



# Repoa Brief

## Women Empowerment in Production, Income Generation, Access to Resources and Leadership

By Donald E. Mmari and Paschal B. Mihyo

The book on *Empowering Women in Tanzania in the Context of Contemporary Social Policy Reforms* on which this brief is based presents a careful analysis of historical processes, events and institutions that define the current framework for women empowerment in Tanzania, informed by both literature and field research. This brief presents a summary of research findings on the extent to which the Productive Social Safety Net (PSSN) has contributed to the empowerment of women in production and income generation, access to resources and participation in leadership.

### KEY ACTION POINTS

- Complementary interventions will make the gains of PSSN and similar programmes sustainable after they end.
- Widening the network of actors to include CSOs working with women on education, entrepreneurship and other skills will strengthen the gains of PSSN.
- Resources should be enhanced in areas where empowerment by TASAF programmes is visible, and if feasible, the net should be widened to include more groups.

### Introduction and Background

Tanzania has since the turn of the millennium implemented multiple social protection initiatives aimed at empowering women and other marginalised groups in society. These have included the establishment of two dedicated agencies in the form of the Tanzania Social Action Fund (TASAF) in 2000 and the National Economic Empowerment Council in 2005. The most notable empowerment scheme in the last decade has been the launch of TASAF's Productive Social Safety Net (PSSN). The PSSN extends social assistance to over one million households, targeting those living under or at risk of falling below the food poverty line or at the risk of falling under.

This brief summarizes results from a study that assessed the extent to which social assistance offered by TASAF through the PSSN contributes to the empowerment of women in terms of increasing their economic, political and social influence on their lives, their households and their communities. The study sought explore further findings from earlier studies that women have less time than men to engage in business activities, due to their much higher burden of household care (World Bank, 2019).

The research process was participatory and collaborative and involved a baseline and follow up surveys between 2014 and 2016, covering a total of 1935 households, over 11,000 individual male and

female adults (18yrs+), in 9 districts (TASAF's Program Authority Areas-PAA). A random sample of 15-18 villages was drawn from 61 treatment and 41 control villages from 11 pilot districts. Drawing on the Women Empowerment in Agriculture Index (WEAI) approach<sup>1</sup>, the study examined the effects of the PSSN along the five empowerment (5DE) domains of: production, productive resources, income, leadership and time.

## Findings

### Women's participation in production and income

The comparison between the ratios of participation at the baseline and in the follow up survey shows three distinct trends. First, fishing and cash crop farming, in which women had the lowest participation rate at baseline had markedly declined during the follow up survey two years later. Second, rate has remained relatively unchanged Third, in the activities, savings and house maintenance, the rate

areas of livestock raising, wage and salary, non-farm for food crop farming the data on the participation rate has remained relatively unchanged Third, in the areas of livestock raising, wage and salary, non-farm activities, savings and house maintenance, the rate of women participation significantly exceeded that of men.

Analysis of the data arising from the baseline survey carried out in 2014 suggested that men were more empowered than women; the gap between men and women in terms of empowerment was generally small; and that this gender gap varied across issues. As regards decisions in any given activity, participation of women was lower than that of men for seven of the nine activities, but it was nearly identical with regards to issues pertaining to house maintenance and their participation rate in PSSN activities was higher than that of details see Table 1 below.

**Table 1: Role in production and income-generation**

Activity	Ratio at Baseline	Ratio at End line	Change
• Food crop farming	96.44	94.17	-2.27
• Cash crop farming	84.0	68.74	-15.26
• Livestock raising	95.8	100.99	5.19
• Wage and salary	95.8	165.70	69.9
• Non-farming activities	98.6	156.77	58.17
• TASAF's livelihood or PWP	107	143.74	36.74
• Fishing and fishpond culture	78	49.40	-28.6
• Savings	95.08	193.91	98.83
• House maintenance	100	158.26	58.26
<b>Average</b>			<b>31.21</b>

### Women's participation in decisions on inputs

During the baseline and follow up surveys, respondents were asked to say how much input they had in making decisions about the nine activities under consideration. Analysis shows that generally, men had more inputs than women. In livestock raising and savings, men and women had a nearly identical amount of input, while women had greater inputs in decisions pertaining to PSSN activities.

