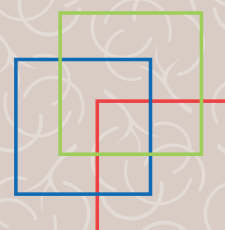




# Report on Decent Work Deficits in the Cotton Supply Chain in Tanzania



Cotton  
WITH Decent  
Work  
Project



# **REPORT ON DECENT WORK DEFICITS IN THE COTTON SUPPLY CHAIN IN TANZANIA**

A study commissioned by ILO and conducted by Braison M Salisali

August 2016

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# Abbreviation and Acronyms

|         |                                                          |
|---------|----------------------------------------------------------|
| AMCOS   | Agricultural Marketing Cooperative Society               |
| ASDS    | Agricultural Sector Development Strategy                 |
| ATE     | Association of Tanzania Employers                        |
| CDTF    | Cotton Development Trust Fund                            |
| CHF     | Community Health Fund                                    |
| CLMS    | Child Labour Monitoring System                           |
| CTPP    | Cotton and Textile Development Program                   |
| CTI     | Confederation of Tanzania Industries                     |
| DAICO   | District Agriculture, Irrigation and Cooperative Officer |
| DED     | District Executive Director                              |
| ECGA    | East Cotton Growing Area                                 |
| ELRA    | Employment and Labour Relations Act                      |
| EU      | European Union                                           |
| FAO     | Food and Agriculture Organization of the United Nations  |
| FBGs    | Farmers Business Groups                                  |
| FGDs    | Farmer Groups Discussions                                |
| FYDP    | Five Year Development Plan                               |
| GAPs    | Good Agronomic Practices                                 |
| HHBS    | Household Budget Survey                                  |
| ICAC    | International Cotton Advisory Committee                  |
| ILSF    | Integrated Labour Force Survey                           |
| ILO     | International Labour Organization                        |
| ITC     | International Trade Centre                               |
| LGA     | Local Government Authority                               |
| LESCO   | Labour, Economic and Social Council                      |
| MALF    | Ministry of Agriculture, Livestock and Fisheries         |
| NBS     | National Bureau of Statistics                            |
| NCU     | Nyanza Cooperative Union                                 |
| NGO     | Non-Governmental Organization                            |
| NHIF    | National Health Insurance Fund                           |
| NSGRP   | National Strategy for Growth and Reduction of Poverty    |
| OSHA    | Occupational Safety and Health Authority                 |
| REA     | Rural Electrification Agency                             |
| SACCOS  | Saving and Credit Cooperative Society                    |
| SGDs    | Sustainable Development Goals                            |
| SHIRECU | Shinyanga Region Cooperative Union                       |



|        |                                                                                                                                                                                                                   |
|--------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SSRA   | Social Security Regulatory Authority                                                                                                                                                                              |
| STABEX | The word Stabex (from French <i>Système de Stabilisation des Recettes d'Exportation</i> ) is the acronym for a European Commission compensatory finance scheme to stabilize export earnings of the ACP countries. |
| TASAF  | Tanzania Social Action Fund                                                                                                                                                                                       |
| TACOGA | Tanzania Cotton Growers Association                                                                                                                                                                               |
| TCA    | Tanzania Cotton Association                                                                                                                                                                                       |
| TCB    | Tanzania Cotton Board                                                                                                                                                                                             |
| T&C    | Textile and Clothing                                                                                                                                                                                              |
| TCLSB  | Tanzania Cotton Lint and Seed Board                                                                                                                                                                               |
| TGT    | Tanzania Gatsby Trust                                                                                                                                                                                             |
| TIKA   | Tiba Kwa Kadi                                                                                                                                                                                                     |
| TOSCI  | Tanzania Official Seed Certification Institute                                                                                                                                                                    |
| TPAWU  | Tanzania Plantation and Agricultural Workers Union                                                                                                                                                                |
| TUICO  | Trade Union of Industrial and Commercial Workers                                                                                                                                                                  |
| TZS    | Tanzania Shillings                                                                                                                                                                                                |
| UNICEF | United Nations Children's Fund                                                                                                                                                                                    |
| URT    | United Republic of Tanzania                                                                                                                                                                                       |
| VEO    | Village Executive Officer                                                                                                                                                                                         |
| VICOBA | Village Community Bank                                                                                                                                                                                            |
| VSL    | Village Saving and Loans Group                                                                                                                                                                                    |
| WCGA   | Western Cotton Growing Area                                                                                                                                                                                       |
| WEO    | Ward Executive Officer                                                                                                                                                                                            |
| WMA    | Weights and Measure Agency                                                                                                                                                                                        |
| WWF    | World Wildlife Fund                                                                                                                                                                                               |

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# Executive Summary

The study on decent work in the cotton supply chain in Tanzania was carried out following a request by the Government of Brazil to the International Labour Organization (ILO) to implement a new **‘South-South cooperation project for the promotion of decent work in cotton-producing countries’** with the aim of supporting developing countries whose economies depend on cotton production. The United Republic of Tanzania (URT) was among the five countries identified for the project.

The objectives of the study were: **one**, to determine the decent work gaps in the cotton supply chain in Tanzania; **two**, to identify needs and demands in Tanzania that will be addressed by specific South-South cooperation interventions; and **three**, to recommend possible actions to address the main decent work gaps in the cotton supply chain in Tanzania through South-South cooperation interventions.

The study was carried out in five regions of Tanzania: Dar es Salaam and four other regions from Western Cotton Growing Area (WCGA) – Shinyanga, Geita, Mwanza, and Simiyu. The methodology of the study combined both secondary information review and primary data collection. The primary data collection used both qualitative and quantitative data collection techniques that involved Focus Group Discussions (FGDs) with cotton farmers and some LGAs officials and face-to-face interviews with key informants and cotton processors (ginners and textile companies). Both quantitative and qualitative data analysis methodologies were used to analyze the collected information, although qualitative analysis was used mostly because of the nature of the data collected.

The main findings of the study are as follows:

- i. Cotton farming in Tanzania is predominantly smallholding in nature, rain-fed and traditional;
- ii. The cotton sector is marred by a lot of inefficiencies, such as poor governance of the sector, poor input supply and distribution system, low productivity per unit of areas and labour, prevalence of pests and diseases, erratic weather conditions, poor marketing system, political interference, etc.;
- iii. When it comes to marketing and processing, the Tanzanian cotton sector is one of the most competitive sectors in comparison to other cotton growing countries in Africa;
- iv. Child labour is very common in cotton growing areas, although the actors in the area believe that the practiced child labour is not detrimental to children's development;
- v. Gender stereotype and women oppression are common in cotton growing areas because the nature of society is more patriarchal;
- vi. Social dialogue is very weak in cotton growing areas;
- vii. Forced labour was not found to exist in all cotton growing areas where the study was carried out. This is partly due to the unavailability of data and, on the other hand, to the lack of or low understanding by most actors of what constitutes forced labour and its real meaning;
- viii. There are a lot of violations in workplaces and rights at work are not respected by actors, especially by the majority of cotton ginners;
- ix. Formal social security schemes don't exist in rural areas. Health insurance and TASAF are the only schemes found to exist in rural areas, but they were also found to cover a very small proportion of population (less than 5%).

Based on the findings of the study, the recommendations of the study have been divided into two main areas: one that is related to the cotton sector and another that falls under decent work gaps. The recommendations are as follows:





## Recommendations for the wider cotton sector

- i. There is an urgent need to increase investments in the cotton value chain, especially in key government institutions that regulate and oversee the sector (TCB, CDTF, LGAs, research centres involved in cotton crop development, TOSCI, TPRI and WMA);
- ii. Cotton seed production and distribution should be mainstreamed in the official seed production and distribution regime in order to ensure that cotton farmers are provided with seeds that are officially certified by TOSCI;
- iii. Irrigation farming should be critically looked into and avenues for determining appropriate investment levels in irrigation infrastructure, including the possibility of drilling water boreholes or utilizing Lake Victoria water resources, should be explored;
- iv. Contract farming is a good and welcome concept. However, there is a great need to institutionalize it;
- v. Political interference both at the local and top level has been found to be a longstanding concern and deep-rooted problem. Political will and support from the top level of the country's leadership are urgently required in order to stop politicians – notably at the local level – from trading votes from farmers at the expense of ignoring scientific directions from cotton experts;
- vi. The cooperative system both at the apex and primary level should be revitalized and streamlined in order to effectively compete with the private sector (ginners);
- vii. At the cotton processing and textile production level, availability of electricity and high transport costs due to poor infrastructure were cited as key challenges. These need to be addressed in order to encourage increased private investments;
- viii. There is an urgent need to put in place a strategy to improve the livelihood of cotton growing communities. Farmers should receive training in agribusiness (including good agronomic practices - GAPs) and farmers business groups (FBGs) should be formed;
- ix. Communities should be assisted and supported in establishing Village Savings and Loan Groups (VSLs) or Village Community Banks (VICOBA) with a focus on women, since they are the pillars of economic activities in households and therefore have a huge potential for high multiplier effects at the family and community level;
- x. Equal participation of youth and women in the cotton supply chain should be promoted through the provision of vocational, entrepreneurship and educational training and economic empowerment of communities.

## Recommendations on decent work aspects

- i. The government should improve coordination and resources base (equipment and technical, financial and human resources) among its key institutions and agencies dealing with decent work issues so as to help them perform their roles properly;
- ii. In collaboration with various key stakeholders, specifically private sector and development partners, the government should introduce an awareness-raising program designed to improve the understanding of cotton sector actors about various decent work gaps or issues like child labour, forced labour, women and youth discrimination, social security, social dialogue, and freedom of association;
- iii. Sensitization and capacity-building initiatives should be introduced for both employers and employees in the cotton sector (through their apex associations) on issues related to social dialogue, freedom of association, and collective bargaining and rights at work. This will ultimately help to improve various malpractices observed in the cotton growing areas;
- iv. Through SSRA, the government should formulate a comprehensive strategy to ensure that the rural sector is covered by the formal social security system;

- v. Insurance companies (health and agricultural insurance companies) should be encouraged to extend their outreach to the rural sector, specifically to cotton growing rural areas, so as to help reduce the social and economic vulnerability of this community;
- vi. Through SSRA, the government should speed up its initiatives to implement the universal health care scheme as well as introduce a universal social security scheme in the country;
- vii. Supply of medicines to health facilities, especially those located in hard-to-reach areas, should be improved. This will greatly motivate more people to join the CHF;
- viii. Cotton processors need a lot of sensitization on the importance of embracing decent work issues by fully complying with labour-related laws. A dedicated educational and sensitization strategy for these companies need to be put in place;
- ix. The capacity of both the labour department and OSHA in terms of human and financial resources was mentioned by both of them as a serious impediment. The government should seriously look into the possibility of increasing manpower and budgetary allocations to these institutions in order to effectively monitor and enforce the relevant laws;
- x. There is a need to support TPWU in terms of institutional capacity building in order to enhance its operations in the cotton growing areas, notably with regard to the right of workers to form their own associations;
- xi. Since cotton processing and textile manufacturing are labour intensive, there is an urgent need for OSHA to lower medical examination fees and make them affordable to all employers. This will encourage improved compliance and reduce the cost of doing business on the part of employers.





# 1.0 Background Information

The Government of Brazil requested the International Labour Organization (ILO) to implement a new **‘South-South cooperation project for the promotion of decent work in cotton-producing countries’** to support developing countries whose economies depend on cotton production. After a consultation process and a formal request of governments to the ILO and/or the Brazilian authorities, five countries were identified: Mali, Mozambique, Paraguay, Peru and Tanzania.

This project aims at promoting decent work in interested countries through the systematization, sharing and adaptation of relevant Brazilian experiences in areas such as fighting poverty, productive inclusion, prevention and eradication of child labour and forced labour, promotion of youth employment, combating discrimination, and promoting gender, race and ethnicity equality, and social dialogue. As indicated in the project document (PRODOC), several initiatives have been developed in Brazil to promote decent work in the cotton supply chain, in particular to:

- i. Prevent and eliminate child and forced labour;
- ii. Promote productive inclusion with a focus on capacity building and employment for young people and women.

Within the framework of the ILO/Brazil Partnership Programme for the Promotion of South-South Cooperation, Tanzania has benefited from a project on ‘Supporting the implementation of the National Action Plan for the Elimination of Worst Forms of Child Labour in Tanzania (NAP) between 2011 and 2014.’ As a result of this project, Tanzanian stakeholders dealing with child labour elimination are already familiar with the concept of South-South cooperation.

In recent years, cotton production and sourcing has undergone extensive transformations and restructuring. Cotton is at the base of the textile industry supply chain. Efficient and effective cotton sourcing is important for ensuring delivery, quality, and a well-functioning supply chain. Increasing cotton export has enabled many developing countries to be linked to the global economy, and has spurred significant enterprise and employment creation and growth. These changes have provided both opportunities and challenges for the promotion of decent work for cotton farmers and workers. Based on this information, ILO decided to commission a study to assess the cotton supply chain in Tanzania with the aim of identifying decent work gaps and providing concrete recommendations on how they can be addressed through South-South Cooperation.

## 1.1 Objectives and Scope of the Study

The objectives of the study are as follows:

- i. To determine the decent work gaps in the cotton supply chain in Tanzania;
- ii. To identify needs and demands in Tanzania that will be addressed by specific South-South cooperation interventions;
- iii. To recommend possible actions to address the main decent work gaps in the cotton supply chain in Tanzania through South-South cooperation interventions.



## 1.2 Approach and Methodology

A literature review was carried out on decent work gaps in the country and specifically on the cotton sub-sector for the purpose of systematically summarizing existing knowledge and identifying information. Subsequently, a field mission was carried out.

FGDs and interviews were carried out in five regions: four of them are from the West Cotton Growing Area (WCGA) (Simiyu, Mwanza, Geita and Shinyanga) and the other one is Dar es Salaam, as it hosts most key technical and Government Institutions. Shinyanga was covered because it is the headquarters of Shinyanga Region Cooperative Union (SHIRECU) and because institutions dealing with cotton ginneries, like field labour inspectors and TPAWU, are based in Shinyanga. Six villages<sup>1</sup> from six different districts of the first three regions of WCGA were involved in FGDs with farmers and FGDs and interviews with local village leaders. At least 30 cotton farmers in each village were interviewed and each FGD comprised of at least 5 farmers. Youth and adult groups were divided into two subgroups: one was for females only and the other for males only. The children group depended largely on the number of participants. Whenever there were more than 10 children involved, two groups were created, one for girls and the other for boys.

Both quantitative and qualitative data analysis methodologies were used to analyze the collected information, although qualitative analysis was used mostly because of the nature of the collected information.

## 1.3 Limitations

The fieldwork for this study was conducted in 5 Regions (i.e. Simiyu, Mwanza, Geita, Shinyanga, and Dar es Salaam) within only two weeks. The limited time within which this study was conducted posed a limitation in the sense that in some regions, the consultants were not able to cover two villages in each district as had been agreed upon. Also due to the same limitation, the planned mini- survey with cotton farmers was not carried out and instead a Consultant decided to hold FGDs according to specific age and sex groups so as to get every bit of information from the respective groups of farmers. To overcome these limitations and enhance validity, the consultants cross-checked and also validated the information received from the interviewed farmers with other secondary actors and development projects under way in the areas where the study was carried out.

---

1 The six villages and their respective districts involved are as follows: Mbiti – Bariadi TC, Luguru – Itilima DC, Nguge – Misungwi DC, Mahaha – Magu DC, Nyaiseke – Geita TC and Kanyama – Chato DC.

## 2.0 Contextual Analysis

### 2.1 Country Political, Social and Economic Context

The population of the United Republic of Tanzania (URT) is estimated to have reached 45.3 million, with approximately 1.3 million living in Zanzibar. Out of 45.3 million persons, 19.5 million are children aged 0-14 years and 25.8 million are people aged 15 years and above. Rural areas have the largest number of persons (29.2 million), followed by other urban areas (11.3 million) and Dar es Salaam, which has 4.8 million people<sup>2</sup>. URT ranked 151 out of the 187 countries in the human development index and has an HDI value of 0.521, which is considered above the average of 0.505 for countries in the low human development group and above the average of 0.518 for countries in Sub-Saharan Africa<sup>3</sup>. According to the 2012 Population and Housing Census (PHC), URT population has been growing at a rate of 2.7% per year, which means about 1.3 million people have been added to the country per year<sup>4</sup>.

Tanzania's political situation is considered to be very stable in comparison to its peers in the region. Despite some irregularities in Zanzibar, Tanzania has generally managed to undertake various elections peacefully and the transfer of power between regimes has been very smooth since the introduction of multiparty system in 1992. The country has also allowed the growth of civil society and media outlets and together with the parliament, this has created a more free space for social dialogue<sup>5</sup>.

The Government of URT has continued to achieve good success in both macro-economic stabilization and growth. The country has managed to sustain an economic growth in excess of 6% per year for the past two decades. Inflation has continued to decline from above 25% in 1990s and briefly above 16% in 2014 to a single digit since the country liberalized its economy. Despite this success, Tanzania remains one of the poorest countries in the world, with 12 million of its population living in extreme poverty<sup>6</sup> (World Bank, 2016). By 2012, the country's headcount poverty level stood at 28.2 percent of all population, which is a slight decrease from the 2007 figure of 33.6 percent, while basic needs poverty is at 28.2 percent and food poverty (extreme poverty) stood at 9.7 percent<sup>7</sup>.

Poverty is particularly pervasive in the rural areas, where around 70 percent of the Tanzanian population lives. About 10 million people in the rural population live in poverty, and 3.4 million live in extreme poverty, compared to less than 1.8 million living in poverty and 750,000 people in extreme poverty in the urban areas (see figure 1). Generally, over 80 percent of the poor and the extreme poor in Tanzania live in rural areas<sup>8</sup>.

2 URT (2015). *Integrated Labour Force Survey 2014*: Analytical Report for Mainland.

3 UNDP (2015). *Human Development Report 2015*: Work for human development. Briefing note for countries on the 2015 Human Development Report (United Republic of Tanzania).

4 Aman H and Angwanda, A (2014). *Population Growth, Structure and Momentum in Tanzania*: THDR 2014: Background Paper No.7, ESRF Discussion Paper 61.

5 ILO and URT (2013). *Tanzania Decent Work Country Programme 2013 -2016*.

6 World Bank (2016). *Tanzania economic update: the road less traveled – unleashing public private partnerships in Tanzania*. Tanzania economic update; issue no. 8. Washington, D.C.: World Bank Group.

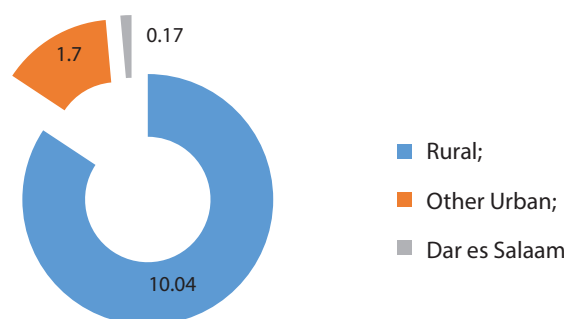
7 NBS (2014). *2011/12 Household Budget Survey Tanzania Mainland: Main Report*: National Bureau of Statistics, Ministry of Finance, Dar es Salaam.

8 *Ibid*.



**Figure 1: Distribution of poor population by geographical area (millions)**

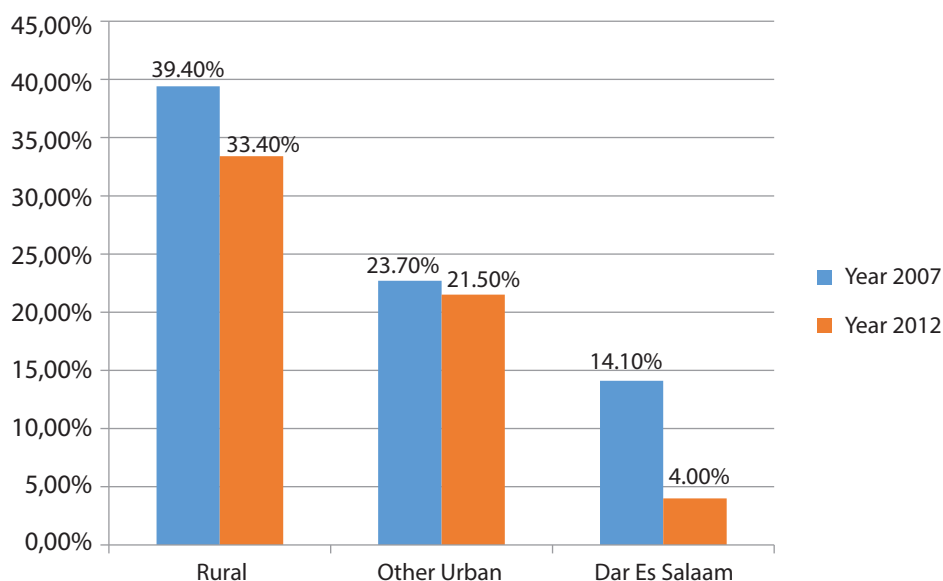
**Year 2011/12**



Source: World Bank 2015.

Poverty declined by over 70 percent in Dar es Salaam, but only by around 15 percent in the rural sector, while it remained almost unchanged in the secondary cities and towns, declining by only 5 percent (*see figure 2*). Although Dar es Salaam experienced the greatest proportionate decline in poverty, the absolute number of poor people declined more in the rural areas, as 1.2 million rural people moved out of poverty as opposed to fewer than 300,000 in the metropolitan city.

**Figure 2: Poverty headcount by geographical domain**



Source: World Bank 2015.

More than half of the rural poor depend on subsistence agriculture for their livelihoods. Poor households are larger in size and have more dependents than non-poor households. Households with five children and more have the highest poverty rates, followed by elderly families whose head is 65 years old or older<sup>9</sup>. The interaction between family size and poverty is bidirectional. On the one hand, the large number of children and dependents affects the ability of the poor to cover their basic food needs and to move out of poverty. On the other hand, poor households tend to have more children to compensate for their inability to rise from poverty by investing in the human capital of their children and having many as an insurance strategy against infant mortality, trapping them in a vicious circle of poverty<sup>10</sup>.

In recent years, the government of URT has put much recognition on the productive employment and decent work as they play an important role in promoting inclusive growth and serve as a critical link between growth and poverty reduction. The mismatch between high growth and poverty reduction has been attributed to the nature of the growth, which has occurred in sectors that are less employment-intensive, especially mining. Meanwhile, in growth-intensive sectors such as agriculture, manufacturing, and selected service industries, growth has been low<sup>11</sup>.

## 2.2 Global Cotton Supply Chain

Cotton is the most widespread non-food crop in the world, supporting the livelihoods of over 250 million farmers across the globe and accounting for 7% of employment in developing economies<sup>12</sup>. The International Cotton Advisory Committee (ICAC) estimates that global production had reached 26.3 million tons in 2014/15, having been cultivated on 34.3 million hectares of land and yielding 768 kg/ha<sup>13</sup>. While most of the output was used by producing countries, close to 7.8 million tons were traded<sup>14</sup>.

### 2.2.1 Global Trends in Cotton Sector

From a global perspective, cotton is often considered to be one of the world's most important raw materials. Cotton is a key component in the Textile and Clothing (T&C) industry (accounting for roughly one-half of T&C materials) and has been an engine of economic growth and industrialization throughout history. Cotton has long been a basis for the expansion of value addition, leading to the development of downstream activities (T&C production) as well as the propagation of supply and support services at the farm level<sup>15</sup>. Not only is cotton a basis for light industry, it is also a cash crop that increases income and welfare for farmers. The recent development of the global cotton sector has been driven mostly by the increase in yields and production (see figure 1 below).

### 2.2.2 Global Production and Yields

Global production has risen steadily over the past 25 years, growing by 22% between 1990/91 and 2014/15. This rise was driven by an increase in yields, which grew by 29% over the same period. Meanwhile, the area under cotton cultivation fell by over 5%. The majority of gains were realized between the turn of the century

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9 *Ibid.*

10 *Ibid.*

11 ILO (2010). *Decent work country profile Tanzania (mainland)* / International Labour Office. – Dar es Salaam and Geneva: ILO, 2010.

12 WWF (2015). Sustainable agriculture: cotton-overview. Available at <http://www.worldwildlife.org/industries/cotton>.

13 ICAC in association with Generation 10 (2015). Statistics Database.

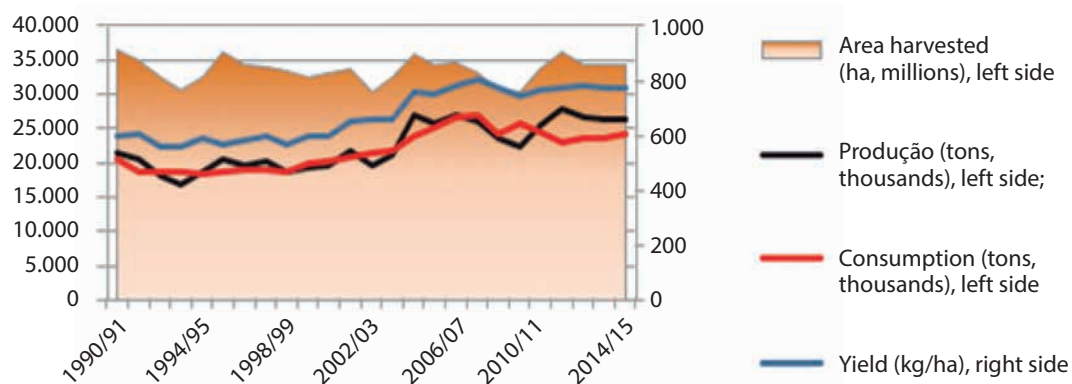
14 ICAC (2014). Cotton: Review of the World Situation, vol. 67, No. 6, July–August.

