

AN ASSESSMENT OF WOMEN AND YOUTH PARTICIPATION IN IMPLEMENTING THE INDUSTRIALIZATION THEME IN TANZANIA

Mubarack Hamidu Kirumirah, Assistant Lecturer, Department of Business Administration, College of Business Education,
P. O. Box 1968, Dar es Salaam, Tanzania. E-mail: m.kirumirah@cbe.ac.tz

And

Mariam Ally Tambwe, Lecturer, Department of Marketing, College of Business Education,
P. O. Box 1968, Dar es Salaam, Tanzania. E-mail: m.tambwe@cbe.ac.tz

And

Margareth Amon Mapunda, Assistant Lecturer, Department of Marketing, College of Business Education,
P. O. Box 1968, Dar es Salaam, Tanzania. E-mail: m.mapunda@cbe.ac.tz

And

Mzomwe Yahya Mazana, Lecturer, Department of Mathematics and ICT, College of Business Education,
P. O. Box 1968, Dar es Salaam, Tanzania. E-mail: y.mzomwe@cbe.ac.tz

ABSTRACT

Industrialization is an important catalyst in promoting economic development. Recently, the government of Tanzania has declared industrialization as an important theme that will drive the country to a middle-income economy. As a result, the sector has grown and is currently contributing 25% of the country's GDP. However, women and youth participation in industrialization is not well articulated. By employing the Empowerment theory, this study assessed women and youth participation in industrialization theme in Tanzania. A mixed method approach was applied. Data were collected from women and youth owners of industries in Morogoro Municipal and Dodoma City councils, Tanzania. Purposive and simple random sampling were used to select industries and respondents. Data were analyzed using Multiple Regression and content analysis techniques. The results proved that women and youth participate in implementing industrialization theme in various sectors including; manufacturing, textile, food processing, metal fabrication, distilleries and glass works. Further, findings indicated that women dominate in the textile and distilleries while men dominate in the manufacturing, food processing, metal fabrication, and glass works. Despite this participation, a number of challenges were cited as hindrances to their effective participation including; inadequacy of capital, skills and market. Findings also portray that the three factors locus of control, self-esteem and self-efficacy were associated with women and youth participation. However, self-esteem and self-efficacy had positive association but were not significant, while locus of control had a negative association which was significant. Therefore, the participation of women and youth in industrialization is not a result of internal factors rather external forces. This may provide insights to stakeholders to come up with strategies that enhance women and youth optimum participation in the industrialization theme in Tanzania.

Keywords: *Industrialization, participation, women and youth, empowerment, Tanzania.*

1.0 INTRODUCTION

1.1 Background of the Study

Industrialization is among the important catalyst to a country's economic development (Okurebia, 2014; Etuk, Coker, & Ogrimah, 2014; UNIDO 2016; Moyo, 2017). It has the potential in increasing a country's productivity, improving human well-being through job and income creation, and balancing trade (UNIDO, 2016; Moyo, 2017). Industrialization helps the country to maximize its resources through maximized production (UNIDO, 2016). It entails economic transformation in which more productions is directed in enterprises and less in households (Fox, 2016). This being the case, a country can easily attain economic development, economic diversification, economic independence and minimize absolute poverty among its citizens, through industrialization (Dauda, 2004; Okurebia, 2014).

Based on the above facts, most developing countries in the world have been emphasizing and striving hard to achieve industrialization in their respective countries. For example, most African countries immediately after attaining independence embarked on industrialization. This aimed at breaking from chains of poverty and dependence on agricultural based and unprocessed /semi processed products whose stability in terms of income, were vulnerable to external price upheavals in the world market (Jerome, 2011; Moyo, 2017).

The need for industrial economy by most developing countries did not halt. In different times, and through international efforts, various protocols have been created aiming at emphasizing industrialization among developing countries. For example, the Sustainable Development Goals (SDG) number 9 reiterates the importance of sustainable industrialization to achieve innovation and economic development (Osborn, Cutter & Ullah, 2015). Similarly in agenda 2063 industrialization

is reinforced by beneficiaries and value addition is highly emphasized. Thus, all developing countries are seriously taking part to achieve it (Moyo, 2017; African Union Commission, 2015).

This being the fact, Tanzania in 2015 embarked on a serious agenda for industrialization aiming at making a country achieve its long waited goal of being a middle income country (Moyo, 2017). The integrated industrial development strategy 2025 was adopted targeting at implementing sustainable industrial development policy, and build competitive industry. This would be achieved by putting in place competitive business environment and promoting agriculture based industrialization (Wangwe et al., 2014). The country has encouraged its citizens to take part in the industrial sector by opening up small, medium and large-scale industries. It has also encouraged them to participate in the established industries by providing their labour force.

With such efforts the sector by 2015 was contributing more than 8% of the country's GDP and has been showing a promising increase of 4% annually (Wangwe et al., 2014). According to Tanzanian invest (2019) the sector is currently contributing around 25% of the country's GDP and is comprised 53% of the manufacturing, 43% processing and 4% assembling industries.