### Women's participation in decisions on income

The baseline analysis shows that men on average had more inputs than women on how income is generated but women provided more inputs than men in decisions on the use of income generated by PSSN activities. However, they provided as much input as men on the use of income generated by livestock raising and savings, while they provided less input on the use of the income generated by the other activities.

<sup>1</sup> IFPRI, 2012 Women Empowerment in Agriculture Index

**Table 1: Input on decision on use of income generated**

Activity	Baseline	Follow up	Change
• Food crop farming	3.46	3.76	.30
• Cash crop farming	3.31	3.46	.15
• Livestock raising	3.43	3.72	.29
• Non-farming activities	3.73	3.99	.26
• Wage and salary	3.55	3.72	.17
• TASAF's livelihood or PWP	3.57	4.06	.49
• Fishing and fishpond culture	2.17	3.06	.89
• Savings	3.69	3.74	.05
House maintenance	2.84	3.06	.22

### Women's participation in decision on access to resources

A comparison of data from the baseline and the follow up study indicates women have become more empowered in decisions on food crop farming, cash crop farming, livestock raising, non-farming activities and savings. In wage and salary activities as well as house maintenance, there was a bigger increase in women's entitlement to the resources as shown in Table 3 below.

**Table 3: Entitlement to use of resources generated by activity**

Activity	Baseline	Follow up	change
• Food crop farming	2.86	3.0	.14
• Cash crop farming	2.79	2.94	.15
• Livestock raising	2.91	3.01	.10
• Non-farming activities	3.07	3.21	.14
• Wage and salary	2.74	3.05	.31
• TASAF's livelihood or PWP	2.71	2.23	-.48
• Fishing and fishpond culture	1.81	3.35	1.54
• Savings	3.09	3.22	.13
• House maintenance	2.41	2.82	.41

### Women's participation in leadership

The analysis shows that while the gender gap was fairly narrow with regard to the internal activities, there was a major gap with regard to leadership, both in terms of memberships in groups and in terms of speaking in public as can be seen in the Table 4. This means that while cash transfer programs are highly beneficial in empowering women inside the household, they need to be supported by programs that can enable them to have more voice outside the household.

**Table 4: Respondents' reported level of conforming while speaking in public on issues**

Issues	Men	Follow up	Change
• Infrastructures	2.1	2.12	+.02
• Proper wages in public works	2.01	2.07	+.06
• Misbehaviour of authorities	2.01	2.12	+.11
• Communal development	2.15	2.16	+.01
• Local committees	2.04	2.17	+.13
• Family matters	3.93	3.73	-.20
• Marital matters	3.98	3.8	-.18

## Conclusions and policy recommendations

The general conclusion is that while men are slightly more empowered than women, the PSSN programme has empowered women considerably in any domains embedded in the design of its interventions, including CCT.

Second, women empowerment which is more in areas supported by the PSSN might not be sustainable after the end of the programme. Long-time sustainability of women empowerment requires a combination of skill formation women to increase earning capacity in the various activities they are engaged, along with increased access to key productive resources.

Third, social protection in terms of cash transfers could be more empowering if it included awareness creation and education for women on leadership and participation in public space.

It is recommended that the key stakeholders should:

- *Take stock of areas where empowerment for women is increasing* due to TASAF's interventions such as public works, CCTs and other income generating activities to deepen and widen the scope for additional support that could lead into sustainable empowerment beyond the programme's lifespan.
- *Utilize poverty mapping* to identify households with chronic intergenerational poverty for targeted support to lift them out of poverty.
- *Increase targeted support that leads women participation* in the cash economy where they are less active in order to increase their earnings and empowerment.
- *Build gender equality awareness* activities into PSSN and similar programmes and work with community based civil society organizations in host communities to ensure gender-based obstacles to women empowerment are removed.



### REPOA

157 Mgombani/REPOA Streets, Regent Estate, P.O. Box 33223,  
**Dar es Salaam, Tanzania**

2<sup>nd</sup> Floor Kilimo Kwanza Building,  
41105 Makole East, Kisasa,  
**Dodoma, Tanzania**

Tel: +255 22 2700083 Cell: +255 75 409 1677 Fax +255 22 2705738  
Website: [www.repoa.or.tz](http://www.repoa.or.tz) Email: [repoa@repoa.or.tz](mailto:repoa@repoa.or.tz)