15 URT (2016). United Republic of Tanzania Cotton to Clothing Strategy 2016–2020. ITC, Geneva, Switzerland.



and the 2004/05 season. During this five-year period, production jumped by 41% from 19.5 million tons to 27 million tons, driven by a 27% growth in yields (from 592 kg of lint per ha to 780 kg of lint per ha) and an 11% growth in area under cultivation<sup>16</sup>. Since then, the sector's growth has been largely flat. While production has recovered from the lows experienced following the 2008/09 recession, consumption has yet to return to previous levels. Instead, consumption has suffered from the recent shift towards man-made fibres in the T&C industry. The resilience of production may be attributed in part to demand from China, which was stockpiling significant amounts of cotton. However, the end of this practice may signal that production will decline and align itself with the lower consumption figures, particularly in light of uncertain global economic growth.

**Figure 3: Cotton Global Production Trend**



Source: Adapted from URT (2016).

### 2.2.3 Regional Production Perspective

There are 14 cotton-producing countries in Eastern and Southern Africa<sup>17</sup>. Over the past 25 years, these countries accounted for an average of 2% of global cotton output, 1% of global mill use<sup>18</sup> and 1% of global consumption. The largest producers in the region are Zimbabwe, the United Republic of Tanzania (URT), and Zambia, while the largest consumers are Ethiopia, the United Republic of Tanzania, and South Africa.

While the region's relative share in world output has remained roughly the same, absolute production has gradually risen. Average production over the past five seasons (2008/09–2013/14) was 380,000 tons, as opposed to 249,000 tons in the late 1980s and early 1990s. This was driven by an increase in land under cotton cultivation as well as by improved yields (now at 233 kg of lint per ha, up from 204 kg of lint per ha).

Despite this steady increase in production, regional output continues to be hampered by relatively low yields<sup>19</sup>. World yields have been consistently double those of the region and have recently reached 780 kg of lint per ha, more than triple the 233 kg of lint per ha achieved in Eastern and Southern Africa. Regional yields remain both low and variable given the continued reliance on rain-fed agriculture. A variety of other factors contribute to subpar yields:

<sup>16</sup> *Ibid.*

<sup>17</sup> ICAC (2014). Cotton: Review of the World Situation, vol. 67, No. 6, July-August.

<sup>18</sup> Cotton mill use refers to operational factories related to cotton ginning and textiles.

<sup>19</sup> *Ibid.*

- i. Cotton is often planted as a secondary crop and given less attention due to the higher prices that can be reaped from food crops;
- ii. Low soil fertility, which is compounded by limited use of fertilizers (price is not seen as justified);
- iii. Reliance on manual fieldwork;
- iv. Limited use of herbicides because they are considered too expensive;
- v. The use of subpar planting seed;
- vi. Lack of extension services;
- vii. Rising production costs and inability to finance appropriate inputs.

## 2.2.4 Global Cotton Trade Trends

Just one-third of global cotton output is traded, as the largest cotton-producing countries are also those with the highest consumption (in terms of mill use). The cotton trade has historically been quite competitive and over 400 firms currently participate. Even so, recent years have borne witness to increasing market concentrations as larger, diversified trading firms grow in prominence. It should also be noted that the sector is heavily influenced by direct government support, which surpassed US\$ 6.5 billion in 2013/14.

Exports of cotton lint in 2014 amounted to 7.8 million tons, valued at US\$ 14.9 billion<sup>20</sup>. This represents a five-year annual growth rate of 10% in terms of value and 3% in terms of quantity. Exports have nonetheless fallen from a peak of US\$ 21.8 billion and 10 million tons that was reached in 2011-2012. The growth leading up to the peak was driven mainly by two factors: China's accumulation of huge cotton stocks and increasing prices. Whereas prices peaked in 2011, China's imports have fallen markedly from 2012 onwards. When Chinese imports are excluded, global trade appears to have been much more stable.

The United States is the world's leading exporter, accounting for 30% of cotton exports in 2014, followed by India, Australia and Brazil. Africa accounts for 15% of the global cotton trade and its exports are dominated by Burkina Faso, which exported US\$ 496 million of cotton in 2014, followed by Côte d'Ivoire (US\$ 322 million), Mali (US\$ 314 million), Benin (US\$ 287 million) and Cameroon (US\$ 160 million). Asia is the largest importing market for cotton, accounting for 85% of global imports, and China has been the largest importer since 2002/03.

## 2.3 Tanzania Cotton Supply Chain

### 2.3.1 Country Cotton Sector Context

For the past two decades, cotton has been one of the major export crops for Tanzania, ranking second after coffee. The available data indicate that about 40% of the country population depend their livelihoods on cotton, cultivating about 300,000 to 500,000 hectares of land, which is equivalent to about 9% of the country's total arable land. Around 99% of the Tanzania cotton is grown in the Western part of the country, famously known as the Western Cotton Growing Area (WCGA), and the remaining 1% of the country's cotton is grown in the Eastern Cotton Growing Area (ECGA). The WCGA is made up of 9 regions, namely Shinyanga, Simiyu, Mwanza, Geita, Kagera, Musoma, Singida, Tabora and Kigoma, while the ECGA comprises the six following regions: Manyara, Morogoro, Kilimanjaro, Coast, Tanga and Iringa (*see Annex 1*).

20 International Trade Centre (2015). Trade Map Database. Available at <http://www.trademap.org/Index.aspx>.

### 2.3.2 Cotton Sector Historical Background

Cotton is believed to have been introduced in Tanzania around 1904 by German settlers as a plantation crop. The attempt to make it a plantation crop failed before it was reintroduced during the 1920s, this time around focusing on smallholding production. The new efforts to reintroduce cotton production started in Eastern Tanzania and later on it was expanded to the Western part of the country. Commercial cotton production started in Mwanza Region at Ukiriguru after the construction of the railway line from Tabora to Mwanza in 1928.

The first seed variety used was imported from the United States (US) and unfortunately it didn't perform well because of unsuitable agro-ecological conditions. This led to the beginning of local research in 1930 for developing a new variety of the crop and hence to the establishment of the Ukiriguru Research Centre. Following this, a number of high-yielding and pest-resistant cotton varieties were released, multiplied and distributed to the lake zone region. As a result of this and better organization of the sector, cotton productivity, improved considerably, especially in western Tanzania. The establishment of the Tanganyika Lint and Seed Marketing Board in 1956 also contributed significantly to the growth of the sector<sup>21</sup>.

The cotton industry started to experience remarkable changes in the 1960s following the spread of the cooperative movement and deterioration of relations between ginnery owners (mostly Asians) and cotton growers. Several hundred primary societies sprung up, and the groups began handling crop purchasing. Soon, they formed cooperative unions and began building ginneries, training staff, and taking over ginneries and cotton oil mills from foreign owners.

Until early 1960s, the ownership and management of ginneries in Tanzania remained in the hands of the private sector. However, due to competing forces basically from primary societies and cooperative unions on the procurement and marketing of cotton, the private entrepreneurs were compelled to sell their ginneries to cooperative unions. By 1968, almost all ginneries were bought by the cooperative unions, thus not only controlling the ginning but also the sale of cotton in the country. Throughout the 1970s and 1980s, there have not been many changes on the ownership of the ginneries until the 1990s, when the government introduced the trade liberalization policies.

By 1968, the cooperative unions and Cotton Board had effectively been handed a monopsony in cotton seed buying and a monopoly in cotton lint selling. The unions were employing an estimated 1,800 permanent staff and 7,000 casual labourers. The Nyanza Cooperative Union (NCU) alone, with 13 ginneries by that time, employed 776 permanent ginnery staff and 3,000 labourers, while the Shinyanga Region Cooperative Union (SHIRECU) employed 560 permanent staff and 2,000 labourers<sup>22</sup>. However, the unions operated inefficiently, mainly because of poor management.

In an attempt to correct the inefficiencies and poor management, the government abolished the unions in 1976 and turned over cotton marketing to the Tanzanian Cotton Authority (TCA), the successor of the Tanzania Lint and Seed Marketing Board (TLSMB). The government set the prices paid to farmers, establishing uniform national prices for an entire season. This marketing structure also failed, and the cooperative unions were reinstated between 1980 and 1984. The unions and primary societies acted as agents for the Tanzanian Cotton Marketing Board (TCMB), the renamed Tanzania Cotton Authority (TCA). The primary societies stored and sold cotton to the cooperative unions for a fixed price, and the unions processed the seed cotton for a fixed margin. The Cotton Board (TCB) managed domestic and international sales. Because the cooperative unions were semipublic entities, they simply added another bureaucratic layer rather than making a substantial

21 Before 1956, Tanzania cotton was marketed by the Uganda Lint Marketing Board.

22 Baffes, J (2002). Tanzania's Cotton Sector: Constraints and Challenges in a Global Environment. Africa Region Working Paper Series No. 42. December 2002.

contribution to the value added. Most of the unions accumulated huge debts and managed to survive only through government subsidies and donor support.

Five years after unions were fully reinstated it became clear that policy reforms were the only feasible solution. The first steps towards cotton reform in Tanzania were taken in 1989/90, when the government launched the Agricultural Adjustment Program. The program transferred ownership of seed cotton from the Cotton Board to the cooperative unions, and the board was converted into a fee-based marketing service for final sales and input purchases. Price controls on cotton were gradually relaxed. In 1991/92, the government announced only indicative prices, not fixed prices. The cooperative unions were free to determine their own producer prices for the next season, although they chose to offer uniform prices throughout the country.

The largest reforms came with the Cotton Act of 1994, when the government formally eliminated the monopoly held by the board and the cooperative unions and allowed competition in cotton marketing and ginning. At that time, there were 14 regional cooperative unions licensed to trade cotton. In 1994/95, some 22 private companies started trading cotton, and 8 new private ginneries were constructed. That opened up another marketing channel, especially in western Tanzania. In eastern Tanzania, where production was low and some farmers had no buyers, the Tanzanian Cotton Lint and Seed Board (the new name of the Tanzania Cotton Marketing Board as of 1995) acted as buyer of last resort.

By 1996/97, private businesses were purchasing almost half of all cotton. Private traders and ginneries were able to capture a considerable share of the market because they offered higher prices than cooperative unions and paid promptly. Some private ginneries also engaged in contract farming, providing inputs (seeds and occasionally fertilizer) to producers who agreed to supply cotton in return. The ginneries and producers usually established minimum price at planting time, but the price could be adjusted if the market price was higher during the harvest.

### 2.3.3. Cotton Production

Unlike other traditional export crops (e.g. tea, sisal and tobacco), cotton is viewed as an important smallholder crop in the country, grown on small farms along with other food crops. The average farm size for seed cotton ranges from 0.2 to 2.0 hectares with production yields of 560 to 750 kg of seed cotton per ha, but with huge potential for higher productivity<sup>23</sup>. According to available data, farmers in WCGA have been able to receive an average income of 226 USD per acre<sup>24</sup>. Cotton yields have continued to be low due to a number of reasons, including the use of uncertified cotton seeds, farmers using little or no fertilizers coupled with little use of pesticides, and lack of farming machinery. In addition, there has not been enough research into high-yield seed varieties, leave alone the problem of lack of a system to provide credit to farmers for fertilizer. Without credit, farmers can't afford fertilizer. Low productivity and falling global cotton prices have actually made farmers poorer.

Tanzania has also a comparative advantage in producing organic cotton due to its largely unspoiled soil and unpolluted environment and to the growing demand for organic cotton, with several US and European retailers and brand owners targeting a minimum of 5 percent organic content<sup>25</sup>. According to "Textile Exchange," Tanzania produced 2635 tons of organic seed cotton in the 2009/10 season, which represents only 0.97 percent of total production. Nonetheless, this places the country in 5<sup>th</sup> position in the ranking of the world's leading

23 Potential yields of 12001500kg per ha are reported (see <http://www.ippmedia.com/frontend/?l=59359>) (available in [www.allafrica.com](http://www.allafrica.com): *Tanzania: Contract Cotton Farming Increasing in Lake Zone* - Report, 23<sup>rd</sup> May 2016). The yields for Tanzania are the lowest worldwide (cf. 850 kg per ha for Zambia and Zimbabwe and around 1100 per ha in West Africa).

24 FAO (2013). *Analysis of Incentives and Disincentive for Cotton in United Republic of Tanzania*.

25 TCB (2016). Website. Available at <http://www.cotton.or.tz>.

organic cotton producers. However, it is not clear if organic seed cotton production is captured in the regular cotton subsector and production statistics.

The commonly used technology in cotton farming is hand-hoe. In some areas, animal traction is used for farm preparation, planting and subsequent weeding. The Tanzania Cotton Association (TCA), which is an umbrella association for cotton ginner, and some tractor owners have supported farmers in the use of tractors as way of helping them to move into modern farming<sup>26</sup>. UK 91 seed has been used in the WCGA since 1991. This seed was developed by the Ukiriguru Agriculture Research Center, is more uniform, has a slightly higher ginning out – turn of 0.38 – and is very drought-resistant compared to other varieties. Other new varieties UK 08 and UKM 08 have also been released recently by this center. In addition, Mkombozi seed (ALAI 90), developed by Ilonga Agricultural Centre, was released in 2002 and is adapted to the agro-ecological conditions of the ECGA<sup>27</sup>.

**Table 1: Tanzania Production of Seed Cotton, Cotton Seed and Lint Production**

| Year | Seed Cotton | Cotton Seed | Lint          |
|------|-------------|-------------|---------------|
| 2000 | 123,400     | 77,742      | Not Available |
| 2001 | 243,000     | 153,090     | 118,000       |
| 2002 | 148,500     | 80,500      | 74,500        |
| 2003 | 180,800     | 120,000     | 54,000        |
| 2004 | 326,680     | 200,000     | 88,000        |
| 2005 | 357,260     | 225,000     | 87,000        |
| 2006 | 130,587     | 82,270      | 123,000       |
| 2007 | 200,662     | 125,000     | 70,773        |
| 2008 | 368,697     | 228,000     | 43,770        |
| 2009 | 267,004     | 170,000     | 126,228       |
| 2010 | 267,000     | 168,000     | 114,000       |
| 2011 | 163,644     | 103,000     | 50,000        |
| 2012 | 225,938     | 142,000     | 63,000        |
| 2013 | 357,133     | 224,000     | 81,450        |
| 2014 | 360,000     | 214,000     | 41,374        |

Source: FAOSTAT.

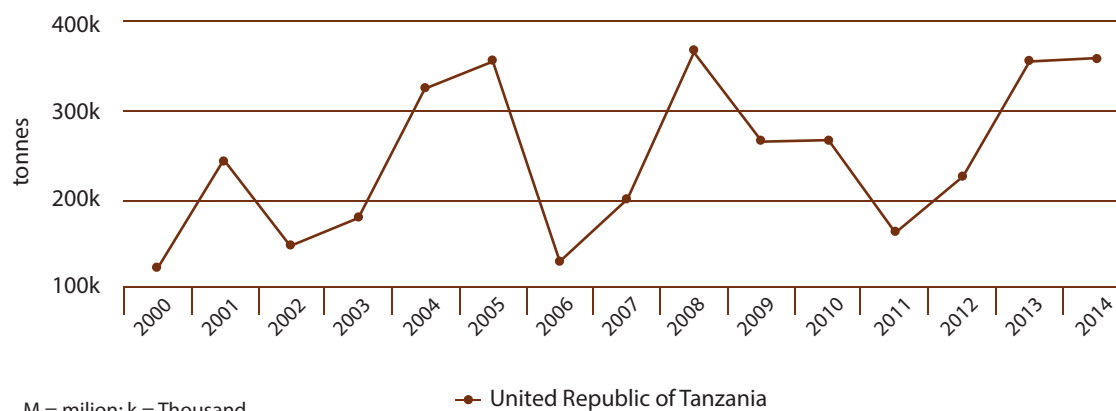
Based on table 1 above and figure 4 below, cotton production has been fluctuating between 100,000 to 369,000 tons for the past 14 years, reaching the peak in 2008, when production totaled 368,697 tons, and its lowest level in 2000, when production was 123,400 tons. As indicated in figure 3 below, despite various challenges the sector is facing, the average yield per hectare has been improving since the year 2000, which means the efforts carried out by TCB in the past fourteen years to increase farmers' productivity, such as the introduction of contract farming and high-yielding hybrid seeds, have started to pay off.

<sup>26</sup> *Ibid.*

<sup>27</sup> *Ibid.*

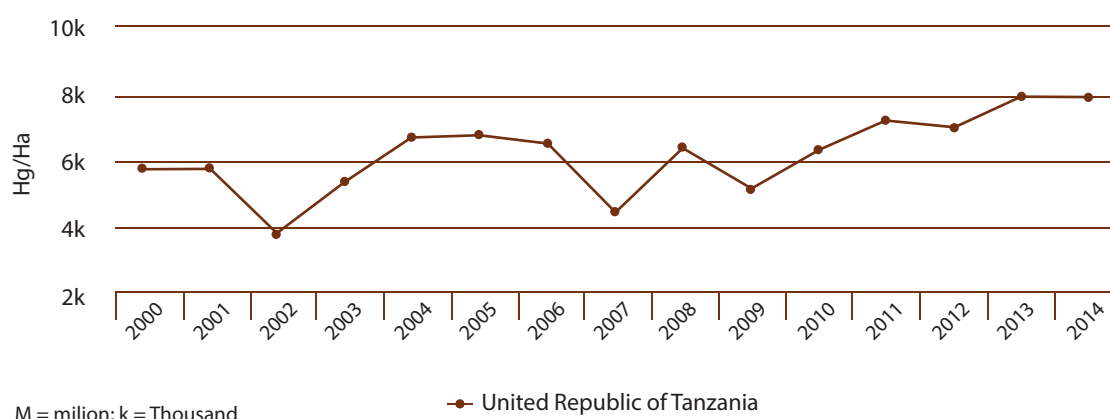


**Figure 4: Seed Cotton Production Trend in Tanzania (2000-2014)**



Source: FAOSTAT.

**Figure 5: Seed Cotton Yield per Hectare Trends in Tanzania (2000-2014)**



Source: FAOSTAT.

### 2.3.4 Cotton Processing and Utilization

All of the seed cotton produced in the country is consumed by local ginners that separate the fiber from the seed to produce cotton lint. After ginning, cotton lint constitutes 34%, cotton seed 62%, and waste 4%. The lint then goes to the local textile industry mainly through the spinners that transform the fiber into yarn, while 91.5% of cotton seed goes to another process called crushing and the remaining 8.5% of seed is typically used for planting. After crushing, the large part of cotton seed yields oil (14%), cake (46%) and hulls and linters (40%). Oil is mostly consumed locally, cake is used as raw material for animal feed production, and hulls and linters are used as animal feeds, source of energy and sometimes when they rot as organic manure<sup>28</sup>.

28 FAO (2013). *Analysis of Incentives and Disincentives for Cotton in the United Republic of Tanzania*.

Assessments conducted by various researchers on the Tanzanian ginning industry, especially after market liberalization in the 1990s, came to a conclusion that the industry is characterized as a competitive system where competition is allowed for the purchase of seed cotton and many firms are available to buy the product<sup>29</sup>. In the URT, over 30 ginneries exist and the top five account for only 40 percent of total seed cotton purchases and those top five typically change from year to year. This structure is as close as any African cotton sector, has got to the competitive “ideal” and pays reasonably attractive prices to producers despite high local taxes and transport costs. However, the market structure also presents significant challenges in relation to seed supply, quality control and seasonal credit<sup>30</sup>.

Tanzania cotton seed crushing industry is dominated by a large number of producers which is increasing. In 2006, at least 13 crushing plants, which had increased to 20 by 2009, were already registered and actively operating<sup>31</sup>. Crushing companies produce both oil and cake meal. Cotton oil is sold locally while meal is transported elsewhere in the country and outside of it (*Figures 8 and 9*). Cotton oil production only accounts for 8% of total vegetable oils production in the country and 60 percent of consumption is covered by palm oil, which is imported at 0 percent duty<sup>32</sup>.

Tanzania textile industry was developed in the 1970s and since then there has been a fluctuation in the level of consumption of total lint production by local textile and garment industry. Forty years after the launch of the textile and apparel industry in the URT, the industry is still in the early stages of development and is thus considered an infant industry. For example, there are only three firms that make knit fabrics (mainly from cotton lint) and two of these have very small capacity<sup>33</sup>. According to TCB, this industry produces much of “traditional” fabrics (known as kanga, kitenge, kikoi and shuka) that are mainly consumed by Tanzanians and also exported to other countries in central and eastern Africa, meaning there is still some potential to expand the processing capacity in the URT to tap into the existing market opportunities at regional level. On the basis of TCB data from 2000, the URT has been leading in east Africa in terms of exporting textiles and apparel to the European Union. The URT is also the 4<sup>th</sup> in exporting textiles to Eastern and Southern African countries.

### 2.3.5 Cotton Marketing and Trade in Tanzania

According to FAO<sup>34</sup> and to data derived from FAOSTAT for the 1996-2013 period, out of the four products that can be produced from seed cotton (lint, seed, cake and oil), Tanzania is a net exporter of all four products, i.e. lint, seed, seed oil and seed cake, but also imports some cotton seed oil (*Figures 6 to 10*). Lint is mostly exported, with the 8-year average of exports amounting to about 68 percent during 2005-2013 from 56 percent for the 1996-2004 period.

As far as cotton seed cake is concerned, again the main destination for the product is an export market, with the share of exports to production increasing from 34 percent in 1996-2007 to 56 percent in 2008-2013. The available data show that most of these exports go to Kenya, Uganda and South Africa. Seed and oil are much less directed to international trade<sup>35</sup>.

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29 *Ibid.*

30 *Ibid.*

31 *Ibid.*

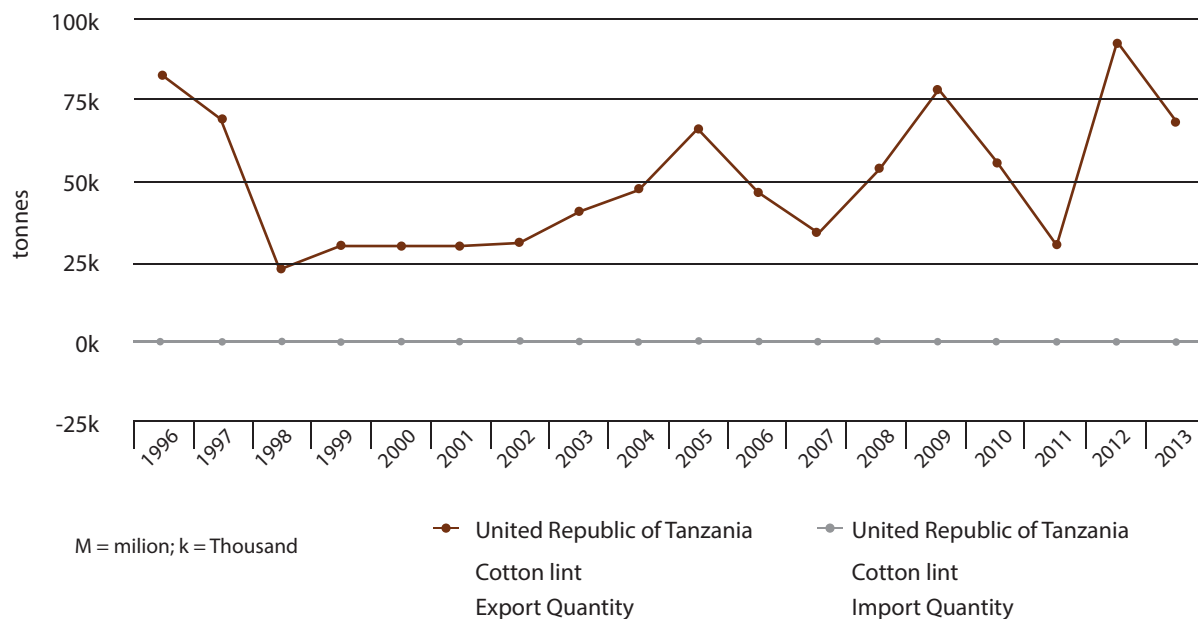
32 Refined palm oil has a 25% CET. However, there is no enforcement capacity to distinguish between refined and non-refined palm oil import.