Recognizing the importance of industrialization and its contribution to the economic development in different countries, many studies have been conducted (Fuentes, 2013; Etuk, Coker & Ognmar, 2014; Wangwe, *et al.*, 2014; Moyo, 2017). However, the contribution of women and youth in realizing industrialization theme is not well featured in the available literatures. Many literatures on women and youth (Kato &Kratzer, 2013; Hansen, 2015; Angulo-Ruiz & Pergelova, 2015; Huis *et al.*, 2017; Johnson *et al.*, 2019;) have utilized the empowerment theory in other fields including microfinance, community development, and health but did not feature the issue of industrialization. This is the gap that the current study aims at bridging. The study employs the empowerment theory to assess the participation of women and youth in industrialization theme in Tanzania focusing on individual dimension consisting of three constructs namely, locus of control, self-esteem, and self-efficacy. These constructs will be used to develop objectives and hypotheses.

1.2 Statement of the Problem

The development of sustainable industrialization heavily depends on both men and women of a respective country (Pérez-Fuentes, 2013) . They both participate in building the industrial base of the country by taking different roles to register this success. In Tanzania the industrial sector has of recent been taking a big step towards its development. This is as a result of its citizens taking part in promoting it. Despite the fact that women and youth have been actively involved in the industrialization process their contribution is not known and explored. Similarly, there is a theoretical gap explaining about women and youth participation in industrialization. Therefore, this study aimed at assessing women and youth participation in industrialization theme in Morogoro and Dodoma, Tanzania, applying the empowerment theory.

1.3 Objectives

The objective of the study is to assess women and youth participation in implementing industrialization theme in Tanzania.

1.3.1 Specific Objectives

The study had the following objectives

- i. To identify barriers that face women and youth in participating in industrialization sector in Morogoro and Dodoma, Tanzania.
- ii. To identify the sectors in which women and youth participate in industrialization in Morogoro and Dodoma, Tanzania.
- iii. To determine to what extent locus of control leads to women and youth participation in industrialization theme in Morogoro and Dodoma, Tanzania.
- iv. To examine the extent to which self-esteem leads to women and youth participation in industrialization theme in Morogoro and Dodoma, Tanzania.
- v. To measure the level at which self-efficacy leads to women and youth participation in industrialization theme in Morogoro and Dodoma, Tanzania.

1.4 Rationale

The study will inform stakeholders including policy makers on the potential that women and youth have in registering success towards industrialization. Therefore, such knowledge will push them to create friendly realizable empowerment policies that will help the youth and women gain support in their economic development pursuits.

The findings from the study will provide insights to women and youth, thereby creating more industrial motivated entrepreneurs who will participate in industrialization by either providing their labour or establish industries.

Findings from this study will reveal to training institutions on which courses to offer to youth and women in order to enhance their entrepreneurial skills.

2.0 LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Women and Youth Participation in Industrialization

The industrial revolution in Europe marked the beginning of the participation of women and youth in the industrial sector in the world (Wangwe et al., 2014). From that time, many industries were established which warranted maximum labour force thus women and youth were seen as the next providers of this labour force. In Spain for example, women participated in the provision of labour force in the newly established industries which changed the employment and life pattern of the family in general (Pérez-Fuentes, 2013). The trend has continued to be the same and of recent the number has doubled.

A study by Icken (1989) indicate that in Cuba after the Cuban revolution, the government changed much of its policies which aimed at empowering women. At the same time the government embarked on the establishment of new industries and gave opportunities to women and youth to provide labour in these industries. This marked the multiplicity of women and youth in the Cuban industrial sector.

Another study by Vicky, (1996) indicate that there has been an increase in women and youth in the industrial sector in Asia. Their participation is in form of labour provision and to a very low extent owners of these industries. Data indicate that, in Indonesia women have an active participation in the food and textile manufacturing sectors. In Japan, women have been actively participating in all industries since 1950s while in Korea, 43% of women are involved in the manufacturing industries. In Malaysia, the aggressive policies taken by the government in 1970s forced women to participate actively in the manufacturing as labourers or owners most especially in the textile, food processing and electric manufacturing and assembling plants (Vicky, 1996). So participation of women and youth has contributed to the development of countries like Malaysia, China and South Korea (Athukorala, 1996).

In African countries, the participation of women in the industrial sector is not well documented. However, the available literature indicates that most women participate in the food processing plants (Etuk et al., 2014). In this study, it is documented that, in Africa women and youth participate in the industrialization mainly through producing raw materials used in such industries and providing cheap labour respectively.

The study by Etuk et al. (2014) and UNIDO (2016) on the women and youth participation in industrialization, indicate that the currently established industries prefer employing women because they are submissive, less assertive as far as payments concerned, willing to take low wages, patient and can easily be pleased. This therefore indicate that the participation of women and youth in these industries is through providing labour force (Etuk et al., 2014; McManus, 2016). Furthermore, studies indicate that women account for a great increase in the share of self-employed people in various sectors including the manufacturing (Hunt & Samman, 2016; McManus, 2016).

