percent having undergraduate degree while 19 percent possess diploma/certificates and only 5 percent having high school education. Through employment position, there were fair proportions of respondents from each category based on their importance. The study found that 10 percent of respondents were from higher carder, 47 percent were from the middle carder and 43 percent were from the lower carder.

For the case of working experience, the results from Table 1 suggest that, almost half (45.5 percent) of the sampled employees have work experience of 11 to 19 years, 16.5 percent have experience of 1 to 5 years, 12 percent have less than 6 to 10 years and 26 percent of the employees have

more than 20 years of works experience. In general, majority of the sampled respondents have good work experience (more than 5 years). Good work experience is important factor in determining the manner through which respondent answer the question as experience gives knowledge to a respondent on the employability of the woman, its challenges.

6.2 Challenges Facing Women Employment

This study is related with exploration of challenges that face women in securing employment positions in public sector organizations in Zanzibar Island. In this aspect a questionnaire was constructed and distributed to women who are employed for the purpose of capturing their experience and challenges they faced during the job searching and employment processes in public sector organization. The question constructs of the questionnaire involved about six clusters of questions and the results from respondents are reported in the sub-sections that follow below.

a) Sexual Harassments

In this aspect, the respondents were requested to indicate the frequency by which they experience the challenge of sexual harassment during the job searching and recruitment process. The results presented in table 2 reveal that about 45% of respondents have often experienced sexual harassments while 31% reported that they rarely experienced sexual harassments and the remaining proportion have never experienced any sexual harassment problem. Based on these findings, it can be concluded that in average, the sexual harassment is a problem and needs to be well addressed.

Table 2: Sexual harassment in employment process

	Frequency	Percent
Often	90	45.0
Rare	60	30.0
Never	50	25.0
Total	200	100

Source: Researcher, 2021

The above findings are consistent with the findings of Said (2016) doing a research on challenges facing women in public sectors in Zanzibar: a case study of Urban District. The results show the challenges facing women exist in all selected groups such as women doctors, women teachers, women administrators and community members was poor infrastructure, Occupational segregation, unfair treatment, gender imbalance and sexual harassment

b) Gender Discrimination

Among the challenges that are facing women in employment process in many developing countries is gender discrimination. Sometimes, a woman can lose a job just because of her gender despite having all required qualifications. The study also endeavored to address this challenge. According to the results reported in table 3, majority of respondents have never been discriminated based on their gender during job searching and recruitment processes. The remaining proportions of respondents have

either often (32.5%) or rarely (12.5%) experienced gender discrimination in employment process.

Table 3: Gender discriminations in public sector employment in Zanzibar

	Frequency	Percent
Often	65	32.5
Rare	25	12.5
Never	110	55.0
Total	200	100

Source: Researcher, 2021

Also, this finding is correlated with the findings of Narayanan and Selvanathan (2017). where they found that women are being discriminated via various aspects especially at workplace. One of the main discrimination gathered through the survey is gender equality whereby female staffs tend to face greater discrimination especially in the aspect of promotion and allocation of task. Second finding is in the aspect of job stereotype whereby women graduates are being stereotyped when it comes to job application. The third finding shows woman also face discrimination in the aspect of pay scale, reward and compensation. Apart from these, there are also other aspects of discrimination gathered.

c) Religion and Cultural Believes

Among the challenges that constrain women employment is religious believers and cultural practices. In some societies, women are culturally expected to be a house wife and not allowed to be employed. Even some religious husbands in Islam and Christianity do not allow their wives to be employed. They wish to keep them home and take care of their children and prepare the meals for the family. Only husbands are supposed to work and earn income for the family progress. This aspect is indeed addressed by this study. The respondents were requested to indicate the frequency of the problem based on their experience. Based on results presented in table 4 it can clearly be observed that majority of respondents (about 42.5%) have never experienced this challenge while 37.5% have often faced the said challenge and 20% have rarely faced it.

Table 4: Religious and cultural believes

	Frequency	Percent
Often	75	37.5
Rare	40	20
Never	85	42.5
Total	200	100

Source: Researcher, 2021

Although, this findings are in consistency with the findings of ILO report 2007 on gender equality. The report said that the Committee sets out that certain groups of women, in addition to suffering from discrimination directed against them as women, may also suffer from multiple forms of discrimination based on race, ethnicity or religious identity, disability, age, class, caste or other factors.

7. Conclusion

This study concludes that women are facing several challenges in securing employment in Zanzibar public sector

organizations. Such challenges are; sexual harassment, gender discrimination and religious and cultural belief. This is based on the descriptive results where over 60 percent agree on the challenges asked by the researcher. This implies that these challenges could probably affect the women employment rates in Zanzibar.

8. Recommendation

Based on the above findings, study recommended that, the issue of sexual harassment and gender discriminations need to be well addressed in employment policies and strategies in government institutions. Also, because education is important factor for women employment in public sector organization, government is require to give priority on women education to ensure their employability and reduce gender disparity in employment. Finally, the issue of religious and cultural constrains towards women employment has to be well addressed in national policies and plan in order to avoid the problem.

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