33 TCB (2010). *The Cotton Industry Implementation Plan*, CIIP: 2010-2015.

34 FAO. *Analysis of Incentives and Disincentive for Cotton in United Republic of Tanzania*.

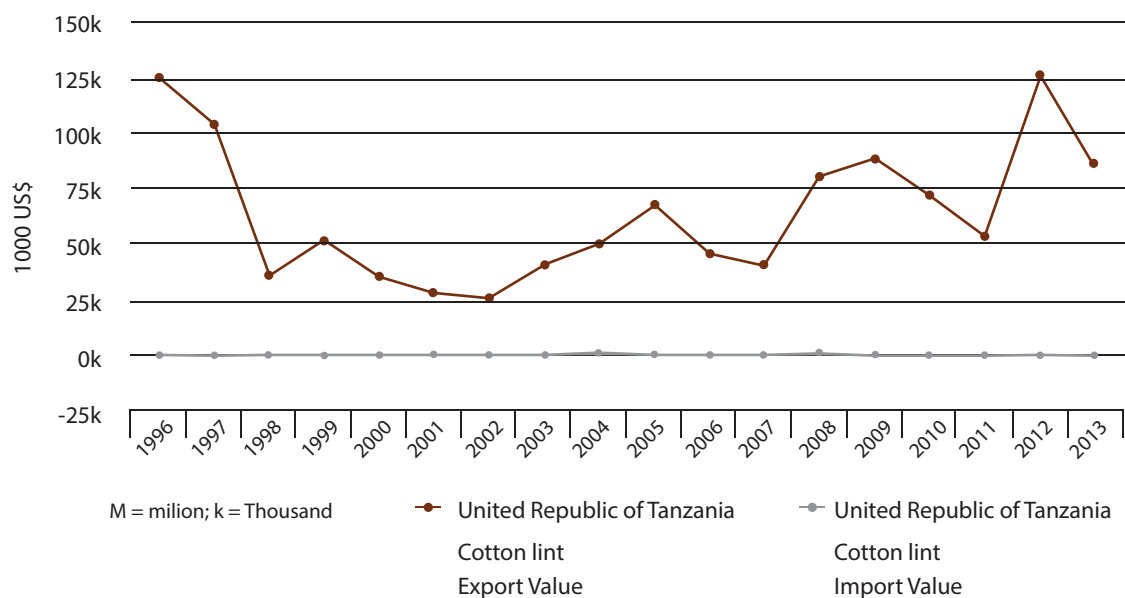
35 *Ibid.*

**Figure 6: Tanzania Cotton Lint Export/Import Quantities (1996-2013)**



Source: FAOSTAT.

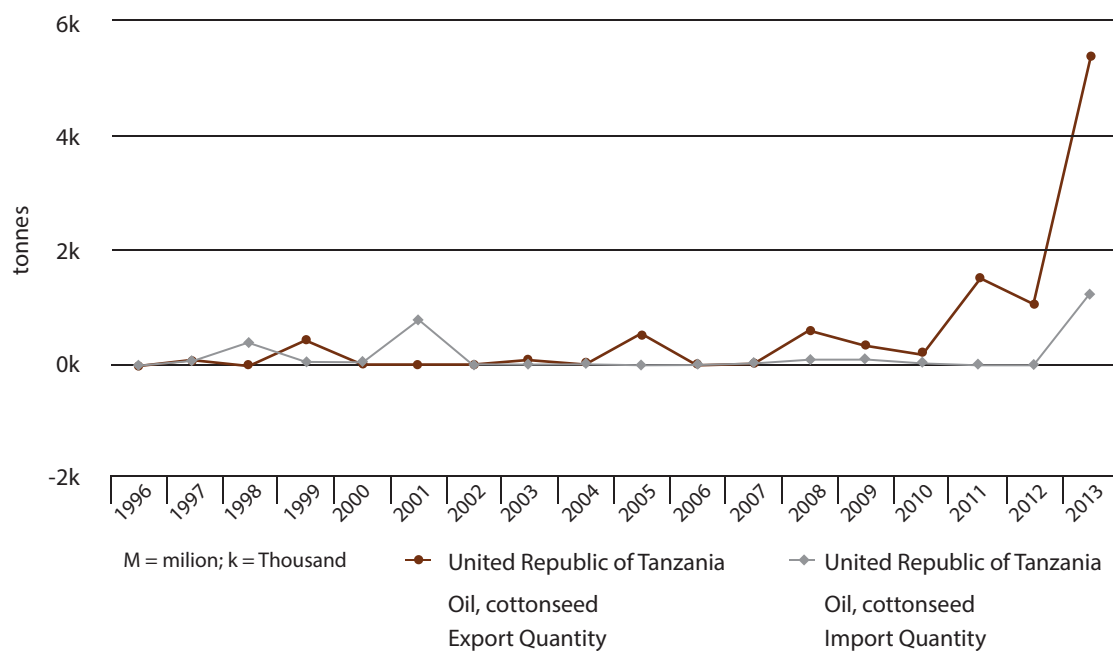
**Figure 7: Tanzania Cotton Lint Export and Import Values (1996-2013)**



Source: FAOSTAT.

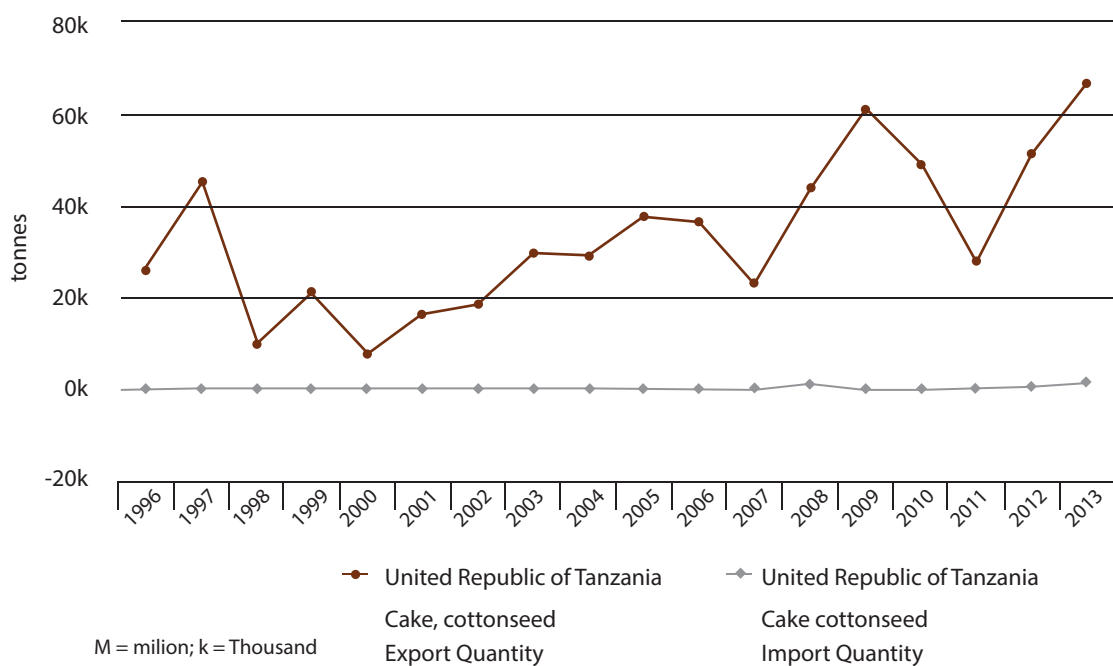


**Figure 8: Tanzania Oil Seeds Import and Export Quantities (1996-2013)**



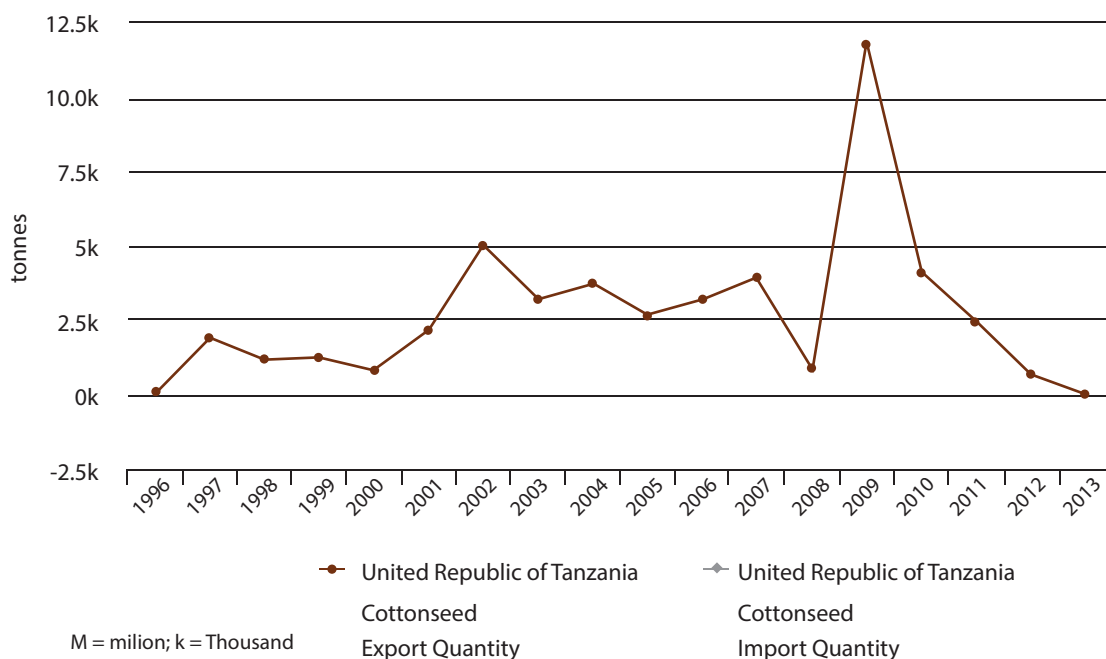
Source: FAOSTAT.

**Figure 9: Tanzania Cotton Seed Cakes Import and Export Quantities (1996-2013)**



Source: FAOSTAT.

**Figure 10: Tanzania Cotton Seed Import and Export Quantities (1996-2013)**



Source: FAOSTAT.

## 2.3.6 Tanzania Cotton Sector Governance

### 2.3.6.1 Regulation of the Tanzanian Cotton Sector

Cotton is one of the highly regulated sectors in Tanzania. The sector is regulated by the Cotton Industry Act, which was passed in 2001 and led to the establishment of the Tanzania Cotton Board (TCB) as an official regulator of the sector. On paper the act gives TCB sweeping power, marking a retreat from the government's previous commitment to sector liberalization. As explained earlier, the TCB was established as a response by the government to provide coordination and strategic leadership, given the problems of achieving effective coordination among 30 or so highly competitive ginning companies by that time. TCB's predecessor organization, TCL&SB (Tanzania Cotton Lint and Seed Board), had had limited powers and even more limited resources. One of the drivers behind the 2001 act was the perception among policy makers – brought into clear focus during the sector stakeholders' meetings initiated in 1999 – that there was a need for an organization that could play a more active developmental, as well as regulatory, role within the sector.

### Tanzania Cotton Board (TCB)

The TCB has a modest complement of managerial and administrative staff based in Dar es Salaam and Mwanza, plus eleven or so cotton classifiers, six ginnery inspectors and twenty nine cotton inspectors (extension staff) working at the district level. The latter works with the Ministry of Agriculture extension staff in the districts in which they are based. In the districts with no cotton inspectors – cotton is grown in 35 districts across the WCGA – cotton extension work is undertaken by Ministry of Agriculture staff as one of their duties.

TCB's responsibilities include the following: issue licenses to ginners and exporters, keep statistics, classify lint prior to export, and inspect ginneries. The TCB has for some years also hired private monitoring companies to oversee quality control at ginneries. It is responsible for (cotton) seed multiplication in the country. Through its cotton inspectors and collaboration with the Ministry of Agriculture, it attempts to promote cotton production. It also advises the Minister of Agriculture on sectoral policy and, through its key role in the Cotton Development Trust Fund (CDTF), is intimately involved in decisions about input supply and research for the cotton sector.

The TCB is led by a Director, who is appointed by the Minister of Agriculture, and has its own board, also appointed by the Minister. According to TCB, the 2001 act states that this board should have five members: a Chairman (who is usually an MP from somewhere within the WCGA), a member from Tanzania Cotton Association (i.e. a ginner), someone representing growers (who, in the absence of a credible producers' association until recently, may also be an MP), and representatives of the Ministries of Agriculture and Local Government. MPs from the main producing areas also get an opportunity to express their views on the performance of TCB (and of the sector more widely) at the annual sector stakeholders' meetings. The influence of MPs within the sector is a source of concern to some observers, who equate it with political interference or fear rent-seeking motivations<sup>36</sup>. However, a more benign explanation is that the active engagement of MPs representing a significant proportion of the country's population ensures that due attention is given to promoting the sector's development and that, where sector performance is adversely affected by factors outside the control of TCB management, there are influential voices able to speak up for the sector within both Parliament and the ruling party.

Until 2006, much of the cost of running the TCB was met through a levy on marketed seed cotton. (Its other main revenue stream was rent on property it owned). However, the combined burden of a number of taxes and levies on seed cotton sales was widely seen as exerting undue downward pressure on the price received by producers. Therefore, in April 2006, as part of a memorandum of understanding between the government, TCA and TACOGA (the fledgling farmers' organization), the government agreed to fund the core costs of running the TCB directly out of the national budget.

### **Cotton Development Trust Fund (CDTF)**

The Cotton Development Trust Fund (CDTF) is an independent Tanzanian service delivery institution that brings together stakeholders in the cotton industry. It was established in 2006 by the cotton industry stakeholders to take place of its forerunner, the Cotton Development Fund (CDF), which was established in May 1999. The CDF was a response to liberalization in the early 1990s and to a change in government policy that encouraged public/private sector partnerships to promote the development of cash crops in the country. However, following government disengagement from cotton production and marketing, quality and quantity of production suffered. Production dropped from 532,440 bales of seed cotton (308,265 tons) in 1992/1993 to 196,000 bales (105,560 tons) of seed cotton by 1999/2000. Before trade liberalization, the Cotton Board was involved in input procurement and distribution to cotton unions that distributed the inputs to primary cooperative societies. Following trade liberalization, this supply system ceased abruptly, resulting in the unavailability of inputs, especially pesticides. Besides, cotton research was adversely affected by the lack of contributions from cotton sales. In order to secure aid from the EU under STABEX<sup>37</sup>, contributions from stakeholders were declared a necessary precondition. Donor contributions to research were resumed in 1997/1998.

The CDTF was officially incorporated in 2008 under the Trustees Ordinance (Chapter 375 RE 2002) and before that it was known as CDF. The CDTF, like the TCB prior to April 2006, is funded through a levy on all seed cotton

36 Poulton, C & Maro, W (2009). *Comparative Analysis of Organization and Performance of Africa Cotton Sectors: The Cotton Sector of Tanzania*. Prepared for the World Bank.

37 STABEX is a French acronym that stands for a European Commission compensatory finance scheme to stabilize export earnings of the ACP countries.

purchased (which is currently TZS 30/kg). The CDTF is currently managed by a Board of Trustees that comprises TCB, two ginners' representatives from TCA, representatives of the two Ministries, and two representatives from TACOGA. The TCB provides the secretariat to the CDTF.

Among others, the CDTF has three main functions. The majority of the CDTF levy is spent on input procurement and distribution to producers. The levy is also used to fund ongoing research on cotton at the country's two cotton research stations, Ukiriguru in WCGA and Ilonga in ECGA, and trainings and extension services delivery. However, as part of the April 2006 memorandum of understanding, the government also undertook to provide the majority of research funding through the Ministry of Agriculture budget<sup>38</sup>.

### **Tanzania Cotton Growers Association (TACOGA)**

Producers did not used to direct voice in the policy-making process for cotton in Tanzania and this weakness was noted by various stakeholders like donors and the government. This shortcoming was discussed during the World Bank/Government of Tanzania/European Union-funded review of crop boards in Tanzania in 2003-04<sup>39</sup>. Since this time, some initiatives were introduced to strengthen the already established producers' organization, the Tanzanian Cotton Growers' Association (TACOGA).

TACOGA was registered by personal initiative of an ex-cooperative employee in October 2002, but funding to create a strong, grassroots organization has been lacking. In 2007, TCB provided some financial assistance to enable founder members of the organization to meet daily operations costs and promote the association, the role played by the CDTF currently. In January 2007, Mr. Nduta, the driving force behind TACOGA, estimated that around 5,000 members had been signed up<sup>40</sup>. In recent years, some NGOs like Rural Livelihood Development Company (RLDC) and Tanzania Gatsby Trust (TGT) have played a good role in building capacity of the organization and helping them with financial assistance for various development activities like promotion, recruiting new members, and lobbying and advocacy. According to TACOGA, the organization is currently estimated to have about 80,000 members. Despite having this good base of members, TACOGA is not known by most of the grassroots farmers in the visited areas and this denies the organization an opportunity of getting fees that would otherwise make it more sustainable, vibrant and strong. Based on this fact and given the competitive nature of the Tanzanian Cotton sector, one can argue that the consequences for producers arising from a lack of a strong representative organization are not as good and effective as they are supposed to be.

### **Tanzania Cotton Association (TCA)**

The TCA is an apex association for ginners that was established in 1998, just four years after liberalization in the cotton sector. The association was established with a wider aim of protecting ginners' interests while participating actively in the cotton sector development alongside other key actors like TCB and the government. The association has 68 members, although active members tend to fluctuate between 20 and 40. Unlike TACOGA, the TCA is very active in advocating ginners' interests and has more influence when it comes to crucial cotton issues like setting prices and governance of the whole subsector.

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38 Poulton, C & Maro, W (2009). *Comparative Analysis of Organization and Performance of Africa Cotton Sectors: The Cotton Sector of Tanzania*. Prepared for the World Bank.

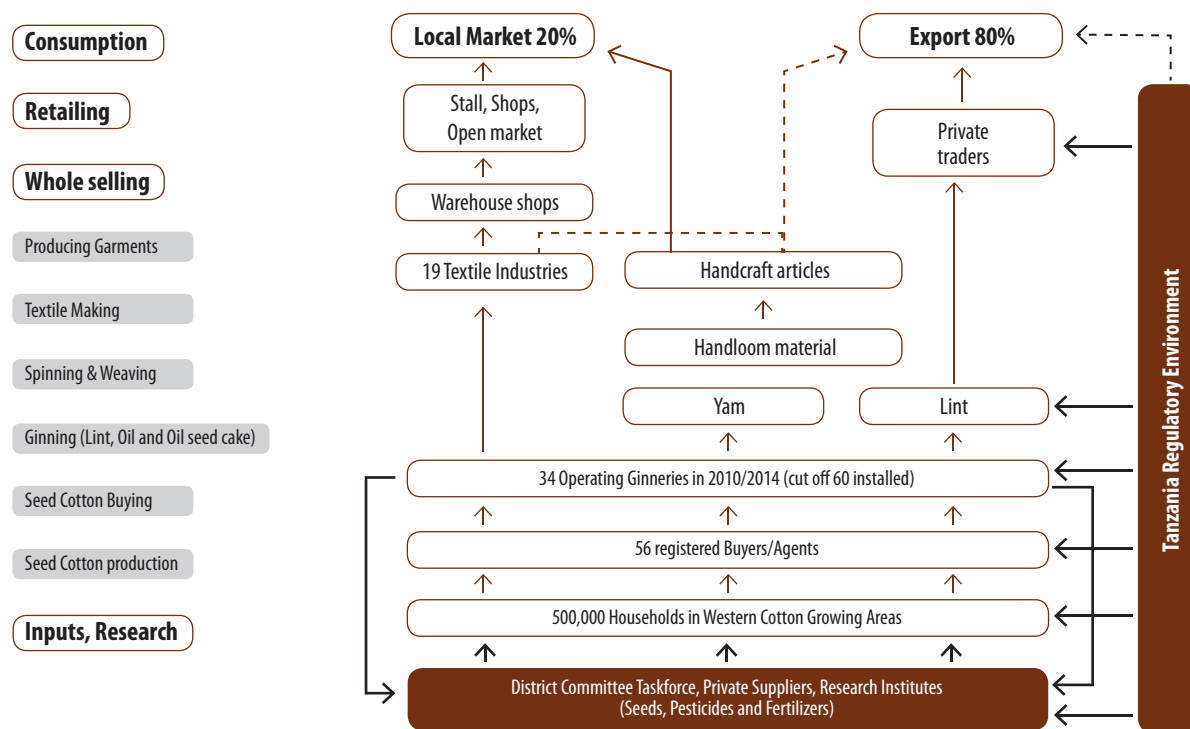
39 *Ibid.*

40 *Ibid.*

### 2.3.7 Tanzania Cotton Value Chain Actors

The cotton value chain in Tanzania is characterized by smallholder farmers who occupy an important segment in the value chain (see Figure 11). Almost 90% of cotton production comes from smallholders. Cotton buyers, ginneries, textile industries and exporters of lint cotton rely on smallholder farmers to secure their supply of cotton lint or yarn and to help satisfy consumer sustainability preferences. The Tanzania Cotton Board (TCB) plays a regulatory role and is charged with issuing seed cotton buying licenses and undertaking inspections of ginneries prior to the start of the season, upon successful completion of which the ginneries are granted permission to operate. The TCB works closely with the Tanzania Cotton Association (TCA), which represents its members – fluctuating between 40 and 60 – on a number of stakeholder forums, including the one that sets the price of seed cotton for the season.

**Figure 11: Tanzania Cotton Sector Value Chain Map**



At the farm gate, farmers sell their seed cotton to registered buyers, including agents of ginneries and other independent buyers. Ginneries have buying posts in the main cotton producing villages, and farmers either sell directly to them or to agents who consolidate the cotton and sell it on. In many regions, a number of ginneries have buying posts in the same areas and then compete to buy cotton from farmers – often exceeding the price predetermined and regulated by the TCB.

Seed cotton sold to ginneries is processed to separate seeds from lint. Most local ginneries process the seed into oil and feed cake. Once packed, the cotton lint is transported to the port of Dar es Salaam to be either exported or sold to local textile mills.

According to the TCB in Tanzania, two systems of ginning are practiced: the modern roller ginning and older saw ginning system, with 62 ginneries located in the WCGA and 8 in the ECGA. Of the installed capacity in the



WCGA, 1 279 are roller gins and 89 saw gins. Private individuals who have the financial resources (personal or through their access to credit from financial institutions) dominate the country's ginning industry and are usually considered as economically viable. For example, in 2008 a total of 60 ginneries were registered with TCB, of which 14 were saw ginneries and 46 were roller ginneries, with a total ginning capacity of 3958 bales per day/shift. In 2010/11, a total of 37 ginneries were inspected by the TCB and permitted to operate during the 2010/2011 season. In the preceding cotton farming season, 34 ginneries were licensed.

It should be noted, however, that most ginneries in the country started operation back in the 1950s and some of them are fragile due to wear and tear. Yet, more than 17 new ginneries were built, 16 in WCGA and one in ECGA, as a result of the cotton sub-sector reform in the 1990s.

After cotton policy reforms in the 1990s, two modes of cotton production have operated, namely: the contract and non-contract production systems. Before the reforms, seed cotton was produced with government support through farm inputs subsidy with a condition of selling to primary cooperatives. Contract farming was introduced in 2007 in the WCGA. Farmers entered eagerly into the contract with ginneries, as they provide farm inputs on credit with an agreement to recover inputs expenses after sale of cotton lint. The TCB also oversees the contract performance to protect the interest of both parties. In particular, the efforts to introduce contract farming became evident in 2010, when the stakeholders in the cotton industry resolved to embark on contract farming in order to rescue the industry, which was on the brink of collapse. The solution reached was that contract farming should be implemented throughout the country's Western Cotton Growing Area (WCGA), beginning in the 2011/2012 growing season. The stakeholders believed that contract farming would guarantee farmers inputs, marketing as well as a stable price and income, since contract farming demands ginneries to pay up front upon delivery.

Ginneries are also required to provide farmers with loans for inputs that will be offset during the selling season between the farmers and the ginner, whereby all the money will be collected through the Cotton Development Trust Fund (CDTF) from ginneries and distributed to farmers. This makes cotton dealers invest so that they become directly involved in the industry rather than be acting as mere traders of the commodity, ultimately leading to poor yields and quality.

In the year 2011/2012, about 62 percent of an estimated 500,000 growers signed contracts with ginneries through 5,565 farmer business groups, meaning an estimated 311,000 growers have all received inputs on credit.

## 2.4 Tanzania Cotton Production and Development – Current Situation

As noted earlier in this report, the western cotton growing zones cover a total of 9 regions, 56 districts, about 4,000 villages, about 500,000 farmers and an average of 7000 buying posts. Cotton production in this zone accounts for about 99% of total cotton production in Tanzania. It is a key economic activity and almost an integral part of life of the people in this area.