Despite the fact that earlier industries were owned by men and employed very few women and youth (UNIDO, 2016), currently, women are associated with ownership of industries and labour force provision in the food processing, service provision, art and craft, trade and textile industries (Etuk et al., 2014; Hunt & Samman, 2016; McManus, 2016; Vicky, 1996).

Regardless of the greatest segment of the youth and women population in Tanzania, which has a great potential to its industrial development (Kim, 2017; AfDB-OECD, UNDP, 2015; Etuk et al., 2014), the country is still characterized with wide disparity between men and women in terms of participation in economic development, decision making and investment opportunities (Moyo, 2017). The chances of investment and participation to economic development are given to men while women and youth are sidelined. However of recent data show that the number of women and youth in the service industry has doubled (Fox, 2016), self-employment tripled in Dar es salaam by 30% in 2015 as compared to 2000 and women participation in industrialization increased from 35% in 1990 (NISS, 1991) to 54.3% in 2012 (MIT, 2012). Such data show the participation of women and youth in the industrialization but are not current and leave big questions as to what is the current contribution of women and youth in the industrial sector?

2.2 Barriers to Women and Youth Participation in Industry

Women and youth empowerment is emphasized in the Sustainable Development Goals (Hunt & Samman, 2016). It entails women and youth inclusion in economic activities. However, the participation of women and youth has not been achieved to the needed percentage (Wangwe et al, 2014), as this segment of population faces some barriers. These barriers range from ideological, material (Icken, 1989), variations in the agricultural production, commodity prices, and low level of competitiveness (Wangwe et al., 2014).

A study by Moyo (2017) found that women and youth face barriers such as poor business environment, low institutional capacity, weak infrastructure, and high unit labour costs. Another study by (Etuk et al., 2014) mentioned biological factors related to women, old men domination, poor economic balance which leaves women with little or no property to own, cultural hindrances, and family responsibilities. Other identified challenges include illiteracy and low knowledge on business running and poor access to capital inhibit most women and youth in engaging fully in industrialization. Therefore, economic, social, cultural and environmentally related barriers hinder women and youth to participate fully in the industrialization theme in Tanzania.

In a summary, studies cited above shade light on the participation of women and youth in the industrialization process. Many depict participation in the form of labour provision and not ownership. Interestingly, there is scarcity on studies conducted in Tanzania to evidence the participation of women and youth in the sector. Neither, does there exist enough and current studies indicating in which of the industrial sector women and youth participate since the proclamation of the industrial theme in 2015. In addition, few studies outside Tanzania have researched on the challenges facing women and youth participation in industrialization. However, these studies have not focused on the internal factors determining women and youth participation in industrialization. Therefore, leaving the aspect of women and youth participation in industrial sector in Tanzania both quantitatively and qualitatively unexplored. To fill this gap, this study was worthy undertaking.

2.3 Theoretical Stance and Development of Hypotheses

For the women and youth to actively participate in the industrialization theme they have to be empowered. Empowerment is defined as a process through which individuals and group apply their ability and capacity to understand and interpret problems and needs which then translate them in to action through active participation (Ani et al., 2017). In this study, the empowerment theory which is both a value orientation for working in the community and a theoretical model for understanding the process and consequences of efforts to exert control and influence over decisions that affect one's life, organizational functioning, and the quality of community life (Zimmerman, 2000; Perkins, 1995) was used. The theory puts much emphasis on how an individual, organization and society become the major cause of decisions and master of their own life and their environment (Rappaport, 1984). Broadly the theory looks at empowerment in three dimensions which are individual, organization and community. However, in this study, we focused on the individual dimension which is the foundation of both the organization and the community. The individual dimension has the following constructs; locus of control, self-confidence, self-esteem and self-efficacy (Huis, Hansen, Otten, & Lensink, 2017; Zimmerman, 2000).

Locus of control: It refers to one's beliefs about the cause of success and failure in one's life, and represents a disposition that includes a generalized expectancy about the relationship between one's own actions and outcomes (Zimmerman, 2000; Hansen, 2015). Various scholars (Huis et al., 2017; Hansen, 2015; Kato & Kratzer, 2013; Angulo-Ruiz, 2015) have studied about locus of control and have indicated its importance to individual empowerment. For example Hansen (2015) in his study found that, the empowered women with microfinance facilities, had higher locus of control. Further, Angulo-Ruiz, (2015) in another study found that, external locus of control has the highest total effect on youth financial behaviour as compared to parental influence and motivation. In the context of this study, we assume that having higher locus of control will lead to active participation of women and youth in industrialization. Thus, leading to the hypothesis;

H1: Higher locus of control leads to women and youth participation in industrialization theme in Tanzania.