In terms of local government revenue, the crop accounts for 70-90% of council revenues. In Itilima district council, for example, cotton production accounts for about 90% of the total council's revenue from own sources. However, despite the critical importance of cotton production, which sustains the livelihood of over 14 million people in the Western Cotton Growing Zone (Daily News Paper of July 15, 2016), cotton production and development has over a long period of time been faced with a multitude of challenges, as confirmed by the findings of this study shown below.



### 2.4.1 Access to Production Resources

As is the case with other crops, land is a key resource in cotton production. Ownership and access to this critical resource is strictly based on the deep-rooted cultural norms and traditional values that make the male head of the household, usually the father, the undisputable owner of land on behalf of the household or the rest of the members of the family. In this context, women and youths within the family set up have virtually no land ownership rights.

There are, of course, some cases where you have female-headed families (widows, divorced women, unmarried women) who own land either through inheritance or buying. Youths, on the other hand, acquire land through being given a piece of land (normally male youths) by the father, through inheritance or by purchasing it.

All in all, the entrenched Sukuma tribe<sup>41</sup> traditional system, which is dominated by a patriarchal and polygamist system, is a key barrier related to land ownership and access to resources, notwithstanding the fact that the female farmers play an important – and sometimes greater – role in cotton production. The study confirmed that while women are the key suppliers of labour in cotton farming, they have neither control over resource ownership nor have a say on the distribution of income earned from cotton sales. The same is true for the vast majority of youths.

### 2.4.2 Production and Productivity

The field survey revealed that cotton production in the WCGA is predominantly smallholding, with about 80% of all farmers practicing it on small-scale farms (with an average acreage of <2.4 acres). About 15% were found to be medium farmers with an average acreage of 2.4-9.5 acres and the remaining 5% are constituted by large-scale farmers with an average of 9.6 acres and above (see annex 2). Land scarcity is a key issue and therefore the majority of farmers who do not own land (average of 75%) depend on hired land (at an average of 50,000/= TZS per acre). Cotton farming is completely rain-fed and thus highly vulnerable to climatic changes associated with regular droughts.

Traditional farming is the dominant mode of farming (80%), mainly on account of inadequate extension services as well as negative attitudes to or resistance by farmers to adopt modern farming practices. The main technology used for fields ploughing is ox ploughs (49.7%), followed by hand hoe (36.7%) and by tractor application, which is the least used method with 15.3% (see annex 2). When it comes to other field cultivation activities, almost all cotton farmers use hand hoes. The main inputs used are seeds and pesticides. Fertilizers, whether chemical or manure, are rarely applied in almost all the villages visited, mainly on account of economic constraints.

Productivity is extremely low, with an average of 912 kg of seed cotton per hectare. This production is very low in comparison to average global production of 1850Kg of seed cotton per hectare. This is, of course, a result of poor production practices and other factors like climate change and prevalence of diseases and pests. The potential yield in a situation where best farming practices are applied and weather climate is good is 2880 kg of seed cotton per hectare. And the main reasons behind this low productivity are the poor agronomic skills of farmers, the use of low-yield traditional cotton seeds (which sometimes have poor germination rates because of poor quality), existence and application of poor quality and ineffective pesticides, soil infertility because of continuous usage of the same piece of land for the same crop, prevalence of diseases like Fusarium wilt and pests like American Bollworm, which have apparently become resistant to pesticides, and climate change, which has been a source of erratic and extreme weather conditions.

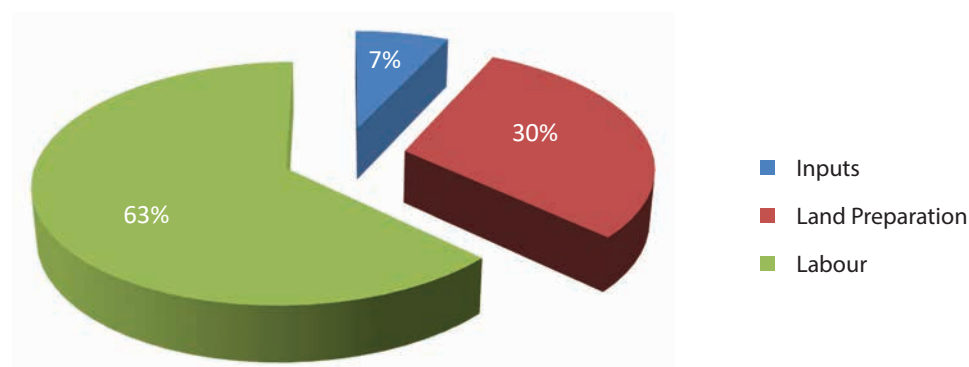
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41 TCB estimates that about 97% of all cotton in the country is grown by the Sukuma Tribe.



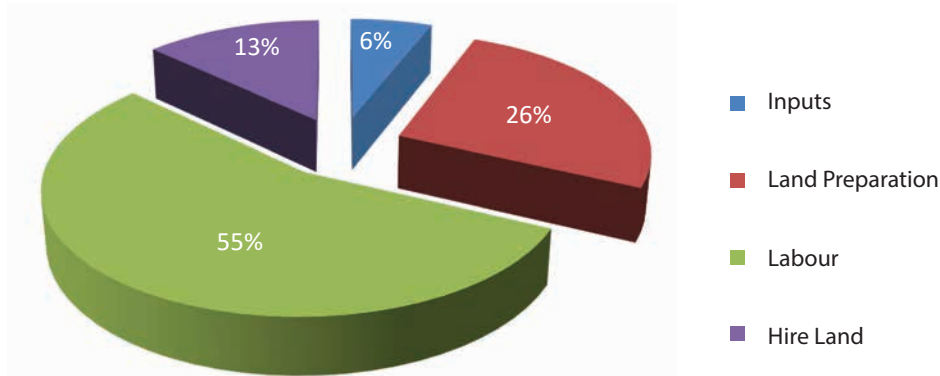
Regarding inputs, the study found that the application of inputs is extremely poor, partly because farmers have had no prior exposure or training in the usage, handling and application of inputs. Pesticides are usually sprayed by adult male farmers who do not use protective gears, relying only on the direction of wind to avoid eye contact with potentially harmful chemicals. On the other hand, production costs per hectare are estimated at about TZS 795,840/- for farmers using their own land and at TZS 915,840/- for farmers who normally hire land for cotton production, compared to the profit and loss margin of TZS 116,160/- and TZS (3,840/-) for own and rented land respectively. While productivity levels are extremely low and production methods are inefficient, farmers tend to focus their attention on what they perceive to be high costs of production and that is the justification for their demand for higher price levels. The study has also noted that cotton production is labour-intensive and that a higher percentage of cost goes to labour (see figure 12 below and annex 3).

**Figure 12: Cost Distribution for Cotton Production in WCGA for Farmers who Own Land**



Source: Field Survey Data (June-July 2016).

**Figure 13: Cost Production for Cotton Production in WCGA for Farmers who Rent Land**



Source: Field Survey Data (June-July 2016).

Post-harvest losses have also been noted and raised as a serious issue by some farmers arising from late harvesting or late collection of cotton from the farms or both.

In view of the high pressure on land availability, farmers tend to practice mixed farming/intercropping, a practice that makes highly prone to disease and therefore results in low cotton yield.

Devido à forte pressão sobre a disponibilidade de terras, os agricultores tendem a adotar a agricultura mista/ sistemas de consórcio, uma prática que aumenta significativamente o risco de doenças para o algodão e, portanto, resulta em baixa produtividade.

### **2.4.3 Contract Farming System**

Renowned for enhancing productivity, the contract farming system was introduced in Tanzania for the first time on a pilot basis in Mara region in 2007 and has been replicated countrywide since 2011/2012. Contract farming involves extensive use of inputs and extension services. Under the terms of the contract, cotton buyers (normally ginners) have to provide cotton growers with farm inputs and extension services on credit and later buy their produce. Cotton farmers, on their part, are obliged to properly utilize these inputs and then repay back the credit extended to them by the buyers by selling their crop directly to the credit provider. To ensure smooth operation of this system, farmers are supposed to organize themselves into groups known as Farmers Business Groups (FBGs).

According to Tanzania Gatsby Trust (TGT), one of the early pioneers to pilot contract farming in the cotton sector, the introduction of contract farming in the cotton sector for enforcing a mutually beneficial relationship between ginner and farmer enables farmers to benefit from a minimum input package given by the ginner on credit and allows buyers to guarantee their supply chain and offer incentives for quality, strengthening the ability of farmers to negotiate effectively with ginners by supporting farmers in establishing Farmer Business Groups of about 60 and 70 farmers, who receive training in agricultural and business practices. Furthermore, as part of this contract farming arrangement, only ginners who participate in contract farming and invest in the supply chain by offering a package of inputs set at a minimum level by the TCB in agreed location (cotton growing districts in most cases) will be given a license to operate and buy the cotton.

The picture on the ground with regard to contract farming is, however, quite disappointing. The system has virtually collapsed. The main reason is that there seems to be a complete mistrust between farmers and buyers. Ginners (buyers) are complaining that farmers are not trustful because they have developed a habit of avoiding or evading paying for the inputs that they received on credit terms, while farmers on their part accuse buyers of providing them with poor-quality inputs, citing cases where farmers were provided with defective seeds that do not germinate and fake pesticides that are ineffective, leading to serious losses on their part. Farmers also hold the view that it is not proper or it does not make economic sense for them to be tied up to a single buyer who may not be able to offer them a competitive price over and above the indicative price relative to another buyer.

Besides the poor quality of inputs, buyers are also accused of a growing and longstanding habit of delaying the supply of inputs to farmers well beyond planting period.

Furthermore, due to both weaknesses of the system and political reasons, ginning companies that do not participate in contract farming arrangements have been allowed to buy cotton and compete with companies that participate in contract farming. This has been one of the major reasons behind the failure of contract farming in the cotton sector.

### **2.4.4 Seeds Production and Inputs Distribution System**

Access to and proper usage of inputs is another key productive factor for successful agricultural crop production. During the survey, it was found that the main inputs used by cotton farmers are seeds and pesticides and a small percentage of farmers (less than 10%) do use cow dung manure. These two inputs are supplied and distributed by cotton ginners under the auspices of the Tanzania Cotton Board (TCB) and

the Cotton Development Trust Fund (CDTF). Cotton seeds supplied by ginners are of two types. The first one are traditional fuzzy seeds from UK91<sup>42</sup> variety, which are supplied by ginners after they have separated cotton lint and seed cotton. These seeds accounts for 95% of all cotton seeds used by cotton farmers in the WCGA. The second type of cotton seeds are the improved seeds that come from two improved varieties, UK08 and UKM08. These seeds are managed by the only licensed cotton seed producing company, known as QUTON. These seeds come in two forms: delinted and fuzzy. QUTON is the main producer of these seeds, but the distribution role is still played by cotton ginners under the auspices of the TCB and CDTF.

The seed production and distribution system is a key challenge. On the supply side, the key issue is quality. The main suppliers are the ginners who, in practice, supply the same cotton seeds sold to them by the farmers after ginning processes are completed. It should be recalled that a significant part of seed cotton is sold with water added to it, meaning these seeds being sent back to the farmers are in effect already rotten and therefore cannot germinate altogether. According to information gathered from key informants, about 95% of the seeds supplied to farmers are of this traditional type. The problem is that production of modern type of seeds is, for various reasons, extremely low (about 5% of the total requirements). There is only one registered company (QUTON Tanzania) for seed production multiplication and last year it produced only 5% of the total demand for cotton seeds.

Dr. Evelina Lukonge, the Acting Zonal Director of the Western Zone Agriculture Research Institute<sup>43</sup> at Ukiriguru in Mwanza Region, noted a range of challenges related to the seed supply chain, namely:

- i. Uncoordinated and haphazard seed production and distribution systems: Severe funding constraints experienced by her research institute led, for instance, to seed production of as low as 7-13 metric tons per year against a target of up to 32 metric ton per year for the past couple of years. In 2015, the institute started to get support from Tanzania Gatsby Trust (TGT) and was able to cultivate 140 acres. The actual target, however, is 200 acres;
- ii. QUTON, which is the only company dealing with distribution of improved seeds, does not own farms for seed multiplication and is operating under capacity;
- iii. Lack of farmers' registration for monitoring purposes;
- iv. Poor infrastructure – buildings are too old and in bad condition;
- v. Poor and insufficient equipment, including tractors and vehicles to effectively utilize the available land.

The problem with regard to seed production and distribution was also highlighted by Mr. Joseph Ngura, the Zonal Officer in charge of the Tanzania Official Seed Certification Institute (TOSCI), who expressed his concern that production and distribution of seeds to cotton farmers is done outside the official monitoring system. On the other hand, Mr. Ngura estimates that official or modern seeds account for only 10% of the requirement, while the rest is met by traditional seeds, which are generally of poor quality, supplied by ginners.

Regarding pesticides, CDTF do procure them in bulk through competitive bids by inviting qualified suppliers and then supply them to farmers through ginners. Again, ginners are the main suppliers of pesticides to cotton farmers. Before supplying the pesticides to CDTF, suppliers are required to submit samples to the Tropical Pesticides Research Institute (TPRI) for quality checks, qualification and registration and, once the pesticides pass the quality check and become registered, then they will be allowed to procure them for distribution to farmers. Despite this good system for pesticide supply, however, there has been a wide cry by farmers that the

42 UK08 and UKM08 are improved cotton seeds that were released by Ukiriguru in 2008. UKM08 is a cross- breed between Tanzania and Mali varieties. Both varieties are high yielding, resistant to diseases and pests and have good lint quality (high GOT) in comparison to UK91.

43 The Institute is mandated to (i) develop a variety of seeds for specific areas, (ii) retain breeder seeds for multiplication purposes, and (ii) supply pre-basic seeds to selected companies dealing with cotton development for multiplication and distribution purposes under the regulation of the Tanzania Cotton Board (TCB).

pesticides supplied by CDTF and ginners have not been effective in controlling pests and diseases infesting cotton. This has forced some farmers to spray their cotton up to more than 8 times per annum to control pests and diseases, but with little success in the end. And this has been one of the major contributory factors for pushing up cotton production costs..

#### **2.4.5 Extension Services**

Extension services are one of the vital input services to improve farmer knowledge and skills in agricultural production. Like any other cash crop, cotton needs timely and frequent extension services such as trainings, field visits by an extension officer, and farmer field schools in order to help coach farmers and guide them on proper cotton farming and handling of various cotton growing activities like pesticide application. During the survey, it was found that extension services are poorly provided, as most cotton farmers surveyed (almost 90%) declared that they have not received any kind of training in agricultural production and were never visited by an extension officer. Extension service provision in Tanzania relies heavily on the public extension service system, which is seriously constrained in terms of human resources, working equipment and financial resources. For instance, in Itilima LGA, the whole district has 102 villages, but it has only 43 staff members under the agricultural and irrigation department. This number includes senior LGA agricultural officers and ward/village extension officers and most of them were said to lack working facilities like motorcycles and bicycles to make them move from one place to another. According to the LGA authority, some extension officers serve up to seven villages, which is really difficult to achieve with the facilities and financial resources they have. Under normal circumstances, one extension officer is supposed to serve a maximum of three villages.

There are a few lead farmers who have been trained under cotton development projects/programmes, such as Tanzania Gatsby Trust (TGT) and the Rural Livelihood Development Programme (RLDP), as well as some farmers who have been trained by the TCB for instructing farmers on how to handle and use inputs like pesticides. Brief instructions on pesticide usage and handling are always provided to farmers when they go to buy or collect the pesticide acre pack. However, these instructions do not seem to be enough, as most farmers were found to know little about how to handle chemicals in terms of proper ratios for mixing with water, use of protective equipment/gears, and disposal of containers. Nonetheless, there are a few ginning companies that have introduced private extension services. This was noticed in the Simiyu region, where one ginner called Alliance Gineries Company Limited, a private company, has employed 20 extension officers for the purpose of improving capacity building and delivery of extension services to cotton farmers who work with the company through contract farming. Alliance Gineries Company Limited is one of the few cotton ginning companies in WCGA that has continued to embrace the contract farming model despite the problems plagued by the model – and the model seems to be successfully on their side.

#### **2.4.6 Marketing Arrangements**

Marketing of cotton is done on a freelance basis, with individual farmers selling cotton freely to buyers at cotton buying posts where buying agents have been posted by ginning companies. The price offered is usually based on the indicative price for the particular cotton season and normally keeps on fluctuating depending on a number of factors, but mainly on world market prices and, to some extent, on the farmers' negotiating ability. Other factors that determine cotton price include the percentage of lint, which is known as ginning outturn (GOT), currency exchange rate, primary marketing costs, transportation costs, ginning costs, and production costs. The study findings revealed that buyers tend to have the upper hand as they have the financial resources and influencing power. The supply-demand forces are also key factors, as many buyers compete for a relatively small supply of cotton from farmers.

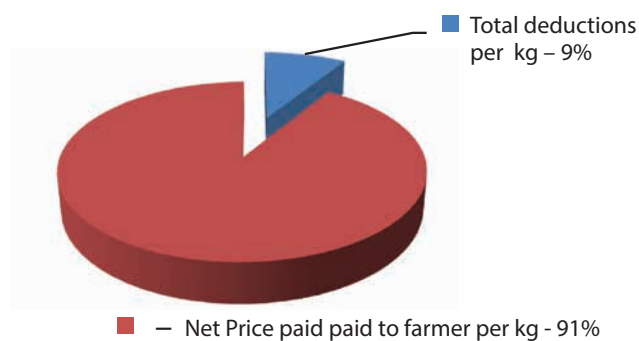


Organized marketing arrangements collapsed alongside with the virtual demise of the cooperative system as a result of the introduction of free market policies in Tanzania in the mid-1980s. Both the Shinyanga Cooperative Union (SHIRECU) and the Nyanza Cooperative Union (NCU), which were among the giant cooperative unions in the country, are currently heavily indebted to the commercial banking system and on the verge of total collapse, and their survival business has remained in hiring assets they own. Primary Cooperative Societies, popularly known as Agricultural Marketing Cooperative Societies (AMCOs), are similarly in a dysfunctional state, even though they own considerable assets, mainly in the form of storage facilities. For instance, in Itilima District, out of 102 AMCOs, only 24 are somehow active. No evidence of the existence of organized farmers groups for cotton growing or marketing purposes could be found in most of the communities visited. The Tanzania Cotton Grower Association (TACOGA), which was established 10 or so years ago to represent the interest of farmers in various facets (production, marketing, etc.), is still struggling to establish itself, notably at the grassroots level where its impact are most needed.

Cotton marketing arrangement is done on a competitive basis. According to TCB, ginneries do apply for a buying license at the region and district level and prequalification is normally done by the regional and/or district cotton secretariat under the chairmanship of Regional Commissioner and/or District Commissioners (DCs).

Regarding tax, both farmers and ginneries are deducted around 8 -10% of the total price paid. The deductions include CDTF and LGA levies, district education development fund (which is applicable to a few LGAs, most of which in the Simiyu and Shinyanga Regions) (*see figure 14 below and annex 4*).

**Figure 14: Price and Deduction per Kg of Cotton 2013/14**



Source: Field Survey Data (June-July 2016).

Other identified taxes are on the ginneries' side, which can be termed as central taxes. Central taxes include a Cotton Board application fee, export license fee, ginning license fee, Cotton Board fee, stamp duty, withholding tax, and export duty. And there are still other fees, including the Cotton Development Fund fee and fees payable to cooperative unions and primary societies. According to the TCA, when all fees and taxes are accounted for, the tax burden exceeds 20 percent of the price received by producers. In addition to these direct taxes on cotton, there are sector-specific or economy-wide distortions like high electricity tariffs that impose an even larger burden on the sector.

### **Key issues and challenges related to production and marketing arrangements include the following:**

- i. Poor quality of cotton mainly as a result of a seemingly entrenched habit of adding water and or sand to cotton in order to increase its weight. This is done by both farmers and buying agents. The farmers do this with the intent to compensate for what they perceive to be low prices and losses arising from tampered

weighing scales. Buying agents on their part have the intention to defraud the principal buyer, which is the ginning company;

- ii. Unscrupulous cotton buying agents have a habit of tampering weighing scales with a view to stealing from farmers and their principals (ginners);
- iii. Multiplicity of cotton levies (the CDTF levy equals to TZS 30/= per kg in total – TZS 15 from farmers and TZS 15 from ginners; local government authorities levy 3-5% of cotton revenue; Education Development Levy in some LGAs);
- iv. Deduction of 1kg of cotton from the farmer for what is considered by cotton buying agents as being the weight of the cotton wrapping cloth. The real situation is that the weight of this cloth used to carry the cotton is hardly more than 250 grams;
- v. Ginners/buyers have total control on seeds, seed cake and may therefore necessarily have little or less interest in the quality of lint;
- vi. High transport costs from buying posts located in the cotton producing villages to ginneries that are located far away, hence reducing farmers' price margin in prices;
- vii. Perceived low cotton prices on the part of farmers against what they complain to be high production costs – a situation that adds significantly to their frustrations and demoralization towards cotton farming;
- viii. Significant number of farmers, if not all, shifting towards the production of other cash crops, notably sunflower, paddy, maize, groundnut, green grams, beans, cassava and horticulture activities, which have short production processes, have reliable markets with better prices and are less tedious to produce;
- ix. Existence of collusion and corrupt practices, especially at the village and buying post level;
- x. Political interference at the local and national levels, counting on the loyalty of the people to their elected leaders at the expense of accepting advises or instructions from experts in cotton production and marketing values chains;
- xi. Inadequate or lack of credit facilities at the cotton producing community levels.

## 2.4.7 Environmental Impact and Sustainability

### 2.4.7.1 Pest and Pesticide Management

Pest management is a challenge and represents a cost to cotton production. It is estimated that insect damage was responsible for 15% of global cotton yield loss, with large variations between locations<sup>44</sup>. The extent of cotton yield loss from insect damage depends on the efficiency of available pest management strategies, as well as on exogenous factors such as temperature variations and extreme weather events.

Since the 1950s, the most common method for preventing pest damage has been the application of pesticides. However, the introduction of integrated pest management (IPM) and GM (genetically modified) cotton represents an important and increasingly widespread element of a broader pest management programme. Pesticides are used in cotton as seed treatments (insecticides and fungicides), as soil treatments (herbicides, nematicides and fungicides) and as foliar applications to the cotton crop (insecticides, herbicides and fungicides). The majority of commercial cotton seeds are treated with insecticides before they are planted. The three methods for applying pesticides in the field are aerial spraying (13% of total), field spraying by hand

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44 FAO and ICAC (2015). *Measuring Sustainability in Cotton Farming Systems: Towards a guidance Framework*. Rome, Italy.



(52%), and tractor spraying (35%)<sup>45</sup>. The mostly practiced method in Tanzania is field spraying by hand<sup>46</sup>.

The application of pesticides in cotton production can have negative impacts on human health and the environment as well as on crop productivity. Factors that might determine these effects include the following:

### **Quantities Used**

Overuse of pesticides is common in many places and leads to unnecessary environmental and human exposure. Application during suitable weather conditions and avoidance of pesticide drift are important.

### **Type and Behavior of Pesticides Used**

Pesticides are classified according to their hazard, ranging from highly hazardous to unlikely to cause any harm. The two schemes most commonly used to classify pesticides by hazard level are: the World Health Organization (WHO) recommended classification of Pesticides by Hazard, which classifies pesticides by acute human toxicity, and the more recently introduced Globally Harmonized System of Classification and Labeling of Chemicals (GHS), which considers both acute and chronic human toxicity and environmental toxicity. In addition, FAO has introduced broader criteria for highly hazardous pesticides (HHPs), which not only consider chemical properties, but also the circumstances of use. The use of persistent, highly hazardous or non-selective products (i.e. those whose mode of action works across a wide range of organisms) tends to increase the environmental and human health risks.

### **Handling and Use**

Pesticides should be used in accordance with label instructions and with the prescribed personal protective equipment. It is important that the selected pesticides are registered for use on cotton in the country concerned. Other relevant aspects include: storage of pesticides; selection, maintenance and cleaning of application equipment; disposal of leftover product, contaminated materials and empty containers; application procedures; and mixing of different products.

## **Environment impacts associated with improper usage of pesticide**

- Contamination of drinking water, river systems, groundwater and aquifers
- Poisoning of fish and other aquatic organisms and biodiversity loss
- Long-term persistence in soils, impacting rotational crops and beneficial soil organisms, and loss of ecosystem services
- Poisoning of wildlife (including birds and bees) and biodiversity loss
- Poisoning or contamination of livestock
- Reducing populations of pollinating insects that are important for crop yield
- Air pollution

### *2.4.7.2 Water Management*

Water is an important element for growth and ultimately increases crop yield and aspects of quality like fiber length. Cotton production is significantly affected by the supply of water. It can grow with minimal amounts of water, or if water is available, it can utilize significant amounts at certain times during its production cycle.

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<sup>45</sup> *Ibid.*

<sup>46</sup> TCB (2010). *The Cotton Industry Implementation Plan*, CIIP: 2010-2015.

Water requirements vary widely depending on region, length of growing season, climate, cultivar, irrigation method, and production goal, ranging from 600 to 1200 mm<sup>47</sup>. Cotton is a drought- and heat-tolerant crop and thus generally well suited to climates with low rainfall, and it is grown in many regions where natural precipitation is low. Irrigation is typically applied in these areas to ensure crop maturity and to stabilize and maximize productivity. Irrigated cotton accounts for half of all the land devoted to cotton production and is responsible for 73% of global production. But cotton grown in African countries is mainly rain-fed. Tanzania, like other African cotton-producing countries, depends entirely on rain-fed farming to produce its cotton<sup>48</sup>.

Cotton production can lead to three sustainability issues associated with water management: water depletion (irrigated cotton only), soil salinization (generally associated with irrigated cotton), and water pollution, including eutrophication (relevant to both irrigated and rain-fed cotton production). Based on this fact, cotton produced in Tanzania can lead to only two sustainable issues: *water pollution* and *eutrophication*.

#### 2.4.7.3 Soil Management

Proper utilization and protection of soil is a priority in terms of agriculture sustainability as the impacts of climate change increase in terms of rainfall intensity, drought severity and oxidation of soil organic matter. Extensive monoculture production of cotton increases soil vulnerability to erosion, soil structure decline, soil fertility loss and to a build-up of soil-borne pathogens and nematodes. Soil fertility is often maintained by adopting crop rotation and using chemical and organic fertilizers to restore soil structure. Cotton is grown as a monoculture in rotation with other crops, as well as in various intercropping combinations. In poorer regions like Africa, crop rotation and organic fertilizer are the predominant sources for maintaining soil fertility. The main sustainability issues related to soil management in the cotton sector are soil fertility depletion, soil contamination, and soil erosion<sup>49</sup>.

### Soil Conservation Practices

The best method to improve soil productivity is through conservation tillage (locally referred to as zero tillage, no-till, reduced tillage, minimum tillage, strip tillage etc.). These kind of practices tend to leave most of the soil surface undisturbed and protected with a layer of organic material. Benefits from these practices include: higher infiltration rates, greater water-holding capacity, better soil aeration, reduced runoff, improved rooting, less evaporative loss, carbon sequestration, and more stable long term yields.

### 2.4.8 Environmental Impact and Sustainability – Current Situation in Cotton Growing Areas

The survey also revealed that the farming system used by these farmers is more of haphazard crop mixing. It is common to mix cotton mainly with maize and with some other crops like sunflower, okra and chick peas. This practice was found to be more prominent in the Simiyu region than in the other two regions under survey. The main reasons mentioned behind this practice are inadequate land and the fact that some farmers believe that when they mix cotton and maize, they get more maize per unit of land than when they grow maize alone, which would be good for food security purposes. Getting high yield from the maize mixed with cotton is probably true because maize is getting more care in terms of frequent weeding and pesticide application, as cotton needs three to four weeding and heavy application of pesticides to control

47 FAO and ICAC (2015). *Measuring Sustainability in Cotton Farming Systems: Towards a guidance Framework*. Rome, Italy.

48 TCB (2010). *The Cotton Industry Implementation Plan*, CIIP: 2010-2015.

49 FAO and ICAC (2015). *Measuring Sustainability in Cotton Farming Systems: Towards a guidance Framework*. Rome, Italy.

pests and diseases. What farmers don't understand is that pesticides applied to cotton have high residual effects and are not recommended to spray in food crops like maize because they may cause serious health problems in the long run, including cancer.

On the other hand, sunflower intercropping has been used by some farmers who use it as part of Integrated Pests Management (IPM), since pests are easily attracted to sunflower and hence stay away from cotton. During field survey, it was noted that some cotton fields have sunflower planted in the middle and in borders as part of controlling pests through IPM.



Sunflower intercropped as part of IPM in Itilima DC

Concerning the proper management and handling of pesticides, which are important inputs for cotton production as explained earlier, there is a serious problem related to the handling and usage of these inputs. Although most of these pesticides are labeled in Kiswahili, the majority of farmers don't understand what is written on the label. The application of these pesticides is based on their previous experience or on word-of-mouth instructions from a friend or distributors/suppliers of these inputs. The survey found that farmers are not trained in pesticide management and handling in terms of mixing ratios, protective gears usage, and disposal of leftovers after application. As explained earlier, farmers don't wear protective gears and the spraying is done based on the direction of wind. The disposal of leftovers is not done properly, as evinced by the fact that some empty bottles were found in cotton farms (*see the picture below*).

According to the CDTF, there has been a national policy shift from the supply and usage of pesticides with high residual effect (from organochloride family), like DDT and Thiodan, towards those with less residual effect and friendlier to the environment (from organophosphate family). Unlike organochloride, the organophosphates can be diluted with water and don't last longer. However, organophosphate pesticides are blamed by farmers for not being effective enough to control cotton pests and diseases and have been a chief cause of pest resistance and disease prevalence in the area.

This has forced cotton farmers to do more sprayings, sometimes up to 8 times per season, which has implications on cotton production costs. On the other hand, local government agricultural experts argue that the ineffectiveness of cotton pesticides to control diseases and pests in the WCGA has to do with poor dilution ratios made by farmers, as most of them don't follow the instructions provided properly.





**An empty bottle of used pesticide (Ninja) was found improperly disposed of in a cotton farm in Mbiti Village, Bariadi, Simiyu Region**

Regarding water and soil management, the only environmental issues noticed during the survey is soil fertility depletion due to overuse of the same piece of land each year without replenishment of nutrients. As can be recalled, there is very minimal application of both inorganic and organic fertilizers in the WCGA. There are not many cases of soil erosion and water contamination because cotton is mostly grown in flat land and the cotton fields are often situated away from water sources like rivers and lakes.

With regard to displacement, as a result of persistent cotton production problems like supply of poor quality inputs (e.g. seeds and pesticides), weigh scale tempering, perceived low prices, climate change, increased production costs, and prevalence of pests and diseases, farmers are now shifting from growing cotton to other crops with good returns, including green grams, yellow grams, paddy, sunflower, vegetables, maize and pigeon peas. For the past three years, cotton production in the country has declined by more than 20% (*see annex 1*) and the TCB estimates that cotton production for this year's crop season (2015/16) is expected to plunge by another 20% to 150,000 tons.

### 3.0 Employment Opportunities in Tanzania

The Employment and Decent Work Agenda is one of the strategic commitments that have been made by the Government of URT to ensure the sustainable development and well-being of the country. Employment has been identified in both the National Strategy for Growth and Reduction of Poverty (NSGRP or MKUKUTA - I and II in Swahili acronym) and the National Second Five-Year Development Plan (FYDP II) as one of the strategies for reducing widespread poverty<sup>50</sup>.

MKUKUTA aims to create decent job opportunities for the unemployed by:

- i. Creating jobs that are free from appalling working conditions;
- ii. Providing an income that is sufficient to cater for basic social and economic needs;
- iii. Balancing the needs and rights of both workers and employers;
- iv. Providing commitment to social dialogue.

And FYDP II<sup>51</sup> aims to create decent jobs opportunities by:

- i. Promoting availability of requisite industrial skills (production and trade management, operations, quality assurance, etc.) and skills for other production and services delivery;
- ii. Increasing productive capacities and job creation, especially for the youth and disadvantaged groups.

Although Tanzania has not ratified the Employment Policy Convention, 1964 (No.122), it has created the necessary legal and policy mechanism for effective employment promotion. The URT has formulated a National Employment Policy (2008) that sets out the national employment promotion strategy. The government has also put in place the National Employment Promotion Service Act (NEPSA), 1999. The Act establishes a National Employment Promotion Service which shall provide job placement, vocational guidance, and active labour market intervention.” It also “establishes a National Employment Advisory Committee which shall provide advice on the formulation of employment policies, legislation on human resources, and matters regarding the employment of persons with disabilities and persons engaged in the informal sector”<sup>52</sup>.

Furthermore, the ILO, together with the tripartite constituents, developed a *Decent Work Country Programme* that is in line with MKUKUTA and other national development frameworks such as the Tanzania Vision 2025. The Decent Work Country Programme priorities are poverty reduction through creation of decent work with a focus on young men and women, reduction of incidence of child labour and its worst forms, and mitigating the socioeconomic impact of HIV/AIDS<sup>53</sup>.

50 ILO (2010). *Decent work country profile Tanzania (mainland)* / International Labour Office. – Dar es Salaam and Geneva: ILO, 2010.

51 URT (2016). *National Five Year Development Plan* (2016/17-2020/21): Nurturing Industrialization for Economic Transformation and Human Development, Ministry of Finance, June 2016.

52 *Ibid.*

53 *Ibid.*

**Table 2: Employment Opportunity in Tanzania**

| Decent Work Indicator                                          | National Definition |      |         |
|----------------------------------------------------------------|---------------------|------|---------|
|                                                                | 2000/01             | 2006 | 2014    |
| Employment-to-population ratio (15-64 years), in %             | 78.0                | 79.2 | 77.8    |
| Male                                                           | 80.0                | 80.8 | 82.1    |
| Female                                                         | 76.1                | 77.6 | 73.8    |
| Urban areas*                                                   | 54.6                | 72.7 | 76.0    |
| Rural areas                                                    | 85.1                | 84.0 | 82.2    |
| Unemployment rate, in %                                        | 13                  | 11.7 | 10.3    |
| Male                                                           | 11.6                | 10.7 | 8.5     |
| Female                                                         | 14.4                | 12.6 | 12.3    |
| Urban areas                                                    | 32.6                | 22.6 | 13.5    |
| Rural areas                                                    | 7.9                 | 7.5  | 8.4     |
| Informal employment (proxy), in %                              | -                   | -    | 31.2    |
| Male                                                           | -                   | -    | 48.9    |
| Female                                                         | -                   | -    | 51.1    |
| Urban areas                                                    | -                   | -    | 46.7    |
| Rural areas                                                    | -                   | -    | 26.0    |
| Unemployment rate by level of education, in                    | 13.0                | 11.7 | 10.3    |
| None                                                           | 9.7                 | 9.0  | 9.8     |
| Primary not completed                                          | 11.7                | 9.0  | -       |
| Primary completed                                              | 14.9                | 12.9 | 10.0    |
| Secondary & above                                              | 18.3                | 17.3 | 13.8    |
| Youth not in education and not in employment (15-35 years), in | 17.6                | 13.4 | 16.6    |
| Male                                                           | 14.9                | 11.5 | 11.5    |
| Female                                                         | 20.1                | 15.1 | 21.4    |
| Urban areas                                                    | 37.9                | 25.0 | 16.1 ** |
| Rural areas                                                    | 10.8                | 8.6  | 13.0    |
| Youth unemployment rate (15-35 years), in %                    | 16.5                | 13.2 | 11.7    |
| Male                                                           | 14.8                | 12.1 | 8.9     |
| Female                                                         | 18.2                | 14.2 | 14.5    |
| Urban areas                                                    | 43.1                | 26.1 | 17.4    |
| Rural areas                                                    | 9.7                 | 8.2  | 8.2     |

\* Employment-to-population ratio figures in urban areas for 2006 and 2014 do not include those for Dar es Salaam.

\*\* These figures exclude those for Dar es Salaam.

Source: ILFS 2014 and ILO Decent Work Profile (Tanzania Mainland).

According to Table 2 above, employment opportunities in 2014 as measured by the employment-to-population ratio has slightly declined by 1.4% from the 2006 figures. Since 2006, employment opportunities have increased by 3.3% in urban areas while declining by 1.8% in rural areas. Gender-wise, employment opportunities for males have increased by 1.3% while decreasing by 3.8% for females. On the other side, overall unemployment



and unemployment for both males and urban areas have consistently improved since 2006. Albeit small, an improvement was also noted for females. Rural unemployment has been on the rise. The minimal improvement in employment opportunities for women can be partly explained by the rigid and discriminatory customs in most African countries, including the URT, which have a tendency of providing less employment opportunities to women. And the reduction in rural employment opportunities can be seen as a result of consistent economic growth, which has created more employment in modern economic sectors than in rural sectors like agriculture.

With respect to informal employment, the national rate of 31.2% is not that big, but it is very significant as a share of the total population. As indicated in the table above, the figure for female (51.1%) is even bigger than that for males (46.7%). Likewise, the rate for urban areas is higher than that for rural areas. This may suggest that the employment growth, especially in urban areas, has not substantially improved the availability of decent jobs.

In terms of level of education, although unemployment for those with secondary education and above has improved from 2006 levels, this group is still worse off at 13.8%, compared to a rate of 9.8% among those with no formal education. This finding continues to reinforce the picture already drawn that the jobs that have been created over this period are lower quality jobs that require the minimum education levels.

Regarding the youth, the unemployment rate in Table 2 is shown to have continued to fall over the period of 14 years. The rate for youths who are not in education and not in employment, however, has increased from 13.4% to 16.6% over this same period. This might suggest some deterioration in enrolment rates in primary and secondary schools. On the other side, the urban/rural and female/male disparities persist with respect to the rates for both youth unemployment and youth not in education and not in employment. The rates for urban areas and males improved in 2014, while those for females and rural areas are down from 2006 levels.

Female workers and rural workers are worse off with respect to decent jobs than their male and urban counterparts, as measured by the share of informal employment (96.3 percent for female workers as compared to 90.2 percent for male workers; and 97.0 percent for rural workers as compared to 82.1 percent for urban workers; see Table 2).

**Table 3: Stability and Security of Work in Tanzania**

| Decent Work Indicator                                                                                                                | 2000/2001 | 2006 | 2014 |
|--------------------------------------------------------------------------------------------------------------------------------------|-----------|------|------|
| <b>Proportion of paid employees in precarious types of work (casual, seasonal and temporary workers), in % of all paid employees</b> | -         | 57.8 | 30   |
| Males                                                                                                                                |           | 58.4 | 30.3 |
| Females                                                                                                                              |           | 56.5 | 29.4 |
| Dar es Salaam                                                                                                                        |           | -    | 24.7 |
| Other urban areas                                                                                                                    |           | 54.7 | 32.4 |
| Rural areas                                                                                                                          |           | 64.4 | 32.2 |
| <b>Proportion of self-employed workers (non-agriculture) with unreliable work, in % of all self-employed workers</b>                 | 42.4      | 23.7 | 75.7 |
| Males                                                                                                                                | 36.8      | 26.3 | -    |
| Females                                                                                                                              | 47.4      | 21.4 | -    |
| Dar es Salaam                                                                                                                        | -         | -    | -    |
| Other urban areas                                                                                                                    | 46.3      | 24.7 | -    |
| Rural areas                                                                                                                          | 35.6      | 21.9 | -    |

Source: ILFS 2014 and ILO Decent Work Profile (Tanzania Mainland).

Work vulnerability is a major concern in Tanzania mainland, where 83.4 percent of all employed persons are vulnerable employees (*see table 4*). This situation is most common in rural areas (93.9 percent), followed by other urban areas (71.4 percent) and Dar es Salaam (44.6 percent). On the other hand, females are more vulnerable (88.7 percent) as compared to males (78.2 percent). A similar pattern is observed across geographical areas with high incidence of vulnerability among females.

**Table 4: Proportion of vulnerable workers in % of all employment in Tanzania**

| Geographical Area | Males | Females | Both Sexes |
|-------------------|-------|---------|------------|
| Dar Es Salaam     | 37.4  | 54.3    | 44.6       |
| Other urban areas | 63.2  | 79.4    | 71.4       |
| Rural areas       | 90.9  | 96.8    | 93.9       |
| Total             | 78.2  | 88.7    | 83.4       |

Source: ILFS 2014 (Tanzania Mainland).

### 3.1 Employment in the Cotton Sector and its Characteristics

According to the ILO, normal employment and working conditions consist<sup>54</sup> of the following elements: the absence of forced and bonded labour; non-exploitative work; adequate remuneration; the respect of decent hours of work; the possibility for social dialogue between employer and employee; access to dispute settlement in an independent court with enforcement power; and a work environment that ensures adequate safety and health standards.

A major characteristic difference is made between wage-employed workers, self-employed and family workers.

#### **Wage Employed Workers (WEW)**

WEW in cotton production systems can be categorized into two sub-groups, which are normal wage-employed workers and bonded and forced labour.

#### **Normal Wage-Employed Workers**

These workers are characterized by having long-duration employment relations and being formal and respectful of labour rights such as paid sick leave and health care. On the other side of the coin, they are characterized by an absence of central employment and working conditions and by the fact that their labour activities are traditionally remunerated on a per piece basis (e.g. hand-harvesting), involve little supervision (e.g. land clearing) or are labour-intensive while being part of low productive systems. It is advised that in settings like these ones, measures aimed at increasing vocational skills and qualification levels of rural workers have the potential impact to solve the root causes of labour rights deficiencies and, more specifically, inadequate remuneration.

#### **Bonded and Forced Labour**

These categories of workers are characterized by working in environments where there are severe violations of labour rights and are often characterized and driven by the following aspects: the practice of intermediaries offering to provide contacts to employers in exchange for service fees; strong institutions of social exclusion, for

54 ILO (2016). Website (Condition of Work & Employment Series). Available at <http://www.ilo.org>.

example, on the basis of caste or tribe; asymmetries of information, as in the case of illiteracy and geographical remoteness; (informal) labour migration; strong financial and labour monopolies; and state-organized coercion<sup>55</sup>. However, in cases where labour relations do not include bondage, but are on a seasonal, casual or per day basis, they tend to be very vulnerable in terms of income being low. This is also a major problem and a typical characteristic of self-employed cotton farmers. Field evidence suggests that conditions for casual wage labourers are particularly unfavorable where labour is abundantly available, control over land concentrated and other labour opportunities largely absent<sup>56</sup>.

### ***Self and Family Employed Workers***

Self-employed and contributing family workers in cotton production systems have been found to face structural incentives to overwork. In many cultures, this includes (especially for women) the need to combine agricultural and domestic work. Data on net farm incomes are often sparsely available in developing countries; it is widely assumed that self-employed cotton farmers in non-industrialized production systems do not always achieve decent levels of remuneration from their farming activity. This is largely because of risks stemming from yield variability and the volatility of farm-gate prices, while the impact of the often monopsonistic market position of cotton ginneries is still controversially debated.

## **3.2 Tanzania Cotton Sector Labour Market**

Internationally traded goods like cotton are always labour-intensive in nature and have good potential to access overseas markets with good prices. These kinds of goods have a big potential to increase the demand for unskilled labour in poor countries where comparative advantage lies on unskilled labour. And this is likely to have positive effects on poverty reduction, through increased employment, or increased wages, or both. Whether it is wages or employment which is affected depends on two theories<sup>57</sup>: the trade theory which assumes inelastic factor supply, and the development theory, which assumes infinitely elastic factor supply. The trade theory, as expounded by the Stolper-Samuelson theorem, is centered on the effects on real wages of the unskilled workers. That is, exporting of labour-intensive commodities like cotton is expected to increase the real wages of the unskilled workers because of inelastic supply of labour<sup>58</sup>. Development theory, on the other hand, advocates that international trade only raises the level of employment because of infinitely elastic labour supply. In this case, poverty is reduced if the additional workers can now receive higher wages than they received in their former employments.

As has been shown earlier, the cotton supply chain, thus cotton production and textile manufacturing, has employed a large number of people in Tanzania. Cotton is the only cash crop in the country that employs more than 400,000 small-scale farmers, most of whom live in the most populous regions of the WCGA. During the 1980s, the textile sub-sector was the largest employer in the country, employing about 37,000 people. Based on this fact, the employment effects of the liberalization of the cotton and textile sector in Tanzania are therefore very important for poverty reduction.

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<sup>55</sup> FAO and ICAC (2015). *Measuring Sustainability in Cotton Farming Systems: Towards a guidance Framework*. Rome, Italy.

<sup>56</sup> *Ibid.*

<sup>57</sup> These trade theories are based on Winter (2001) as derived from a paper published by ESRF - Kabelwa and Kweka (2006).

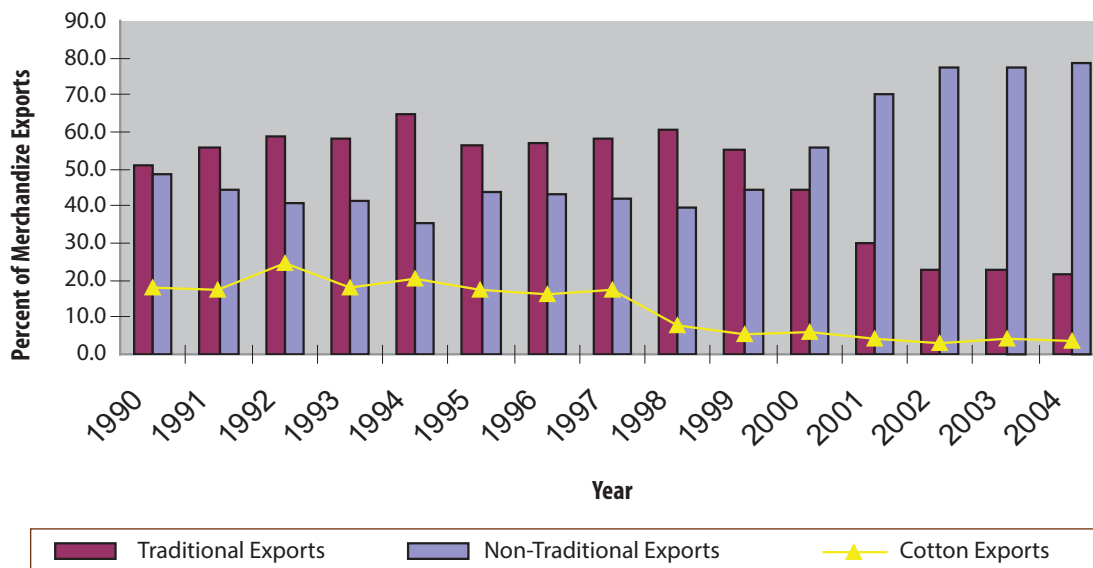
<sup>58</sup> The argument is based on Bhagwati and Srinivassan, 2000, and Conway, 2004, as derived from a paper published by ESRF – Kabelwa and Kweka, 2006.

### 3.3 Trends and Factors Affecting the Tanzania Cotton Labour Market

#### 3.3.1 Trends due to Structural Effects

In Tanzania, trade liberalization has resulted in different structural changes in the labour market. One of the structural effects of trade liberalization on Tanzania as a whole has been a significant shift in export structure from the dependence on traditional exports such as coffee, cotton, tea, and tobacco towards non-traditional exports such as minerals, manufactured and fish products (see figure 16 below). Although it could be possible that some of this decline is due to switching to other crops, the decline in traditional agricultural crop exports, in light of the fact that agriculture generates 66.3<sup>59</sup> percent of employment and that 84.4percent<sup>60</sup> of the poor reside in the rural areas, is a concern when considering the employment effects of trade liberalization.

Figure 15: Traditional and Non-Traditional Exports (%)



Source: Adopted from Kabelwa and Kweka (2006).

The second impact has been on the shift of employment from the formal sector to the informal sector. While trade liberalization has often had a negative effect on urban wage employment, as former import-substituting industries and export-processing industries become unable to compete, trade liberalization was often associated with a booming informal sector<sup>61</sup>. According to ILFS 2014, the informal sector in Tanzania is currently employing 21.7 percent of total persons in employment, followed by private (including formal) sector taking 7.9 percent and the rest in the remaining sectors<sup>62</sup>. Informal sector is the second largest employer

59 This is based on URT (2015): Integrated Labour Force Survey 2014: Analytical Report for Mainland.

60 NBS (2014). 2011/12 Household Budget Survey Tanzania Mainland: Main Report: National Bureau of Statistics, Ministry of Finance, Dar es Salaam.

61 This is according to UNCTAD, 2004, as captured by Kabelwa, G & Kweka, J (2006): *The linkage between Trade, Development & Poverty Reduction (TDP): A Case Study of Cotton and Textile sector in Tanzania*.

62 URT (2015). Integrated Labour Force Survey (ILFS) 2014: Analytical Report for Mainland.

after agriculture, which accounts for 66.3%. Informal sector employment has expanded and more households both in urban and rural areas are in one way or another undertaking informal sector activities. About 42.5% of all households in Tanzania are believed to be engaged in informal sector activities, representing a slight increase of 3% from 2006 (39.5%)<sup>63</sup>. About 68.5 percent of urban and 31.5 percent of rural households operate these activities. In the textile sub-sector, for example, the rapid influx of cheap imports such as the second-hand clothes in the 1990s opened new economic opportunities for the urban poor and vitalized a small-scale informal commercial sector called “Machinga”<sup>64</sup>. These retail traders also generate huge profits due to the fact that they operate informally and hence do not fall into the tax net.