Self-esteem: It refers to how one values oneself, and one's contributions and how one feels that others values oneself and one's contributions. Various studies (Kato & Kratzer, 2013; Johnson et al., 2019) have indicated the importance of self-esteem in increasing participation of women and youth in different activities. For example, Kato & Kratzer (2013) concluded that, the participation of women in microfinance leads to increased self-esteem. This in turn influences them to participate in activities outside their home (eg. industrialization in this case). This led to hypothesis;

H2: Higher self-esteem leads to women and youth participation in industrialization theme in Tanzania.

Self-efficacy: It refers to the judgments one makes concerning how well he/she can perform behaviors desired to achieve a certain desired goal (Zimmerman, 2000; Kato & Kratzer, 2013; Hansen, 2015). It determines the kind of activities people engage in, efforts they invest in achieving intended goals, and how long they persevere in the face of adversity (Zimmerman, 2000). Various studies indicate that people's beliefs in personal efficacy has an influence in their level of participation in various tasks, life choices, their functioning and coping strategies(Hansen, 2015). Therefore, women and youth have the capacity to actively participate in the industrialization both as owners or labourers. This led to the following hypothesis

H3: Higher self-efficacy leads to women and youth participation in industrialization theme in Tanzania.

2.4 Conceptual Framework

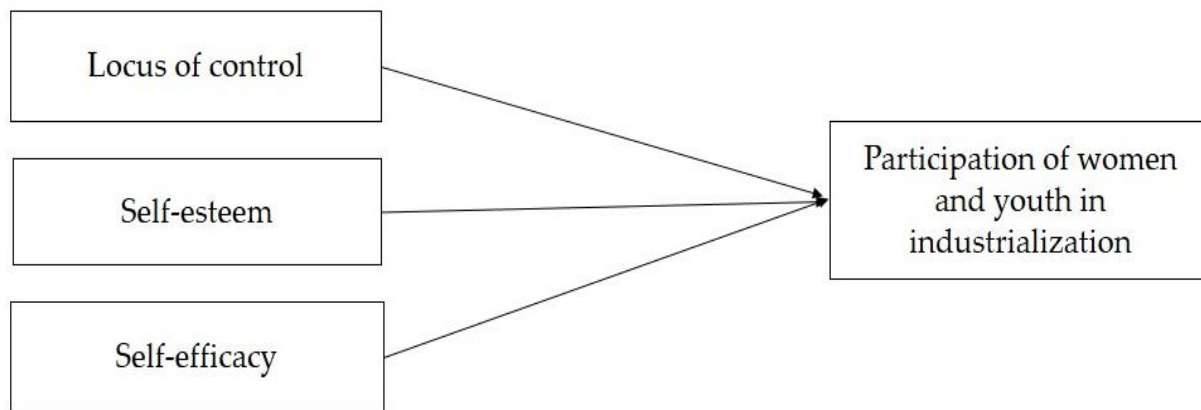


Figure 1: A framework for understanding women and youth participation in industrialization theme in Tanzania: Authors' construction from the idea of Zimmermann (2000).

3.0 METHODOLOGY

3.1 Research Approach

This research employed the mixed methods approach with concurrent triangulation. The approach helped researchers to explore respondents' different views and perspective on the issue of women and youth participation in industrialization both qualitatively and quantitatively (Creswell, 2013). Again, collecting both qualitative and quantitative data on the issue under the study allowed researchers to have an in-depth understanding of women and youth participation in implementing industrialization theme in Tanzania.

The study opted for a concurrent triangulation design in which different methods of data collection were used in order to corroborate findings obtained from a single study (Creswell, 2013). As noted by Ranjit (2011), this design is best suited to studies aimed at finding out the prevalence of a phenomenon, situation, problem, attitude or issue, by taking a cross-section of the population.

3.2 Study Area and Population

The study was carried out in Morogoro and Dodoma. Dodoma was selected due to being a newly capital city where the country is moving to; and there is stimulation of economic activities including establishment of many industries. Morogoro was selected due to its history of having many industries and being a large producer of agricultural products like sisal, tobacco and so on which could be used as raw materials for the established industries. In addition to that, the study areas considered the growing number of industries where women and youth have been seen to be involved in industrialization as labourers or as owners of these industries. The target population was of women and youth participating in industrialization either as labourers or owners. These were targeted because they have vast knowledge of what motivated them to engage themselves in industrialization.

3.3 Sampling and Sample Size

This study employed purposive and simple random sampling techniques. Based on the purposive sampling technique, respondents were chosen focusing on the adequacy of information they have in providing a clear insight and understanding of the topic in the study (Ary, Ary, Sorensen, & Walker, 2013). Purposive sampling was used to select the industries. The study participants were chosen using simple random sampling technique. The study used a sample of 48 respondents including women and youth who are owners and labourers in the industries.

3.4 Data Collection

Data for this study were collected by using the questionnaire and interview. The questionnaire was composed of five-point Likert scale items ranging from "1= strongly disagree" to "5 = strongly agree" for three constructs which were adopted from (Gaumer, Soukup, Noonan, & McGurn, 2018; Hansen, 2015). The three constructs included were locus of control, self-esteem, and self-efficacy. Participation was measured by the number of owners and employees in a particular industry. An English version of the questionnaire was back translated from English to Swahili- a commonly spoken language in Tanzania by two independent professional translators to ensure translation equivalence.