A third and final important structural effect is the institutional effect that involves the shift from public sector investment to private sector. The shift was associated with an increase in the number of private buyers from 10 during the 1993/94 season to 26 in the 2003/04 season. In addition, private companies had installed 22 ginneries, increasing the number from 33 in 1994 to around 60 in 2002. Table 4 below demonstrates the diminishing role of Cooperative Unions in handling the cotton crop. In 1994/95, Cooperative Unions purchased about 84 percent of all seed cotton and the Tanzania Cotton Lint & Seed Board (TCLSB) handled about 6 percent of the crop, while the private sector handled only 10 percent of total output. By 2002, however, Cooperatives were purchasing less than 10 percent of the seed cotton while the private sector was handling more than 90 percent.

**Table 5: Seed Cotton Purchasing Statistics (1994/95-2001/02 Seasons)**

| Season  | Coops   | %  | Private | %  | TCLSB  | % | Total   |
|---------|---------|----|---------|----|--------|---|---------|
| 1994/95 | 103,981 | 84 | 12,342  | 10 | 7,340  | 6 | 123,663 |
| 1995/96 | 162,161 | 66 | 77,298  | 31 | 6,455  | 3 | 245,914 |
| 1996/97 | 150,254 | 60 | 87,114  | 35 | 12,076 | 5 | 249,444 |
| 1997/98 | 90,174  | 43 | 116,505 | 56 | 1,075  | 1 | 207,754 |
| 1998/99 | 35,149  | 33 | 71,598  | 67 | -      | - | 106,747 |
| 1999/00 | 41,138  | 41 | 59,422  | 59 | -      | - | 100,560 |
| 2000/01 | 8,948   | 7  | 114,610 | 93 | -      | - | 123,558 |
| 2001/02 | 12,572  | 8  | 135,608 | 92 | -      | - | 148,180 |

Source: Adopted from Kabelwa and Kweka (2006).

### 3.3.2 Trends due to Labour Demand Effects

The labour demand effects have an influence on the trend and pattern of employment growth, but on the other hand labour demand effects can result from production costs, specifically labour costs. In the Tanzania environment, the analysis of labour demand effects in the cotton sector focuses more on the textile industries, the cotton processing industries (ginneries), and the medium-scale farmers, because these are the only areas where the nature of their operations requires formal employment or labour input<sup>65</sup>. The available statistics show that trade liberalization in the textile sector was associated with a decrease in formal employment.

<sup>63</sup> *Ibid.*

<sup>64</sup> Kabelwa, G & Kweka, J (2006). *The linkage between Trade, Development & Poverty Reduction (TDP): A Case Study of Cotton and Textile sector in Tanzania.*

<sup>65</sup> This is according to Kabelwa, G & Kweka, J (2006): *The linkage between Trade, Development & Poverty Reduction (TDP): A Case Study of Cotton and Textile sector in Tanzania.*



Wage employment in the textile sector decreased from an average of 26.6 percent of the total manufacturing employment between 1991 and 1994 to an average of 13.1 percent between 2001 and 2004. The share of wage employment in the textile sector continued to decline further to an average of 11.2 percent in 2015 (see Tables 6 and 7). This trend, however, does not necessarily reflect the decline in the demand for labour, but probably reflects the collapse of the textile sector that came with trade liberalization. However, one striking feature of the trend in wage employment is the change in pattern between permanent employment and temporary employment. While the share of permanent employment declined from an average of 98.2 percent between 1991 and 1994 to an average of 10.1 percent between 2001 and 2004, the temporary employment share increased from an average of 1.8 percent to 89.9 percent in the respective periods.

**Table 6: Trend and Pattern of Employment in the Textile Sector between 1991/4 and 2001/04**

|                | Permanent Employment |             | Temporary Employment |             | Total Textile Employment | Total Manufacturing Employment | Share of Textile Employment in Manufacturing |
|----------------|----------------------|-------------|----------------------|-------------|--------------------------|--------------------------------|----------------------------------------------|
|                | Number               | Percent     | Number               | Percent     |                          |                                |                                              |
| 1991           | 30624                | 98.5        | 461                  | 1.5         | 31085                    | 124002                         | 25.1                                         |
| 1992           | 34322                | 98.3        | 581                  | 1.7         | 34903                    | 128967                         | 27.1                                         |
| 1993           | 34358                | 97.9        | 644                  | 1.8         | 35085                    | 129456                         | 27.1                                         |
| 1994           | 34394                | 98.0        | 713                  | 2.0         | 35107                    | 129984                         | 27.0                                         |
| <b>Average</b> | <b>33425</b>         | <b>98.2</b> | <b>600</b>           | <b>1.8</b>  | <b>34045</b>             | <b>128102</b>                  | <b>26.6</b>                                  |
| 2001           | 930                  | 10.7        | 7769                 | 89.3        | 8699                     | 68570                          | 12.7                                         |
| 2002           | 911                  | 10.3        | 7932                 | 89.7        | 8843                     | 68296                          | 12.9                                         |
| 2003           | 892                  | 9.9         | 8098                 | 90.1        | 8990                     | 68120                          | 13.2                                         |
| 2004           | 874                  | 9.6         | 8268                 | 90.4        | 9142                     | 68045                          | 13.4                                         |
| <b>Average</b> | <b>902</b>           | <b>10.1</b> | <b>8017</b>          | <b>89.9</b> | <b>8919</b>              | <b>68258</b>                   | <b>13.1</b>                                  |

Source: Adopted from Kabelwa and Kweka (2006).

**Table 7: Trend of employment in textile sector between 2012 and 2015**

|      | Total Textile Employment | Total Manufacturing Employment | Share of Textile Employment in Manufacturing |
|------|--------------------------|--------------------------------|----------------------------------------------|
| 2012 | 13490                    | 120840                         | 11.2                                         |
| 2013 | 14165                    | 126884                         | 11.2                                         |
| 2014 | 14876                    | 133231                         | 11.2                                         |
| 2015 | 15618                    | 139895                         | 11.2                                         |

Source: Jamhuri ya Muungano wa Tanzania (URT), 2016.

In the cotton processing industries (i.e., the cotton ginneries), the nature of employment is generally short-term and a large part of employment is casual, a finding that was confirmed during field survey. Although the survey team didn't get a chance to meet staff members themselves because the cotton processing season was no yet to begin, the management of cotton ginneries visited acknowledged that more than 85% of all employees are temporary<sup>66</sup> (15% are seasonal, 75% are casual labourers, and only 10% are permanent).

66 According to GAKI and Alliance Ginneries, the cotton processing season normally starts in July and ends in November of every year.



Among others, employment includes engineers, technicians, shift in-charges, trade agents, drivers, turn-boys, and casual labours. Most of the skilled workers are offered 3-month contracts, whereas most of the unskilled workers are offered casual employment. The survey carried out by the team as well as that conducted in 2006 by Kabelwa and Kweka found out that casual labourers normally operate in three shifts and each shift has 8 hours. The employees per shift range from 25 to 100 workers. Major reasons mentioned by ginneries as to why they prefer temporary and seasonal employees is because most ginneries are operating under capacity due to inadequate supply of raw materials<sup>67</sup>, so they do this as a way of saving costs. On the other hand, cotton processing companies are said to prefer temporary or casual basis employees to avoid taxes and high labour costs emanating from keeping permanent employees, as well as to enable them to have flexibility during low seasons<sup>68</sup>.

At farmers' level, employment data on cotton farming are sparsely available. However, many cotton farmers are engaged in seasonal employment and own just small-size farms. Medium-sized farms of around 40 hectares exist, but there are virtually no large-scale farms. The owners of medium-scale farms are involved in the demand for labour, as cotton farming is a very tedious undertaking. Labour is associated with such activities as ploughing, weeding, and harvesting. Most large farmers use tractors that they hire at the rate of about TZS 96,000 per hectare for ploughing. Other charges include harvesting and transportation, which cost TZS 144,000 per hectare (see annex 3). Medium-scale farmers sometimes do hire local dance group members for weeding and harvesting.

The demand for labour is a derived demand<sup>69</sup>. Producers achieve a return from selling their output and employ labour as one input in the production process. A producer's desire to increase output is therefore the most important source of the demand for labour.

### 3.3.3 Trends due to Labour Supply Effects

Wage and non-wage labour income are the main determinants of labour supply in the cotton and textile sector in Tanzania. The decision by a producer whether to supply labour in wage employment depends mainly on wages offered relative to the income they receive in non-wage employment. Since cotton growing activities are seasonal, after the cotton growing season ends many people become unemployed and often prefer to supply their labour to the cotton processing or textile industries in the form of wage employment.

Wages depend on the national minimum wage scale<sup>70</sup>. Workers' salaries differ depending on education and experience. The trend in labour income in the textile sub-sector shows a decline relative to other manufacturing sectors despite the absolute increase during most of the 1990s and 2000s (see Table 8). The sectors show a sign of slight recovery only in recent years (see Table 9). Note that most textile industries employ about 1,200 permanent and casual workers, out of which 30 to 40 percent are permanent employees.

67 According to TCA, most ginneries are operating at 35% or below of their potential capacities and some have already shut down their operations. During 2014/15, only 22 out of 68 private ginneries that were active during the 2000s managed to buy cotton from farmers.

68 Kabelwa, G & Kweka, J (2006). *The linkage between Trade, Development & Poverty Reduction (TDP): A Case Study of Cotton and Textile sector in Tanzania*.

69 *Ibid*.

70 The current minimum wage for factories in Tanzania is TZS 100,000/= per month.

**Table 8: Trend and Pattern of Labour Income in the Textile Sector between 1991/94 and 2001/04**

|                | Salaries                    |             | Other Payments              |             | Total Textile Labour Income | Total Manufacturing Labour Income | Share of Textile Labour Income in Manufacturing |
|----------------|-----------------------------|-------------|-----------------------------|-------------|-----------------------------|-----------------------------------|-------------------------------------------------|
|                | Million Tanzanian Shillings | Percent     | Million Tanzanian Shillings | Percent     |                             |                                   |                                                 |
| 1991           | 2279                        | 72.0        | 887                         | 28.0        | 3166                        | 15218                             | 2.3                                             |
| 1992           | 2507                        | 66.9        | 1242                        | 33.1        | 3749                        | 18316                             | 1.8                                             |
| 1993           | 2638                        | 62.0        | 1614                        | 38.0        | 4252                        | 21093                             | 1.5                                             |
| 1994           | 3164                        | 62.0        | 1937                        | 38.0        | 5101                        | 25307                             | 1.2                                             |
| <b>Average</b> | <b>2647.0</b>               | <b>65.7</b> | <b>1420.0</b>               | <b>34.3</b> | <b>4067.0</b>               | <b>19983.5</b>                    | <b>1.7</b>                                      |
| 2001           | 3344                        | 84.8        | 601                         | 15.2        | 3945                        | 69811                             | 2.1                                             |
| 2002           | 4300                        | 86.9        | 651                         | 13.1        | 4951                        | 75680                             | 1.8                                             |
| 2003           | 7626                        | 91.5        | 705                         | 8.5         | 6213                        | 82512                             | 1.5                                             |
| 2004           | 9700                        | 92.7        | 763                         | 7.3         | 7798                        | 90478                             | 1.2                                             |
| <b>Average</b> | <b>6242.5</b>               | <b>89.0</b> | <b>680.0</b>                | <b>11.0</b> | <b>5726.8</b>               | <b>79620.3</b>                    | <b>1.6</b>                                      |

Source: Adopted from Kabelwa and Kweka (2006).

**Table 9: Trend of Labour Income in Textile Sector between 2012 and 2015**

|                | Textile Labour Income in Million Tanzanian Shillings | Manufacturing Labour Income in Million Tanzanian Shillings | Textile Labour Income in Manufacturing |
|----------------|------------------------------------------------------|------------------------------------------------------------|----------------------------------------|
| 2012           | 16002                                                | 439581                                                     | 3.6                                    |
| 2013           | 16802                                                | 461558                                                     | 3.6                                    |
| 2014           | 17642                                                | 484634                                                     | 3.6                                    |
| 2015           | 18524                                                | 508864                                                     | 3.6                                    |
| <b>Average</b> | <b>17242.5</b>                                       | <b>473659.3</b>                                            | <b>3.6</b>                             |

Source: Jamhuri ya Muungano wa Tanzania (URT), 2016.

In the cotton processing industries (i.e., the cotton ginneries), wages also depend on the level of education and experience. The average wages in the surveyed companies for engineers, shift in-charges, and technicians averaged about TZS 735,000 (USD 350), TZS 210,000 (USD 100) and 168,000 (USD 80) per month respectively, while the average wage for casual labour stood at about TZS 3,150 (USD 1.5) per 8-hour shift. Women, who constitute the poorest section of the population in the cotton growing regions, are normally employed as casual labourers (they usually constitute about 25 to 40 percent of casual labour) and due to the low wages, they do not benefit from wage employment.

As regards non-wage employment, most of the smallholder cotton farmers supply their labour in either farm or off-farm informal activities. In the farm activities, earnings depend on both production and transaction costs on the one hand and on export prices on the other. In relation to production costs, cotton farmers were profitable during the 2000s after trade liberalization, as they were able to retain more than half of the producer price due to decreased transaction costs. In 2004, for example, the producer price was TZS 300 and the cost of production was estimated at TZS 170<sup>71</sup>. But over time, due to increased costs of production and climate

71 Kabelwa, G & Kweka, J (2006). *The linkage between Trade, Development & Poverty Reduction (TDP): A Case Study of Cotton and Textile sector in Tanzania*.

change, the only farmers who make a profit are those who own land, from which they make a small margin of about 15% from their efforts. Farmers who rent land didn't make any profit this year (see annex 3). Unlike during the pre-liberalization period, nowadays farmers are paid instantly, as purchasing on credit is not allowed. In addition, the removal of agricultural price controls and the liberalization of marketing arrangements have significantly shifted agricultural income from marketing boards to small farmers. As various data suggest, the producer's share of the export price has increased, though the gap between the two in nominal shillings terms has widened. Increases in the producers' share are beneficial to labour supply and production and should be supported by policies supporting organization of farmers and establishment of central markets.

The other important determinant of labour supply in Tanzania is land ownership. Land is very limited in the cotton growing regions and many farmers own small-sized farms. Thus, due to the need to smoothen their labour income, many smallholder cotton farmers encounter two key options: either to increase productivity or use some of their time in off-farm activities. Productivity remains extremely low in Tanzania partly due to lack of credit financing for input procurement following the collapse of transactions previously handled by the Regional Co-operative Unions. Due to low productivity in the cotton farms, many cotton farmers have resorted to increasing the quantity of their cotton at the expense of the quality of cotton by taking advantages of the weaknesses in the liberal market system.

In 1999, the International Textile Manufacturers Federation reported that Tanzanian cotton lint was among the worst contaminated "national origins" in the world<sup>72</sup>. A number of reasons were mentioned for a decline in the quality of Tanzanian lint since liberalization and these included the following: mixing of previously zoned seed varieties, the collapse of grading procedures at the time of primary purchase, and a decline in insecticide use. Since then, the quality of lint from Tanzania has never improved. Behind these lay a lack of resources for monitoring and enforcement on the part of the TCB and the fact that numerous buyers needed to acquire seed cotton to fulfill forward supply contracts and pay outstanding loans. As observed in the field assessment, contamination of cotton is aggravated by dishonest buying agents who tend to temper with weigh scales so that they can get more volumes from farmers. In return, farmers tend to react by contaminating seed cotton with foreign matters like sand, salt, stones, water, and monitor lizard oil etc. to compensate for the amount that is lost through inaccurate measurements. Before trade liberalization, Tanzania's cotton was being bought at a premium. But since liberalization, Tanzanian lint has been bought at a discount of about 6 US cents per kilogram<sup>73</sup>.

Maintaining high-quality standards for cotton lint requires effective quality control procedures throughout the supply chain. Here there is a conflict between the TCB and the cotton farmers, who are mostly illiterate or ignorant. In addition, private players' malpractices have aggravated the situation. Private traders have been employing some exploitative practices (e.g., cheating by not using proper weighing scales), while farmers have generally responded poorly in terms of observing the quality of their cotton. For example, cotton farmers would wet or soil the cotton in order to increase its weight. The immediate losers in the process are the ginner, which incur maintenance costs as a result of processing the deliberately spoiled cotton. The government, through the TCB and Weight and Measure Agent (WMA), is also to blame for this outcome, as its regulatory and supervisory role is not as rigorous as it is supposed to be. Both institutions are faced with financial, human and infrastructural resources constraints. For Instance, the TCB is supposed to have one cotton inspector in place to oversee two villages during cotton cultivation and a maximum of 100 buying posts during buying season, but the organization currently has only 29 cotton inspectors in the whole WGCA, which is made up of 9 regions with 35 districts. According to the TCB, these districts have about 4,000 villages and 6,000-8,000 buying posts, meaning one cotton inspector is overseeing 138 villages and supervising between 207 to 276 buying posts, which is practically impossible. On the other hand, WMA, which has a mandate to inspect weigh scales during

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<sup>72</sup> *Ibid.*

<sup>73</sup> *Ibid.*



buying season, has only 10 staff members for the whole Lake Zone area. Besides, these two key institutions face serious weaknesses in terms of legal powers to fulfill their obligations because of the outdated acts that were used to establish them. For instance, the Weight and Measure Act CAP 340, which was revised in 2002, specifies that anyone charged with offences related to weight and measures or weigh scales should be penalized a total of TZS 10,000/= or three years of jail punishment, which is very small and not harsh enough to control a culprit in normal circumstances, as offenders tend to choose paying the money rather than going to jail.

Besides increasing productivity, a cotton farmer has the option of engaging in off-farm or other farm activities. The movement of labour from agriculture (to off-farm employment and urban areas) is one of the stylized facts of economic development<sup>74</sup>. There has been slow but significant labour mobility in the cotton growing areas. During the survey, it was established that the dependency on cotton for livelihood has diminished considerably. The majority of cotton farmers now undertake other activities like growing pulses and sunflower, paddy farming, livestock husbandry, vegetable cultivation, fishing and other small businesses. On the other hand, it is argued that there have been some policy conflicts in relation to promoting on-farm activities and the off-farm ones in Tanzania<sup>75</sup>. While the National Employment Policy encourages the development of rural off-farm employment, the Ministry of Agriculture in its Agricultural Sector Development Strategy (ASDS) considers off-farm employment as a competitor for limited rural labour supply and hence the rural-urban migration reduces the agricultural labour force<sup>76</sup>.

### 3.4 Return on Labour

A review of Tanzania's cotton sector indicates that the return on labour to cotton farmers and other workers who work in cotton processing and textile factories for the past 10-15 years has been affected by the following factors:

i. Rising costs of inputs and falling yield per acreage

Before market liberalization, inputs were provided either for free or on credit by the primary cooperative society or relevant crop authorities and it was easier to enforce input credit repayments, but with the market liberalization, the task of recovering input credits from farmers has become very difficult and ginneries and cooperative societies are less willing to provide inputs to farmers. This has caused cotton farmers to rely on inputs supplied by the CDTF/TCB or buy from agro-input shops. Since the inputs market is not well-regulated, cotton farmers have been subjected to expensive and poor quality inputs, which for quite some time have been a source of increased costs of production and falling yield of cotton per acreage.

ii. Price paid and inflation

Although the price of cotton paid to cotton farmers has been rising in nominal terms, in absolute terms it has been somewhat flat or falling because of rising inflation (*see figures 17 and 18*) and increased costs of production.

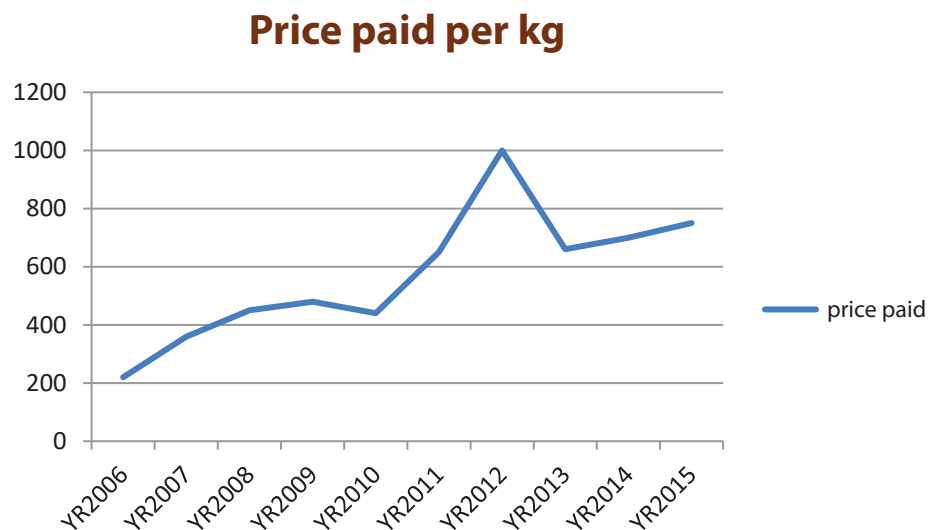
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74 Kabelwa, G & Kweka, J (2006). *The linkage between Trade, Development & Poverty Reduction (TDP): A Case Study of Cotton and Textile sector in Tanzania*.

75 *Ibid.*

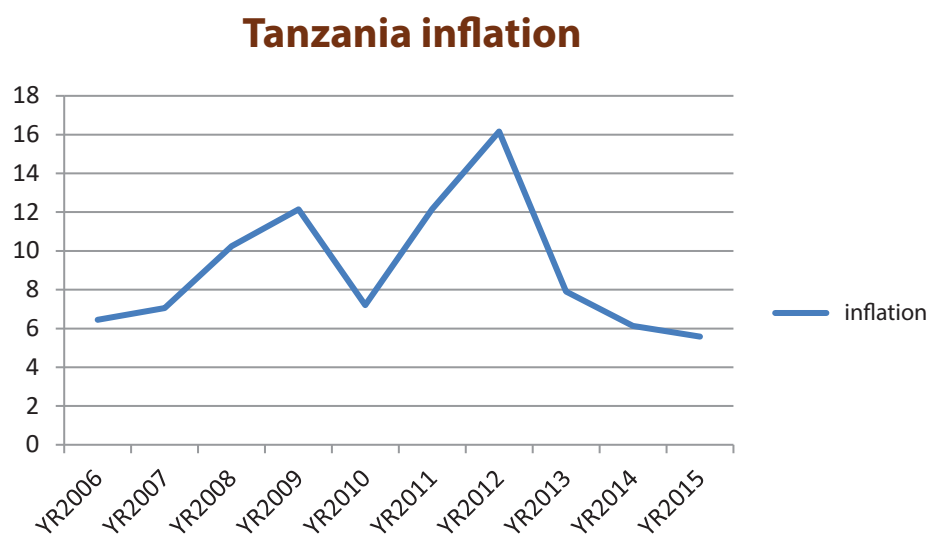
76 *Ibid.*

**Figure 16: Net price paid to cotton farmers per kg from 2006 to 2015**



Source: TCB, 2016

**Figure 17: Inflation rate in Tanzania from 2006 to 2015**



Source: [www.gdinflation.com](http://www.gdinflation.com), in collaboration with IMF. September, 2016.

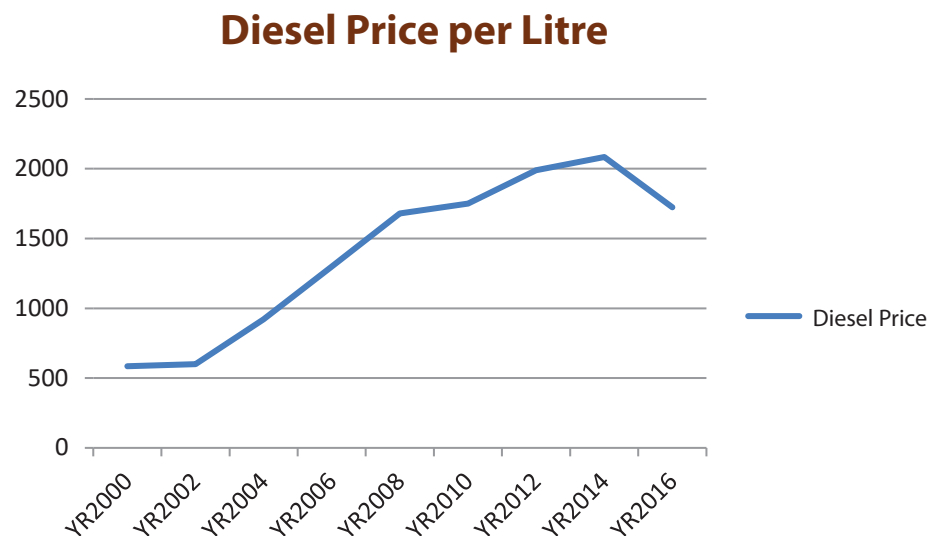
### iii. World market uncertainty and high transportation costs

After market liberalization in the late 1990s, Tanzania cotton faced problems of maintaining export market quality grades, a phenomenon that has continued to haunt the sub-sector until today, and this has been one of the key contributory factors in depressing cotton average price to producers.