Qualitative data were collected through interview with women and youth in Morogoro municipal council and Dodoma city. The interview sessions were carried out in Kiswahili and audio recorded. Data collected were transcribed verbatim in Kiswahili then text extracts to support findings were translated into English.

3.5 Validity and Reliability

The current study checked the reliability and validity of the scale. The reliability of items was assessed by Cronbach alpha and validity of the instruments was measured by three experts. The study used descriptive statistics as well as performing regression and correlation for data analysis.

Reliability Scale

The reliability of the scale is indicated in Table 1 That show the Cronbach alpha values are in the acceptable range.

Table 1: Reliability, Validity and Factor Loadings of Research Items

Item	1	2	3
LC1	.781		
LC4	.712		
LC5	.800		
LC6	.535		
SE4		.557	
SE5		.861	
SE6		.819	
SEC2			.810
SEC3			.647
SEC5			.791
SEC6			.641
Participation			
Eigen Values	2.872	2.158	1.231
Variance Explained	26.113	19.615	11.195
Total Variance		67.149	
Reliability of factors	.653	.553	.672
Reliability of the survey		.643	

3.6 Data Analysis

Quantitative data were analyzed through descriptive statistics and multiple regression by using Statistical Package for Social Sciences (SPSS) version 25. This method was used to test hypotheses 2-5.

Qualitative data were analyzed through content analysis, in which themes were identified and illustrated using text extracts from participants' transcriptions. This method was used to answer research objective 1.

3.7 Ethical Consideration

The research clearance was sought from the relevant authorities, including the regional and district levels. Furthermore, informed consent was adhered. Confidentiality and anonymity were ensured.

4.0 RESULTS

4.1 The Demographic Profile

The demographic profile described regarding the respondents' gender, age, education and business experience. The results revealed that male respondents dominated in the survey. The study received a higher percent of males (60.4%) compared to females (39.6%). Although men and women are working in industrialization but culturally and traditionally very few women are willing to participate in such studies. Thus, only few women participated in this study. Concerning the age of the respondents, the data from the finding showed that, the heaviest concentration of surveyed respondents is clustered around 18 – 35 years (87.5%) who are categorized as youths. In this survey, respondents with secondary education level are overrepresented (52%). Majority of respondents contacted had Bachelor degree (31.3%) and primary education (16.7%), implying that in the industrial sector education is not an obstacle. The largest concentration of surveyed respondents' experience is clustered around 2 – 5 years (58.3%). Such result imply that the respondents are new entrants in the industrialization due to the government's efforts in implementing the industrialization agenda leading to self-employment of graduate.

4.2 Descriptive Statistics

The results in Table 2 depicts that mean value of participation in industrialization is 1.40 and which is below average (1.50), with a standard deviation of 1.125. This implies that participation of women and youth in the industrialization is low. Self-efficacy was the highest factor with a mean score of 4.438 and standard deviation of .439. Self-esteem was the second highest factor with a mean score of 2.660 and standard deviation of .942. The last factor is locus of control which scored a mean of 2.198 and standard deviation of .861

Table 2: Descriptive Statistics

Descriptive Statistics			
	Mean	Std. Deviation	N
Participation	1.40	1.125	48
Locus of Control	2.1979	.86134	48
Self-esteem	2.6597	.94153	48
Self-efficacy	4.4375	.43911	48

4.3 Qualitative Findings

4.3.1 Objective 1

In objective one we aimed to identify the challenges facing women and youth participation in industrialization and the results were as indicated in Figure 2. The interview responses show that the biggest challenge is inadequate capital, followed by inadequate skills and market for the manufactured products. The following quotes justify the results. “... to my side, inadequate capital hinders me to get big tenders advertised by different authorities” (female, Morogoro).

“ It is difficult to get well trained and skilled employees.... ” (Male, Morogoro).

“..... it is hard to get market of my products” (Male, Dodoma)

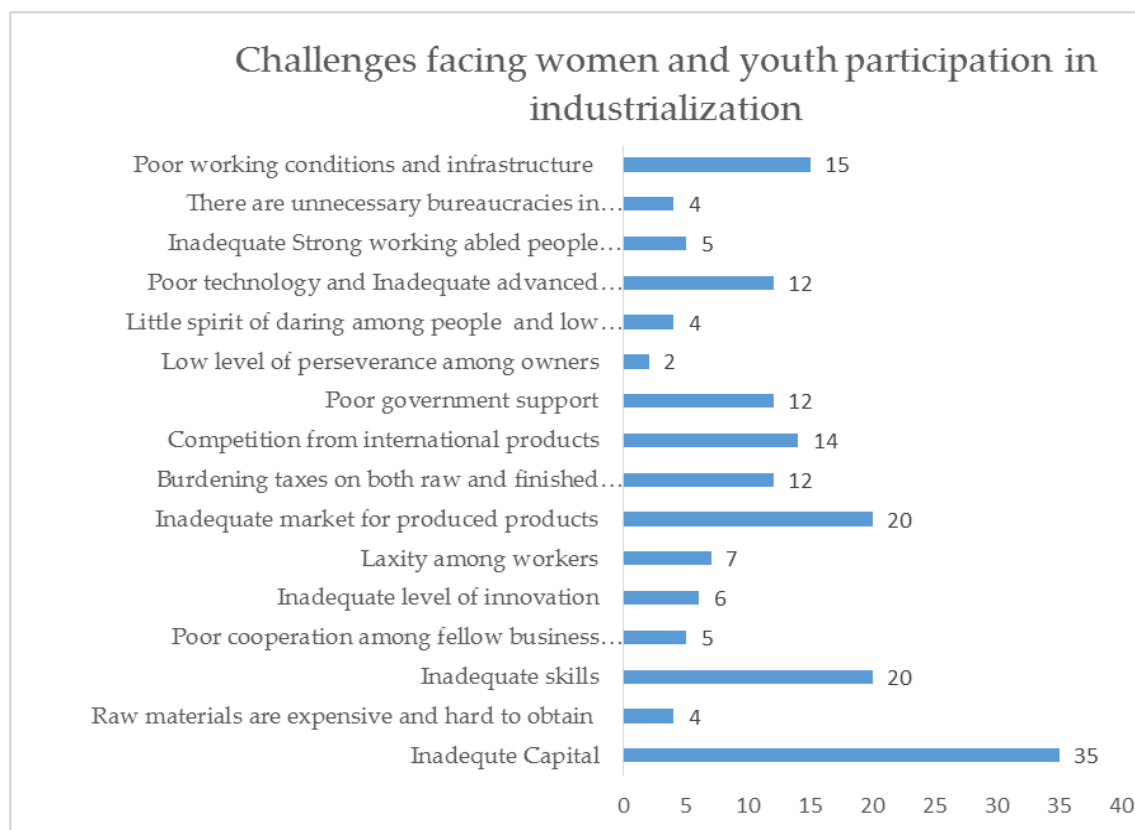


Figure 2: Challenges Facing Women and Youth Participation in Industrialization

4.4 Quantitative Findings

4.4.1 Objective 2

Objective two intended to identify the sectors in which women and youth participate in industrialization in Morogoro and Dodoma, Tanzania. The results in Figure 3 depict that youths both male and female dominate all the sectors such as manufacturing (23.8%), Textile (14.2%), Food Processing (19.0%), Distillers (12.0%), Metal fabrication (19.0%) and Glass works (12.0%). On the other hand, women dominate in textile (86%) and distillers (60%).

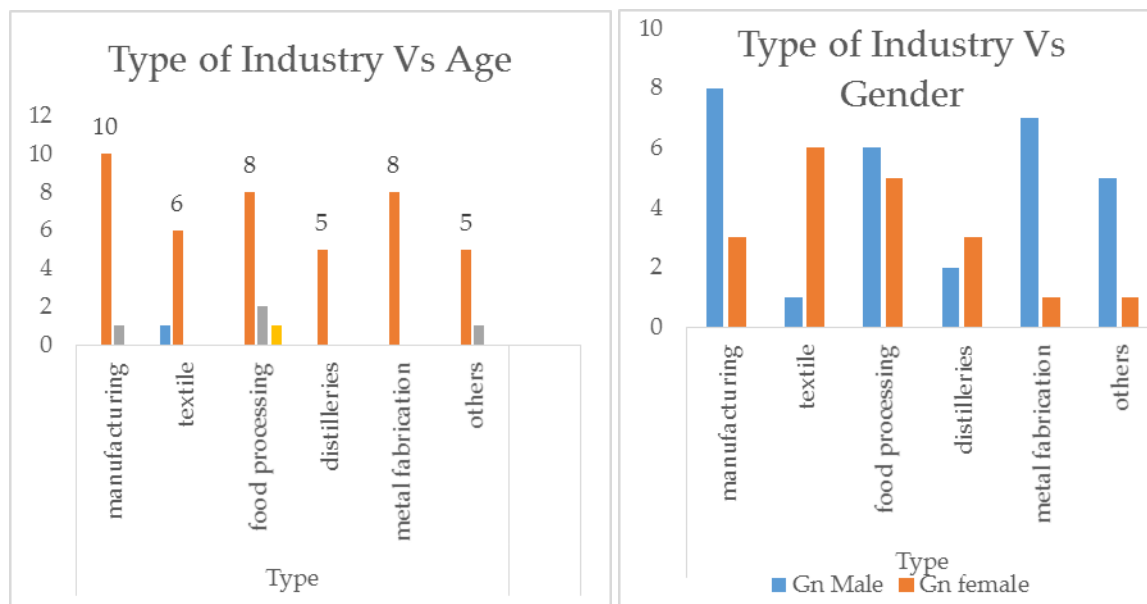


Figure 3: Type of Industry Vs Age and Gender

Regression Analysis

Table 3: Model Summary

Model Summary										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	
						F Change	df1	df2		
1	.481 ^a	.232	.179	1.019	.232	4.424	3	44	.008	

a. Predictors: (Constant), Self-efficacy, Locus of Control, Self-esteem

Table 3 shows that the R-squared of the dependent variable is 23.2% which indicate moderate effect resulting from independent variables (Locus of control, Self-esteem and self-efficacy). Overall, the regression model statistically predicts the participation of women and youth in industrialization. The results in Table 4 reveal that F-ratio in the regression model is significant ($p < .05$), implying that locus of control predicts women and youth participation in industrialization.