Furthermore, cotton exports in Tanzania incur high transportation costs because the producing areas are far from coast and because cotton, unlike other export commodities, has a low value-to-bulk ratio. Rapidly escalating fuel prices over the past 15 years (see figure 19) have played a role in reducing cotton producer price more than other export commodities that have higher value-to-bulk ratios<sup>77</sup>. Likewise, input prices delivered to farm, which rise with distance from the coast, have been key in increasing costs of cotton production, so in the end they eat into prices paid to farmers.

**Figure 18: Price of Diesel Fuel per Litre in Tanzania (2000-2016)**



Source: www.energypedia/wiki/fuel\_prices\_Tanzania. September, 2016.

#### iv. Expensive and unreliable power supply to factories

Although power supply has stabilized in the past one year, for the previous 10 years Tanzania had experienced frequent power rationing, interruptions and low voltages that in one way or another have been responsible for the underdevelopment and underperformance of the cotton manufacturing sub- sector. Furthermore, electricity tariffs in the country are very expensive in comparison to other cotton growing developing countries. For instance, between 2007 and 2012, Tanzania power costs almost doubled from US\$0.07 per Kwh in December 2007 to US\$0.13 per Kwh by January 2012, compared to an average rate of US\$0.05 per Kwh in other developing countries such as India and Brazil<sup>78</sup>. This has rendered most ginning and textile factories uncompetitive to the extent that some factories closed down and some scaled down their operations so that they can survive. The final impact of all these factors goes to factory workers and cotton producers.

#### v. Nuisance taxes

Another challenge facing both cotton farmers and textile industry is the presence of numerous taxes paid to both central and local governments. Manufacturers felt that tax payment should be consolidated in a singular context to enable a firm pay all its dues once and at a specified place. The multiplicity of taxes is a disincentive to taxpayers, and numerous taxes and fees increase the related taxation processes and costs for

<sup>77</sup> World Bank (2000). *Agriculture in Tanzania Since 1986: Follower or Leader to Growth: The World Bank, Country Study*. Washington, D.C.

<sup>78</sup> Mosses, KC (2016). *A Study on the Performance of Textile Sector in Tanzania-Challenges and ways Forward*: International Academic Research Journal of Business and Management Vol. no.4 issue no 5, February 2016, Pages No. 1-14.



firms and frustrate their operations. For instance, firms in Tanzania pay a 6 percent levy on private company payroll for skills and development, 0.3 percent of annual turnover as city service levy, and a 5 percent crop levy charged on farm gate prices, just to mention a few. The point here is that cumulative levies increase the cost of doing business and reduce competitiveness in both domestic and external markets, which in the end has considerable impact on both producers and on those employed in the sector.

The above-mentioned factors have highly contributed to making the Tanzania cotton sector uncompetitive. These factors have also contributed to squeezing return on labour to cotton farmers and employees who work in cotton processing and textile factories. And based on this fact, cotton farmers are demoralized and have started to abandon cotton farming in favour of other crops like pulses, sunflower, maize, rice etc. which are perceived as profitable. This has also caused some ginneries to close down their factories while others scaled down their operations by buying less cotton or employing less workers and/or paying them lower wages. This is manifested by the consistent decline in total cotton production per annum.

### 3.5 Categories of Cotton Small Farmers in Tanzania

Available data in Tanzania, although not confirmed by research, indicate that the cotton sector is largely dominated by smallholder farmers who own farms with an average land size of between 0.5 to 10 hectares each<sup>79</sup>. The average area planted per producer tends to fluctuate each year depending on various factors, such as weather, prospective prices and availability and application of inputs. Data available from the TCB indicate that for a span of 10 years between 1997/98 to 2006/07, average production area per producer per year had ranged from 0.47 ha to 1.6 ha<sup>80</sup>. Furthermore, the assessment carried out by Poulton and Maro in 2009 came up with four categorizations of cotton growing households in the WCGA, and these farmers are as follows: the ones with 0-0.9 ha, who make 40% of all households surveyed; the ones who have 1-1.9 ha and comprise 29% of all households assessed; the ones with 2-3.9 ha, who make up 24% of all households surveyed; and the last group is the one with 4 ha and above, which constitutes 6% of all households assessed. When it comes to production characteristics, their survey found that group 2 and 3 shared most of the production behaviors and characteristics. Table 10 below summarizes the groups' production characteristics<sup>81</sup>.

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79 Poulton, C & Maro, W (2009). *Comparative Analysis of Organization and Performance of Africa Cotton Sectors: The Cotton Sector of Tanzania*. Prepared for the World Bank.

80 *Ibid.*

81 Based on 2006 cotton production season and on prices paid during that particular year.

**Table 10: Characteristics of Cotton-Producing Farmers in Tanzania**

| Group 1 (0-0.9 ha)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Group 2 (2-3.9 ha)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Group 3 (4-10 ha)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>- Costs of production per kg of seed cotton are low in absolute terms;</li> <li>- Production is comfortably below the average seed cotton price paid in 2006;</li> <li>- Returns to labour are very similar to what they could obtain from hiring out their labour to others;</li> <li>- Households in this group are clearly poor in SDG terms;</li> <li>- Households in this group tend to have smaller livestock herds, grow smaller areas of food crops and are less likely to have business income.</li> <li>- Although cash sums are not large, cotton production plays an important role in the current livelihood strategies of this group, because cotton has a guaranteed market, so can be relied upon to generate some cash;</li> <li>- Households in this group face major production constraints that limit the extent to which they can respond to better prices – or even services – in the short term. Thus, they are likely to remain poor under any plausible scenario of enhanced cotton sector performance.</li> </ul> | <ul style="list-style-type: none"> <li>- Costs of production per kg of seed cotton are low in absolute terms;</li> <li>- Production is comfortably below the average seed cotton price paid in 2006;</li> <li>- Households in this group are clearly poor in SDG terms;<br/>Households in this group tend to have smaller livestock herds, grow smaller areas of food crops and are less likely to have business income;</li> <li>- Although cash sums are not large, cotton production plays an important role in the current livelihood strategies of this group, because cotton has a guaranteed market, so can be relied upon to generate some cash;</li> <li>- Households in this group have some resources (land, plough and oxen) with which to expand cotton production if the potential profitability of cotton production improves;</li> <li>- Households in this group are regular hirers of labour (although some household members may also hire labour out).</li> </ul> | <ul style="list-style-type: none"> <li>- Costs of production per kg of seed cotton are low in absolute terms;</li> <li>- Production is comfortably below the average seed cotton price paid in 2006;</li> <li>- Returns to labour are moderately attractive;</li> <li>- Household labour is essentially a managerial input supervising hired labour;</li> <li>- Households in this group are non-poor based on SGD terms;</li> <li>- Households in this group often have a sizeable herd of cattle and/or some business income (or, in the accessible villages, possibly even a salary);</li> <li>- Households in this group are often (but not always) large – in polygamous households, 20 or more people. Income per capita, therefore, depends on the number of dependents;</li> <li>- Households in this group hire in considerably more labour than they apply themselves to their cotton plots.</li> </ul> |

*Source: Adapted from Poulton and Maro (2009).*

## 4.0 Rights at Work in Tanzania

### 4.1 Child Labour

Child labour is defined in the following three main international Conventions: United Nations Convention on the Rights of the Child (CRC); ILO Minimum Age Convention, 1973 (No. 138); and ILO Worst Forms of Child Labour Convention, 1999 (No. 182). Tanzania has ratified all three Conventions.

The more general definition for child labour is *“a child performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual, moral or social development.”*

Under the ILO Minimum Age Convention, state governments must specify a minimum age for admission to employment below which no child may be employed<sup>82</sup>. This age should not be lower than the age of completing compulsory schooling and not less than 15 years (or 14 years initially for a developing country that requested this exception at the time of ratification). Convention No. 138 also allows the exceptional permission of light work from 13 years (or 12, where the general minimum age is 14), as long as the work does not interfere with the child’s schooling and is not physically, mentally or socially damaging. Light work can only be applied if national legislation specifies the activities and conditions that can be considered light work. The minimum age for hazardous work is 18.

Regarding worst forms of labour, the ILO Worst Forms of Child Labour Convention addresses issues such as debt bondage, forced labour, trafficking and what is commonly referred to as “hazardous child labour,” which refers to Article 3(d) and is defined as: *“work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.”* Hazardous child labour is regarded to be more relevant in agricultural sectors because agriculture is one of the most hazardous occupations in terms of work-related injury, illness and death<sup>83</sup>. Under this convention, countries define for themselves what activities, tasks and conditions are considered hazardous and are prohibited for children under 18<sup>84</sup>. These may in fact make specific references to crops or be more general, such as handling or applying agrochemicals or handling plants or soil for a certain period after their application, using dangerous tools, working at night, working for more than a certain number of hours per week, or carrying or lifting loads over certain limits established for age ranges and gender. At the national level, State Parties to the ILO Conventions are bound.

The URT has ratified a number of ILO Conventions as far as child labour, forced labour, discrimination, freedom of association and collective bargaining are concerned. Following this, the government has formulated different acts so as to align with the ratified conventions as follows:

#### 4.1.1 Tanzania Child Labour Legal and Policy Framework

Child Labour in Tanzania is guided by the following acts and policies, which are in alignment with the above-mentioned International Conventions<sup>85</sup>.

<sup>82</sup> FAO and ICAC (2015). *Measuring Sustainability in Cotton Farming Systems: Towards a Guidance Framework*, Rome, Italy.

<sup>83</sup> *Ibid.*

<sup>84</sup> The Tanzania list of hazardous work is presented in section 4.1.1.

<sup>85</sup> This is according to URT (2009): National Action Plan for the Elimination of Child Labour, Ministry of Labour, Employment and Youth Development, June 2009.



### **The Employment and Labour Relations Act, No. 6 of 2004**

This is an Act to make provisions for core labour rights, to establish basic employment standards, to provide for the prevention and settlement of disputes, and to provide a framework for collective bargaining, and related matters.

### **The Law of Child Act, 2009**

This is an Act to provide for reform and consolidation of laws relating to children, to stipulate rights of the child and to promote, protect and maintain the welfare of a child with a view to giving effect to international and regional conventions on the rights of the child; to provide for affiliation, foster care, adoption and custody of the child; to further regulate employment and apprenticeship; to make provisions with respect to a child in conflict with law and to provide for related matters.

### **The Sexual Offences and Special Provisions Act of 1998**

This Act includes penalties for procuring a child younger than age 18 for sexual abuse, indecent exhibition, or sexual intercourse. The Tanzania Mainland Penal Code also prohibits knowingly living off the earnings of prostitution and sets forth penalties for doing so.

### **The Anti-Trafficking in Persons Act No. 6 of 2008**

The law covers all aspects of trafficking in persons and Section 6 (1) considers trafficking of children to be “severe trafficking.” Section 6 (4) reveals that this criminal offence carries heavier penalties than those for adult trafficking as indicated in Section 7 (3).

### **List of Hazardous Work**

A list of hazardous work was prepared after being determined at the National level tripartite consultation. The list guides actors in the identification of child labour and its worst forms. In Tanzania, the prescribed list of hazardous work is as follows:

#### *i. Agriculture Sector*

Applying pesticides and fertilizers; harvest and sorting using dangerous tools and equipment or harvesting plants that can be harmful; planting where the conditions pose threat or hazards to the health of the child; herding large number of livestock; operating farm machinery; assisting technicians in farm workshops if safety measure are not adhered to; carrying wastes for disposal; cleaning commercial animals houses; cleaning spraying equipment; fetching and carrying fire woods for business.

#### *ii. Fishery Sector*

Placing and hauling fishnets; sorting fish; cooking for commercial purposes; carrying ice blocks; degutting, de-scaling and bisecting fish; and fish salting and drying.

#### *iii. Mining and Quarrying*

Shaft, drift or trench digging; carrying ore from shaft; drilling and blasting; crushing ore; grinding or sifting ore; planning wet and dry sand; carrying water; amalgamation and treating the mineral.

#### *iv. Construction Sector*

Cement mixing; painting; brick laying (clay/cement); trenching; carrying water; carrying bricks; excavation operation; demolition operation; motor helper; stone crushing in quarries and transportation to site.

#### *v. Service Sector (domestic)*

Repairing equipment and dwelling; giving personal assistance and care to care homes; hauling firewood and other fuel; and providing security.

#### *vi. Service Sector (Restaurant & Hotel Services)*

Window cleaning; washing beddings and furnishing outside areas; carrying water; bed making; fetching firewood; cooking food (street food stalls); swimming pool cleaning; and washing large amount of dishes.

#### *vii. Service Sector (Community Services)*

Cobblers; electrical repair; auto repair; painting; refuse collection; laundry shops; water vending; scavenging; street food vending; begging or use of children to beg on streets..

### **2008 Child Development Policies**

The 2008 Child Development Policy provides for the elimination of the Worst Forms of Child Labour (WFCL) and gives other provisions that have indirect implication for the elimination of child labour.

#### **The 1996 Child Development Policy**

The 1996 Child Development Policy recognizes the rights of the child to nutrition, health and shelter, education, safety and protection against discrimination.

#### **The 1995 Education and Training Policy**

The Education and Training Policy of 1995 integrates concerns of eliminating child labour as it guides, synchronizes and harmonizes all structures, plans and practices to ensure, among other things, access, equity and quality at pre-primary education and primary education levels as well as proper and efficient mechanisms for management, administration and financing of education at the two levels. The policy also states categorically that the primary education, which is a seven-year education cycle, will continue to be compulsory in enrollment and attendance for children aged 7 and 13-plus years.

#### **National Strategy for Growth and Reduction of Poverty (NSGRP II/MKUKUTA II)**

NSGRP II/MKUKUTA II contains provisions for improving literacy rates, promoting schooling for out-of-school children, promoting children's rights, and providing social protection interventions to assist vulnerable populations, which may include families of working children.

#### **National Costed Plan of Action for Most Vulnerable Children**

The programme focuses on providing support to all children who are considered to be most vulnerable regardless of the cause of vulnerability, an inclusive coverage which safeguards against the stigma often associated with the identification of MVC with HIV/AIDS.

#### **Establishment of the Child Labour Unit**

One of the measures taken by Tanzania Mainland after ratifying the United Nations Convention on the Rights of the Child (CRS) in 1991 was to establish the Child Labour Unit in 1994 following the agreement it made with the ILO to oversee the ILO's International Programme on the Elimination of Child Labour (IPEC) through the National Programme of Action (NAP) on Child labour, which was implemented by social partners.





Despite the existence of legal and policy frameworks, child labour has continued to be a serious problem in the country due to the following factors:

- i. *Weak enforcement of labour laws* because of inadequate human resources, especially the quantity of labour officers both at the national and district or local government levels; weak capacity to investigate and prosecute cases of child labour due to the fraudulent nature of the process and due to inadequacy among the labour officers in understanding their responsibilities; inadequate awareness of the provisions set forth in the law with regard to child labour among law enforcers, policy makers and other civil servants in the different government Ministries, Departments and Agencies (MDAs); inadequate awareness and understanding at the community level about the existence of the law in the first place, and about the specific provision in the law with regard to child labour in the second place.

- ii. *Inadequate Implementation of Relevant Policies related to Child Protection*

Inadequate awareness of the policies among the practitioners in the various Ministries, Departments and Agencies at the national level as well as the various actors in the local government departments and among the councilors and the general citizens; weak capacity at the local government level to design and deliver different kinds of interventions or responses to meet the needs of a diverse range of disadvantaged and vulnerable groups; and inadequate funding and mainstreaming of responses for the disadvantaged and vulnerable children.

#### 4.1.2 Tanzania Child Labour – Current Situation

Child labour in Tanzania is common. Based on the recently released child labour report<sup>86</sup>, Tanzania has 4.2 million children aged between 5 and 17 who are engaged in child labour, which is equivalent to 28.8 percent of all children in the country, and 74.7 percent of these children (2.1.5%) are engaged in hazardous work while the remaining 25.3 percent (7.3%) are in child labour other than hazardous work. On the other side, further findings from the report reveal that about 92.4 percent of all children engaged in child labour work as unpaid family helpers while 4 percent work in paid<sup>87</sup> employment<sup>88</sup>.

**Table 11: Child Labour in Tanzania**

| Decent work indicator    | 2000/2001 | 2006 | 2014 |
|--------------------------|-----------|------|------|
| Child labour (5-17) in % | 31.3      | 27.5 | 28.8 |
| Male                     | 38.2      | 30.8 | 29.3 |
| Female                   | 29.7      | 24.0 | 28.4 |
| Urban areas              | 12.0      | 10.7 | 18*  |
| Rural areas              | 36.4      | 32.4 | 35.6 |

\* This rate excludes Dar es Salaam, which has 3.6 percent of children in child labour.

Source: ILO 2010 and NBS and ILO 2016.

86 This is based on the recently released Third Child Labour Survey Report, prepared by NBS in collaboration with the ILO and UNICEF. The survey was funded by the World Bank, UK-DFID and Canada.

87 According to the Child Labour Report, boys earn more per month (TZS 6,032/=) than girls (TZS 5,441/=).

88 These data were reported by Gelard, C (2016): *Survey Shows Child Labour Still on the Rise in Tanzania*. The Guardian Newspaper, Thursday, July 21, 2016, but are also found in NBS and ILO (2016): *Child Labour Survey, Tanzania Mainland: Analytical Report*. February 2016.



Child labour in Tanzania is a rural phenomenon, where 35.6% of all child labour is found in rural areas and urban areas constitute only 18% of all child labour in the country. According to the report, agriculture, forestry and fishing industry employ the biggest number of all working children in the country with 92.1 percent. And among these children, boys account for a higher share at 94.3 percent than girls at 89.6 percent. Engagement in agricultural activities is more prevalent in rural areas (97 percent) and other urban areas (70.1%) as compared to Dar es Salaam (6.1 percent), and most of these children spend an average of 29 hours per week<sup>89</sup>. These results lead to the conclusion that agriculture is a better initiator for early engagement of children to work than other economic activities, and since the sector constitutes most of the hazardous environment, such as using agrochemical farm machinery, this becomes a subject of major concern.

Gender-wise, the report shows that girls are the most affected group because they work more in vulnerable situations like domestic services. Further results indicate that the proportion of girls in hazardous work is slightly higher at 75.8% than that of boys at 73.6%. Dar es Salaam has the highest proportion of children in hazardous child labour at 96.8% as compared to other urban areas with 76.4%, while rural areas have a slightly lower level of hazardous child labour at 74.1%<sup>90</sup>.

Furthermore, a substantial number of children in Tanzania have been found to miss school because of child labour, which poses a serious threat to the future development of children engaged in child labour. The results from the 3<sup>rd</sup> child labour report indicate that out of 10.2 million children aged 5-17 years who attend school, working children account for a relatively lower proportion in school attendance with 28.7 percent (2.9 million), while non-working children stood at 71.3 percent (7.3 millions)<sup>91</sup>.

#### 4.1.3 Forms of Child Labour found in Cotton Growing Communities

The issue of child labour in cotton production differs depending on the socio-economic context. In countries like Tanzania where cotton is grown in smallholdings, children commonly help with agricultural tasks. This practice can have positive implications for the household economy and for the child's development, provided children are not exposed to unacceptable risks and the work does not jeopardize their schooling. Examples of field practices that would indicate instances of child labour, rather than acceptable children's work or household chores, are: direct or indirect exposure to chemicals, use of dangerous tools, working at night, working for more than a certain number of hours per week, and carrying or lifting loads over certain limits.

As indicated above and based on the field assessment, the findings give a clear picture that Tanzania has in place a well-defined and articulated policy, legal and regulatory framework to promote and address child labour-related issues. It has also been aptly demonstrated that this policy and legal regime is well aligned with all the key international conventions on child rights and protection (United Nation and ILO Conventions).

In the cotton industry value chain, unlike other sectors like tobacco, mining and fishing, child labour that has been found to exist is generally light work that contributes to the development of children (about 90%). It is developmental in the sense that first and foremost it does not necessarily affect their health or personal development or interfere with their schooling. Rather, it helps to shape and prepare them to be hard-working and responsible citizens during their adult life. Household chores involving both girls and boys (house cleaning, fetching firewood, taking care of livestock etc.) constitute an integral part of the normal and routine child labour in all the communities that were surveyed. Secondly, in most cases, the number of hours

89 This is according to NBS and ILO (2016): *Child Labour Survey, Tanzania Mainland*: Analytical Report. February 2016.

90 *Ibid.*

91 *Ibid.*

involved does not exceed 6 in a day and 20 hours in a week<sup>92</sup>, which are regarded as safe and healthy to the development of the children. Interviews and discussions held with key informants at the district and village level and information generated from focus group discussions confirmed the perspective that worst forms of child labour or forced child labour are basically non-existent. However, the field team came to realize that there is a poor understanding among actors of what are the worst forms of child labour because of the vague boundary between light work for child development and worst forms of child labour and also because of the local belief and culture that all children who have completed primary education (between the ages 14-18) are grown enough to handle their own issues. Through a side probing, a study found that there is a good involvement of boys in the 14-18 age bracket in pesticide application, cotton packaging<sup>93</sup> in godowns, and cotton transportation. These activities are normally carried out without any precautions and protective gears. Annexes 5 and 6 provide a brief presentation of the type of tasks performed by children in cotton growing areas and the extent of their involvement.

Child labour is predominantly found during cotton weeding and harvesting, especially during weekends, where children (10-15 years old) assist their parents, especially those who are unable to hire labour. Children sometimes work to earn pocket money outside school hours and during school holidays, with working hours ranging from 4 hours to 5 hours per day. On the other hand, farmers tend to prefer to use child labour mainly due to a need to minimize production costs, as children are paid low wages relative to older youths or adults. Furthermore, surplus labour which is available in most of these communities means that children are competing for employment, hence further reinforcing the downward pressure on wages.



*Children helping their father harvest cotton during the weekend in Mahaha Village - Magu DC*

92 Except in some few cases, especially in Chato, Geita, where it was found that during holidays and weekends boys could go and work in cotton warehouses throughout the night packing cotton in bags.

93 After it is bought from farmers, cotton is normally stored in village godowns before it is transported to factories. For it to be transported easily by trucks, the stored cotton is required to be packed in big bags (of up to 100kg). The packing is normally done by boys and male youths for a small fee and sometimes it's done overnight- up to 12 hours.





*Children helping their father harvest cotton during the weekend in Mahaha Village - Magu DC*

However, issues like early marriages – mainly at the age of 15 years – motivated by economic gains on the part of their parents, usually the male parent, high rate of divorces, and an increasing tendency for male adults to abandon their families, especially after cotton harvesting and sales period, have greatly contributed towards reinforcing the poverty cycle with resultant multiple negative effects on children welfare and development<sup>94</sup>. In some communities, child labour on a negative perspective (less than 10%) was found to exist notably from the education perspective, where children tend to be detracted from schooling by way of absenteeism or poor school attendance.

When it comes to the level of cotton processing and textile manufacturing, the compliance level with the labour law and other legislations related to child labour is very high to the extent that child labour is non-existent. To a large extent, this is a result of effective enforcement and implementation of the relevant laws, notably the Employment and Labour Relations Act No. 6 of 2004. The consultants visited Mwatex (2001) Ltd, a textile manufacturing company, in Mwanza and JOC Textile (T) Co. Ltd in Shinyanga and found out that these companies adhere strictly to the legal restrictions on child labour. The same situation was also noted at the ginneries visited, namely GAKI Ginnery in Shinyanga and Alliance Ginnery in Kasoli, Bariadi.

Interviews and discussions held with the Regional Labour Officer in Mwanza and also with the Acting Commissioner for labour in Dar es Salaam confirmed that child labour in the formal sector is virtually non-existent. This situation has been achieved due to extensive awareness-raising programs conducted by the Labour Department through its Regional Offices network, which covers all the Regions, media campaigns, seminars, exhibitions etc.

The Child Labour Monitoring System (CLMS), which is to be introduced soon starting with a pilot program in Tanga and Kigoma Regions, is intended to ensure that child labour issues are captured right from the grassroots level to the national level. This will involve the establishment of District Children Committees in all districts and of Village Children Committees in all villages in the country.

The key issue with regard to child labour in cotton production revolves around the rampant poverty that seems

<sup>94</sup> Tanzania Marriage act of 1971 allows girls under age of 18 years to enter into marriage contract, while such contract is entered upon consent of partners or guardian, while such guardian is not part of the terms and condition of the contract.



to affect almost all the households in cotton growing communities and negative socio-economic norms. As noted earlier, divorces, family conflicts, and early marriages are common cases in these communities. The potential effects on children and their future could be devastating, with severe negative impact on child labour – a situation that could further reinforce the poverty cycle. Poverty mitigation measures and interventions to address negative socio-cultural norms are thus critical.