Table 4: ANOVA

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.783	3	4.594	4.424	.008 ^b
	Residual	45.696	44	1.039		
	Total	59.479	47			

a. Dependent Variable: Participation

b. Predictors: (Constant), Self-efficacy, Locus of Control, Self-esteem

Table 5 indicates that locus of control has a significant influence on women and youth participation in industrialization at p-value 0.003 with coefficients of -.455. This result implies that locus of control 45.5% decrease in women and youth participation in industrialization; this can be argued that as locus of control increases, participation decreases. Thus, the participation of women and youth in industrialization is not a result of participants' action rather external forces.

Table 5: Regression Coefficients

		Coefficients ^a										
Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta				Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-.628	1.602			-.392	.697					
	LocusofControl	-.594	.190	-.455		-3.130	.003	-.390	-.427	-.414	.828	1.208
	Selfesteem	.195	.174	.163		1.121	.268	-.038	.167	.148	.826	1.211
	Selfefficacy	.633	.339	.247		1.869	.068	.245	.271	.247	.998	1.002

a. Dependent Variable: Participation

Table 6: Pearson Correlations Analysis

		Correlations			
		Participation	Locus of Control	Self-esteem	Self-efficacy
Pearson Correlation	Participation	1.000	-.390	-.038	.245
	Locus of Control	-.390	1.000	.415	-.012
	Self-esteem	-.038	.415	1.000	-.048
	Self-efficacy	.245	-.012	-.048	1.000
Sig. (1-tailed)	Participation	.	.003	.400	.047
	Locus of Control	.003	.	.002	.467
	Self-esteem	.400	.002	.	.372
	Self-efficacy	.047	.467	.372	.
N	Participation	48	48	48	48
	Locus of Control	48	48	48	48
	Self-esteem	48	48	48	48
	Self-efficacy	48	48	48	48

Hypothesis Testing

4.4.2 Objective 3

In hypothesis one we predicted that higher locus of control leads to women and youth participation in industrialization theme in Tanzania. The results confirm the hypothesis by coefficients scores of $-.455$ with $p .003$. Also, the correlation scores are $-.390$ with $p .003$. This implies that, there is a reverse association between locus of control and women and youth participation in industrialization.

4.4.3 Objective 4

In hypothesis two we predicted that higher self-esteem leads to women and youth participation in industrialization theme in Tanzania. The results from coefficients scores is $-.038$ with $p .400$ which is not significant. Hence, the hypothesis is not supported as self-esteem does not lead to participation in industrialization.

4.4.4 Objective 5

Hypothesis three predicted that higher self-efficacy leads to women and youth participation in industrialization theme in Tanzania. The findings depict that self-efficacy does not lead to participation in industrialization with coefficient of $.247$ and $p .068$ which is not significant. Surprisingly, the findings reveal a positive association between self-efficacy and participation in industrialization with $r = .245$ and $p = .047$ which is significant, this implies that, there is a weak positive relationship.

5.0 CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

The present study aimed to find out women and youth participation in implementing industrialization theme in Tanzania. Results obtained from qualitative and quantitative tests proved that women and youth participate in implementing industrialization theme in Tanzania in various sectors including; manufacturing, textile, food processing, metal fabrication, distilleries and glass works. Further, findings indicated that women dominate in the textile and distilleries while men dominate in the manufacturing, food processing, metal fabrication, and glass works. Despite this participation, a number of challenges have been cited as hindrances to their effective participation. The most impinging ones being inadequacy of capital, skills and market. In addition to that, findings portray that using the empowerment theory the three factors locus of control, self-esteem and self-efficacy were associated with women and youth participation. However, self-esteem and self-efficacy had positive association but were not significant, while locus of control had a negative association which was significant. Therefore, the participation of women and youth in industrialization is not a result of internal factors rather external forces.

5.2 Recommendations

Following the research findings from this study, the following recommendations have been established;

- The government and other stakeholders should focus on improvement of external factors such as improvement of regulatory framework, infrastructure, provision of capital and continuous training.
- The future study should research on the effects of external factors prompting women and youth participation in industrialization.

REFERENCE

- Angulo-Ruiz, F. &. (2015). An empowerment model of youth financial behavior. *Journal of Consumer Affairs*, 49.
- Ani, F., Ramlan, N., Jaes, L., Damin, A., Halim, H., Khadijah, S., ... Ahmad, S. (2017). Applying empowerment approach in community development. *The 1st International Conference on Social Sciences*, (November), 1–2.
- Ary, D. J., Ary, D. J., Sorensen, L., & Walker, C. D. (2013). *Introduction to research in education*. Belmont, CA: Wordsworth.
- Athukorala, P. (1996). Foreign Investment and Industrialization in Malaysia: Exports , Employment and Spillovers * Premachandra Athukorala Jayant Menon. *Asian Economic*, 10(I), 1–16.
- Cooper, A. G. (2000). *Sampling Techniques*.
- Creswell, J. W. (2013). *Educational research: Planning, conducting, and evaluating*. W. Ross MacDonald School Resource Services Library.
- Etuk, G. R., Coker, F. G., & Ogrimah, A. J. (2014). Women’s Participation in Nigeria’s Industrial Development Process: Obstacles and Options for Change. *Journal of Sustainable Development*, 7(6), 168–174. <https://doi.org/10.5539/jsd.v7n6p168>
- Fox, L. (2016). *Gender and women ’s economic empowerment*.
- Gaumer, E., Soukup, A. S., Noonan, P. N., & McGurn, L. (2018). *Self- efficacy formative Questionnaire technical report*. Retrieved from <http://www.researchcollaboration.org/uploads/self-eficacyquestionnaireinfo.pdf>
- Hansen, N. (2015). The Development of Psychological Capacity for Action: The Empowering Effect of a Microfinance Programme on Women in Sri Lanka. *Journal of Social Issues*, 71(3), 597–613. <https://doi.org/10.1111/josi.12130>
- Huis, M. A., Hansen, N., Otten, S., & Lensink, R. (2017). A three-dimensional model of women’s empowerment: Implications in the field of microfinance and future directions. *Frontiers in Psychology*, 8(SEP), 1–14. <https://doi.org/10.3389/fpsyg.2017.01678>
- Hunt, A., & Samman, E. (2016). *Women’s economic empowerment: Navigating enablers and constraints*. Overseas Development Institute Research Report.
- Icken, H. (1989). *Women, Industrialization and State Policy in Cuba*. Retrieved from https://kellogg.nd.edu/sites/default/files/old_files/documents/133_0.pdf
- Johnson, D. A. (2019). *Influence of youth advisory boards on psychological empowerment and self-esteem in adolescents* (Vol. 5). ORS Journal of student Research.
- Kato, M. P., & Kratzer, J. (2013). Empowering Women through Microfinance: Evidence from Tanzania. *ACRN Journal of Entrepreneurship Perspectives*, 2(1), 31–59.
- Kim, S.-B. (2017). *Labor Market Outcomes of Youth and Women in Newly Industrialized and Developing Countries*. *Labor Market Outcomes of Youth and Women in Newly Industrialized and Developing Countries*. Pardee Rand Graduate School. <https://doi.org/10.7249/rgsd398>
- Kothari, C. R. (2004). *Research methodology: Methods and techniques*. New Delhi: New Age International.
- McManus, P. A. (2016). Women’s Participation in Self-Employment in Western Industrialized Nations. *International Journal of Sociology*, 31(2), 70–97. <https://doi.org/10.1080/15579336.2001.11770229>

- Moyo, T. (2017). Promoting Inclusive and Sustainable Industrialisation in Africa: A Review of Progress, Challenges and Prospects. In *The 2nd Annual International Conference on Public Administration and Development Alternatives 26 - 28 July 2017, Tlotlo Hotel, Gaborone, Botswana* (pp. 365–375). Retrieved from http://ulspace.ul.ac.za/bitstream/handle/10386/1881/moyo_promoting_2017.pdf?sequence=1&isAllowed=y
- Okurebia, S. O. (2014). Industrialization, Youth Employment and capacity utilization in Africa: Some Fundamental problem. *European Journal of Business and Management*, 6(27), 16-22.
- Perkins, D. D. (1995). *Empowerment theory, research, and application* (Vol. 23). American journal of community psychology.
- Rappaport, J. (1984). *Terms of empowerment/exemplars of prevention: Toward a theory for community psychology* (Vol. 15). American journal of community psychology.
- Zimmerman, M. A. (2000). *Empowerment theory*. In *Handbook of community psychology*. Boston MA: Springer.
- Pérez-Fuentes, P. (2013). Women's Economic Participation on the Eve of Industrialization: Bizkaia, Spain, 1825. *Feminist Economics*, 19(4), 160–180. <https://doi.org/10.1080/13545701.2013.834068>
- Vicky, L. (1996). Women and Industrialization in Asia. *Asian Perspective*, 20(2), 343–348.
- Wangwe, S., Mmari, D., Aikaeli, J., Rutatina, N., Mboghoina, T., & Kinyondo, A. (2014). *The Performance of the Manufacturing Sector in Tanzania: Challenges and the Way Forward*. Learning to Compete Working paper No.22, Published by African Development Bank.