#### 4.1.4 Key Issues and Causes of Child Labour in Cotton Growing Areas

During the survey, the following were identified as the main causal factors or reasons for the prevalence of child labour in the lake zone:

- i. Tradition and cultural belief that children have to learn at a young age how to do various family and economic activities so that they can be well prepared for their own future;
- ii. Weak education system in terms of quality of teaching and shortage and poor infrastructures like human resources, teaching classes, teaching facilities etc., which act as disincentives to some children to go to school and sometimes cause many pupils to score poorly and eventually miss to continue with further education;
- iii. Little career alternatives for most graduates who graduate from primary school education and miss the opportunity for further education;
- iv. Vocational trainings, which are appropriate to lower-level education graduates, are very expensive;
- v. Food poverty: some families in rural areas depend on only one meal per day. Children who come from these families are forced to go to work so that they can support a family;
- vii. Family and marriage conflicts are the other causes for increased child labour in cotton growing areas. Cotton growing communities are characterized by polygamy. During the survey, it was established that polygamy is a root cause of more than 70% marriage conflicts and breakage, which in the end tends to result in single parents who can't afford to take care of their family;
- viii. Weak understanding by various actors, including parents, children themselves and local government authorities, on what child labour is and on the distinction between developmental and worst forms of child labour.

## 4.2 Forced Labour

### 4.2.1 Forced Labour Legal and Policy Framework

As a way of combating forced labour in the country, the URT has ratified three ILO Conventions. The first convention to be ratified is the Worst Forms of Child Labour Convention, 1999 (No. 182), which was ratified in 1962. The other two conventions were ratified in 2001: the first one is the Forced Labour Convention 1930 (No. 29) and the other one is the Abolition of Forced Labour Convention, 1957 (No. 105). Both conventions were ratified in 2001.

The three conventions are supported by the Employment and Labour Relations Act of 2004 (ELRA), which came into force in December 2006. This act cancelled the Employment Ordinance, under which compulsory labour could be imposed for public purposes (ILO, 2010). Furthermore, there is also an act on anti-trafficking that was passed in 2008. The Anti-trafficking in Persons Act covers trafficking for sexual and labour exploitation (*ibid*).

Based on the assessment carried out by various experts, the ILO came to the conclusion that these legislations are not that effective at the implementation level. For instance, the national legislation for anti-trafficking remains inadequate as not all forms of trafficking in persons are prohibited. The establishment by national laws (the Penal Code, the Newspaper Act, the Merchant Shipping Act and the Local Government [District Authorities] Act) of compulsory labour as a punishment for expressing political views, for failing to engage in socially useful work, and for various breaches of labour discipline is incompatible with Convention No. 105 (*ibid*). Furthermore, there has been frequent introduction and application of by-laws and directives issued by the local authorities imposing compulsory labour on the population, which is contrary to ELRA Act of 2006 (*ibid*).



#### 4.2.2 Forced Labour – Current Situation in Cotton Growing Communities

Regarding forced labour, the team didn't establish any evidence of forced labour in cotton growing areas. The only incidence found out regarding forced labour was some few girls who are trafficked to various towns to work as household helpers (*see annex 6*). Further probing leads to unconfirmed information that in Geita region there are people who are involved in some kind of forced labour, but in mining activities and pineapple production. Some of these people are migrants from neighboring countries like Burundi. This finding on forced labour is in line with the findings of the study on decent work that was carried out in 2010 by ILO in Tanzania, which came out with a conclusion that it is difficult to measure forced labour cases with good precision because most of them are under-reported. On the other hand, at both central and local government level, no statistical data were availed to the consultant regarding the indicator. This kind of situation suggests further research on the area and support on how to capture and record the indicator information or data.

### 4.3 Equal Opportunity and Treatment in Employment

Tanzania has ratified the relevant Conventions in equal opportunity and treatment in employment, i.e. the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). In addition, the National Employment Policy 2008 “pledges the provision of fair and equal treatment for both men and women on recognition that women are disadvantaged in the world of work because of their multiple roles as producers, reproducers and providers of family care.” Sections seven and eight of the Employment and Labour Relations Act of 2004 prohibit discrimination in the workplace and in trade unions and employer associations, respectively (for grounds covered, see Legal Framework Indicator 11 “Equal opportunity and treatment”). Thus, some progress has been made in establishing the legal and policy framework for this element of decent work as far as it concerns gender equity.

In small-scale cotton farming, women form larger part of labour, from farm preparation to harvesting<sup>95</sup>. However, further research indicates that women are underrepresented in decision-making positions in entities like farmers' associations, cooperatives and unions and have fewer contracts with cotton value chain companies, lower attendance to trainings, and less access to inputs and to returns from cotton production in comparison to men. The same gender discrimination was found to be extended to access to assets (land, livestock, labour, etc.) and services like education, extension, financial services and technology. Another survey that was carried out in Africa and other continents like Asia also indicated that women working for companies in cotton value chain activities like cotton-picking, catering, planting and field management are paid less than men (around 90% of the average male salary). Gender gaps have also been observed at family level, where it has been found that in typical rural small-scale family agriculture, women are mainly involved in cotton production together with their husbands, but their work are often not recognized<sup>96</sup>. The experience shows that the more cotton was grown, the more women were pushed to work in cotton plots, sometimes at the expense of their own plots cultivated with secondary species necessary for obtaining cash.

<sup>95</sup> This is according to FAO (2013): *Analysis of Incentives and Disincentive for Cotton in United Republic of Tanzania*.

<sup>96</sup> *Ibid*.



### 4.3.1 Equal Opportunity and Treatment in Employment – Current Situation in Cotton Growing Communities

#### ***At Farmer Level***

As has been explained earlier and according to field survey findings (*also refer to annex 2*), the cotton growing community is characterized by a patriarchal system and land, which is an important factor of production, is mostly owned by men. Women who own land constitute less than 10% of all farmers and after further probing, it was revealed that women who own land do so either after their husbands have passed away or by virtue of being in polygamy. The polygamy system was found to be more prominent in the Simiyu Region (this region accounts for more than 45% of the country's cotton production) than the other two regions, where it is estimated that 80% of men are in polygamy, having an average of 2 to 3 wives. In polygamy families, women and respective children tend to have a certain power in access and control of land, although the final decision power remains with the father. It was established that women and children are regarded as sources of good labour to the household.

Youth were found to have lesser control of land; most of them do get access to land through families. The ownership of land by youth was found to be through inheritance – either after their parents have passed away or after they got married – and this phenomenon was found to be more applicable to male youth, as young women don't have the right to own anything from their families. There is a strong cultural belief in these communities that women are supposed to own land when they are married.

When it comes to farming, all family members were found to participate equally, but when it comes to decision power regarding the income earned, men were found to have dominance. And this probably emanates from the cultural belief that women and children are a good source of labour to the farming and other household chore activities. This kind of situation was also noted more in the Simiyu Region than the other two regions of Mwanza and Geita.



*Women and a youth picking cotton in Simiyu Region*

In conclusion, women stereotypes are still very strong in cotton growing communities and when it comes to employment, women constitute the majority in precarious segments of employment due to their nature and their education background. It should be remembered that women or girls in these communities are given less priority in education than men or boys. Most women end up being housewives (sometimes married at a very young age – at 14 or 15 years old) or being employed as casual labourers in cotton and textile processing factories.

### **4.3.2 Employment, Labour Rights and Standards**

#### ***At Processing and Manufacturing Level***

In addressing the question on employment, labour rights and standards, the consultant visited and conducted interviews on a diverse range of issues related to this theme with all key stakeholders. These include senior managements of two ginneries, namely GAK Ginneries and Alliance Ginneries, all operating at the cotton processing level of the value chain, and two textile manufacturing companies: Mwatex (2001) Co. Ltd in Mwanza and JOC Textile (T) Co. Ltd in Shinyanga.

A range of issues were explored, including questions like whether there was a workers' association (trade union) at the workplace or not, whether workers were issued with appropriate employment contracts or not, entitlement to paid annual leave, maternity/paternity leave, health insurance benefits, social security benefits, health and safety issues, number of working hours and so forth.

In addition to the interview held between the consultant and the Ag. Commissioner for Labour together with three of his senior staff in Dar es Salaam, the consultant visited and interviewed the Regional Labour Officer, Mwanza Region, the Ag Zonal Manager Occupational Safety and Health Authority, Lake Zone, and Ag. Regional Labour Officer, Shinyanga Region. The objective here was to get a clear and an in-depth perspective on the part of the government on what works and what does not work when it comes to issues of employment, labour rights and standards.

From these interviews, it was found that at the textile manufacturing level, the compliance level with labour laws is very high: nearly 100% according to the Mwanza Regional Labour Officer. She cited Mwatex as an example, where there is a comprehensive collective bargaining agreement and the minimum wage is set at TZS 100,000/= per month, in line with statutory requirement. All the workers have the prescribed employment contracts and a trade union branch (TUICO) is in place. At JOC Textiles (T) Ltd, the company's CEO confirmed that formation of a Workers Trade Union was well underway.

With regard to occupational safety and health issues, the Ag Zonal Manager for Lake Zone was generally satisfied with the level of compliance by employers in the manufacturing sector with the Occupational Safety and Health Act No. 5 of 2003 and its General Administrative Rules (Occupational Safety and Health), 2015. He attributed this to be a result of the numerous training and sensitization programs that OSHA has been carrying out more or less on a continuous basis. With regard to cotton processing companies (ginneries), he painted a different picture when it comes to compliance level, as it is as low as 50%, notably because employers tend to take advantage of the seasonality nature of cotton processing activities, which normally do not exceed three months.

The consultant and his team also took time to make their own observations, including, for example, on whether there are precaution sign boards around the factory or not. At JOC Textiles, for example, where the consultants had an opportunity to walk around the factory, there was sufficient evidence of precaution signs around the factory being displayed in various parts of the factory.

With regard to cotton processors, serious concerns were raised by both the Labour Officer and TPAWU Area Secretary, who is based in Shinyanga and covers the regions of Shinyanga, Simiyu, Mwanza and Geita, concerning the negative attitudes among many of the ginneries and oil processing companies towards

employment, labour rights and standards issues, including their resistance to allow workers to form trade union branches.

Over 90% of the workers at this level of the value chain are employed on a seasonal basis (2-3 months) and some on a daily casual employment basis. This nature of employment has made it quite difficult in practical terms for relevant authorities (labour department, OSHA) to monitor employers' compliance with relevant laws. The situation is made even more difficult when you have family- based management styles and cultures in many of these entities, with little or no awareness of labour-related laws.

On the other hand, most workers have very low education and are more concerned with the security of their jobs than their labour rights, coupled with a situation where competition for job opportunities is extremely high among unskilled workers, who constitute the large majority of seasonal workers.

Efforts by the Labour Department and TPAWU have somehow resulted in some improvements, as some of the cotton processors including, for example, GAKI, Mount Meru, Afrisian and Fresho are now embracing to some extent good labour practices in line with the requirements of the labour law, notably in terms of the prescribed minimum wage (TZS 100,000/= per month) and other statutory benefits as well as occupational safety and health issues.

Since the field survey was done before the commencement of the cotton processing season, the study team didn't manage to meet operational staffs to get their perspectives on employment and labour rights issues.

On issues regarding the male-to-female employment ratio, according to the factories<sup>97</sup> visited, most women work at the operational level as casual labourers. The ratio of women at this level is 50% for GAKI and 40% for Alliance Gineries. At the management level, both gineries have less than 5% women at the top and about 10% at the mid-management level. Regarding payment, it was established that there is no discrimination between women and men. Payment or wages are as per Tanzanian Labour Laws, which are based on qualification and experiences.

## Key Issues and Challenges

- i. The key challenges with regard to employment, labour rights and standards lie mainly with cotton processors. They seem to take advantage of the seasonal nature of employment and also of the low awareness of workers on their rights to evade or avoid compliance with relevant labour laws. Of course, there are possibly some situations where some employers are failing to be compliant with the relevant laws and regulations due to sheer ignorance of such laws and regulations on their part;
- ii. It has also been noted that inadequate funding as well as severe shortage of staff on the part of enforcement agencies make the situation even more complicated. Capacity of both the labour department and OSHA in terms of human resources and financial resources was raised by both of them as a serious impediment;
- iii. TPAWU, which is a key organization in building capacity of employees regarding rights at work, has inadequate institutional capacity in terms of human and financial resources to fulfill its obligations properly;
- iv. OSHA medical examination fees are generally prohibitive, ranging from TZs 35,000/= to 75,000/= per worker. Probably this could be the reason as to why compliance with OSHA regulations is on average below 50% according to accounts by the Ag Zonal Manager, Lake Zone. Only Alliance Gineries and Olam Tanzania Limited have a compliance level of above 70%;
- v. Training fees for short courses offered by OSHA are quite exorbitant, ranging from TZS 250,000/= to 690,000/=:, hence discouraging employers from sponsoring their staff to attend these courses.

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97 The consultant met the management of two gineries: GAKI Investment in Shinyanga and Alliance Gineries in Kasoli, Bariadi-Simiyu. Later, he was able to have a discussion with the management and some few staff members of one textile factory in Mwanza called Mwatex.



## 5.0 Social Dialogue and Freedom of Association

Freedom of association and the right to collective bargaining are two essential rights of both workers and self-employed farmers, since they enable them to play an active role in the process of determining central rules of the production process, such as working conditions, wages and further claims. It involves the right of workers as well as employers to “draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programmes”<sup>98</sup> (ILO, 2003). Such association may in effect then be used for the purpose of collective bargaining.

The degree of organization of cotton farmers and cotton workers is significantly different between industrialized countries and developing countries. While the former are characterized by a considerable number of unions and high degrees of organization among farmers, most developing countries are at the other extreme. The poor level of organization in developing countries is largely due to the low revenues of cotton farmers and agricultural workers which are insufficient to finance the work of agricultural unions. Another important determinant is dispersion over large areas that add, in the face of missing transport infrastructure, the constraint of high transaction costs for organization. A third aspect of farm workers’ organization is the high frequency of short-term and non-regularized forms of employment that are not easily represented by labour unions.

### 5.1 Social Dialogue Legal Framework and Policy Institution in Tanzania

Tanzania has ratified the main ILO instruments relevant to social dialogue and workers’ and employers’ representation. These include the Freedom of Association and Protection of the Right to Organize and Convention, 1948 (No. 87), the Right to Organize and Collective Bargaining and Convention, 1949 (No. 98), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). In Tanzania, the right to join and form an organization is guaranteed by the Employment and Labour Relations Act of 2004 (ELRA), which provides for the right of employees to establish and join trade unions and for employers to form employers’ associations. The ELRA establishes the tripartite Labour, Economic and Social Council (LESCO), which is the highest platform for social dialogue. Despite the fact that LESCO is in place, this institution is practically not performing, particularly in the promotion of tripartite social dialogue, including in passing policies that promote the same. Capacity building of members of LESCO is needed. This will be a catalyst for change<sup>99</sup>.

Using the trade union density rate as a proxy for trade union representation and strength, it was seen that membership of the Trade Union Congress of Tanzania (TUCTA) – affiliated union membership has increased from 300,746 members in 2001 to 403,833 members in June 2008, an increase of 103,000 members. This corresponds to an increase of 34 percent in seven years, or 14,700 members per year. The Association of Tanzania Employers (ATE) is the apex employers’ organization. The total membership of ATE in 2008 comprised 826 enterprises with 165,089 employees in member enterprises. This constitutes 13.7 percent of the total paid employees, which also gives the weighted density rate<sup>100</sup>.

98 ILO (2010). *Decent work country profile Tanzania (mainland)* / International Labour Office. Dar es Salaam and Geneva: ILO, 2010.

99 ILO (2010). *Decent work country profile Tanzania (mainland)* / International Labour Office. Dar es Salaam and Geneva: ILO, 2010.

100 *Ibid.*

However, the overall challenge in social dialogue in Tanzania lies in a lack of consistency in providing workers and employers with the freedom to dialogue and make decisions on issues of common concern. Another challenge is the conflict of laws that regulate social dialogue in the country. While public servants (both in Mainland and Zanzibar) are governed by the public service laws, workers and employers in the private sector are governed by the 2004 and 2005 labour law regimes for Mainland and Zanzibar respectively. This weakens social dialogue, since the social partners are faced with conflicts of interest resulting from the different laws governing them. Also, this is a hindrance to dispute resolution, as workers in the public service are compelled to follow the cumbersome (and more political) procedures provided for under the public service laws, which are contrary to procedures under the 2004 and 2005 labour laws that cater for both private and public sectors. In this respect, the harmonization of labour laws is necessary. Despite the fact that the labour laws provide for collective bargaining, the lack of negotiation skills among representatives of workers' associations and employers, coupled with lack of trust between the parties, have all contributed to a failure to have a good number of Collective Bargaining Agreements (CBAs) to protect and improve workers' rights. The situation is worse in Zanzibar, where there is not even a single registered CBA. Capacity building on negotiation skills and writing of CBAs would improve the current situation.

Gender disparities, particularly in consultative bodies such as LESCO and others, remain high. The participation of women in social dialogue institutions is low, as revealed in a study conducted in 2008 that showed that women representation in social dialogue overall in the country was at 14.3 percent only.

## 5.2 Social Dialogue and Freedom of Association – Situation in Cotton Growing Communities

Social dialogue and freedom of association are extremely weak when it comes to cotton farmers. There was no evidence of the existence of formal or even informal farmers' groups established for the purpose of promoting cotton production or marketing. As noted earlier, the cooperative system is almost completely dormant. The Tanzania Cotton Growers Association (TACOGA), which is supposed to be a representative body of cotton farmers, is literally unknown to many farmers. It has no grassroots membership, probably because it is still in its initial stages of evolution. However, the Association seems to enjoy a high level of government recognition, as recently, in June, it was able to advocate the government to announce a better cotton indicative price of TZs 1000/= per kg for the currently ongoing season, which has been well received by farmers, who last season received TZs 750/= per kg, much to their displeasure.

When it comes to cotton processing and textile manufacturing, social dialogue is fairly visible. Both the Tanzania Plantation and Agricultural Workers Union (TPAWU) and the Trade Union of Industrial and Commercial Workers (TUICO) are active here – the former with regard to cotton processing, while the latter in respect of textile manufacturers. Freedom of association by workers is embodied in the labour law, but the main issue is the tendency by employers, especially cotton processors, to resist efforts by workers to establish trade union branches for some perceived fear that trade union could probably become a source of industrial troubles or disharmony.

### 5.2.1 Key Issues and Challenges

- i. All the cotton processing companies are not members of the Association of Tanzania Employers (ATE), an apex body for employers, and therefore are outside the positive scrutiny of ATE, which not only advocates for the interest of its members but also advocates its members to uphold best human resources practices and business ethics in general;





- ii. Weak negotiations skills on the part of TPAWU or TUICO leaders at branch level, coupled with generally low education in most cases;
- iii. Inadequate financial and human resources on the part of TPAWU and TUICO, hence their inability to adequately support their members at branch level;
- iv. Most cotton processing factories (ginners) are family-based businesses. Due to this, the top management is made up of family members who hardly have college education qualification. This poses a challenge when it comes to implementation and practice of labour rights at workplaces;
- v. Resistance by some employers to allow their employees to establish trade union branches or, where these already exist, they do not give them the required cooperation..

## 6.0 Social Security in Tanzania

A large percentage of the population in Tanzania lives close to the poverty line, which means a greater percentage of them are vulnerable to small variations in income and other shocks. The existing formal or mandatory social security system covers only 8.1 percent of the population, which is still very low in comparison to other least developing countries that have coverage of 25% on average. The available data show that social assistance is also very low. In general terms, over 90 percent of the population, including almost all informal sector workers, the self-employed and the unemployed, do not have any social protection in case of vulnerability to life contingencies, livelihood shocks or severe deprivation.

The Government of Tanzania has undertaken some efforts at policy and institutional level by implementing some measures to increase the coverage of social protection as part of national priorities to be implemented through MKUKUTA and MKUZA, which is a Swahili Acronym for “National Strategy for Growth and Reduction of Poverty” (NSGRP). As indicated in the NSGRP document, the main goals for social protection are the provision of adequate social protection and the rights of the vulnerable, with basic needs services and protection in mainland Tanzania, as well as to improve safety nets and social protection for poor and vulnerable groups in Zanzibar.

### 6.1 Social Security Policy and Institutional Framework

According to ILO (2010) and ILO and URT (2013), the following are some key policies and related instruments and institutions that are supporting the achievement of the above-mentioned goals.

#### **The National Social Security Policy**

This policy was enacted in 2003 to expand the coverage of social security under the then Ministry of Labour and Employment, to harmonize the existing funds and to reduce fragmentation. The policy covers three major areas of the social security system, namely: mandatory schemes, social assistance to the vulnerable, and voluntary market-based schemes. The policy also established the Social Security Regulatory Authority (SSRA), which sets the agenda and implements the Social Security Reform Programme with a focus on extension of coverage, including informal workers.

#### **The National Employment Policy**

This policy was formulated in 2007 under the Ministry Labour and Employment. It aims at providing productive employment with equal access to decent employment opportunities with a greater focus on vulnerable groups. The Youth Employment Action Plan was developed to execute the objectives of the National Youth Development Policy.

#### **The National Food Security Policy and the National Disaster Management Policy**

This policy oversees various interventions to enhance prevention, preparedness, recovery and rehabilitation in the event of natural or man-made disasters. The institution responsible for overseeing this policy is the Disaster Management Department in the Office of the Prime Minister and the National Food Security Department of the Ministry of Agriculture and Food Security.



### **Health Sector Strategic Plan III**

Health and social welfare services are delivered by the Ministry of Health and Social Welfare (MoHSW) through its Health Sector Strategic Plan III, which puts more emphasis on the extension of healthcare to the poor and vulnerable, including supporting those with HIV/AIDS. Although the government has opened doors to private sector health service providers since 1993, health services in Tanzania are still in large part financed by the public (a cost-sharing model with a system of exemptions – e.g. applying to children under five years and diseases such as tuberculosis, AIDS, epidemics and leprosy). Furthermore, the Department of Social Welfare (DWS) within the MoHSW provides emergency aid and social assistance with a focus on the elderly, people with disabilities and vulnerable children, as stipulated in key policies such as the National Aging Policy (2003), the Child Law Act (2009), the Persons with Disability Act (2009), and the National Costed Plan of Action for the Most Vulnerable Children (2007-2010).

### **The National Education and Training Policy (1995)**

This policy guarantees access to education and adult literacy for all citizens as a basic right. The Ministry of Education and Vocational Training assumes the responsibility of facilitating access to education for the disadvantaged, such as people with disabilities and orphans. Based on this policy, the government has abolished fees for public primary schools and secondary schools.

### **Social Security Funds**

The government has also enacted various social security funds acts like the National Social Security Fund Act (No. 28 of 1997), 2003, the Parastatal Pension Fund Act, 1978, the Public Service Pension Fund Act, 1999, the Local Authority Pensions Fund, 2006, the Social Security (Regulatory Authority) Act, 2008, and the National Health Insurance Fund Act, 1999.

### **Ratification of International Conventions**

Although the URT has not ratified the Social Security (Minimum Standards) Convention, 1952 (No. 102), it has ratified a number of other international conventions and the Social Policy Framework of the African Union. Furthermore, the government is engaged in the Social Protection Floor agenda.

## **6.2 Social Protection Schemes**

Based on the Tanzania Social Protection Fact Sheet, the following are the types of social protection that exists in the country.

### **Contributory schemes (social insurance)**

These schemes are based on social insurance models and provide protection against loss of income resulting from old age, invalidity, and maternity, death of a breadwinner, work injury and illness. According to SSRA<sup>101</sup>, by 2014 contributory schemes accounted for only 9 percent of total population and most are in the formal sector. Almost 99 percent of informal sector workers, which account for over 91% of the entire workforce (including peasants, agricultural employees, and persons employed in small businesses, small-scale industries, fishing, etc.), are not covered by any form of social security scheme other than limited access to certain public health services. It was just recently after the amendment of social security act no 5 of 2012 that pension funds have started covering the informal sector. Based on this fact, most of informal sector workers tend to depend on the extended family and clan for support.

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101 [www.ssra.go.or.tz](http://www.ssra.go.or.tz)

## Health Insurance

There are two compulsory social insurance funds offering health and medical coverage: the National Health Insurance Fund (NHIF) and the Community Health Fund (CHF). The CHF was established as an alternative for the fee-for-service scheme and targets poor households (HHs) in rural areas. According to the NHIF website, by 31<sup>st</sup> June 2015 about 3,237,434 and 6,677,244 beneficiaries were enrolled for NHIF and CHF respectively. Overall, only 22% of the total population was covered by both the NHIF and CHF in 2015, which implies that more than three quarters of the population in the country are not covered by the scheme and are supposed to at the point of service. The government NHIF has recently introduced another medical service through a card, which goes by the name of TIKa in Swahili acronym (Tiba Kwa Kadi). TIKa aims to serve low-income earners who live in townships or municipalities.

## Non-contributory program (Social Assistance)

Non-contributory programs entail transfers in cash or in kind without linking provision to any required contribution. In Tanzania, the following are the key social safety net programs:

*Most Vulnerable Children (MVC) Program:* managed by the DSW, this instrument provides social assistance to vulnerable children, including orphans. The MVC Program ensures community-based care, support and protection for about 570,000 orphans and MVCs. DSW also implements small-scale support programs for other vulnerable groups such as the elderly, persons with disability and drug users.

*Subsidized Food Distribution:* the National Food Reserve Agency is used by the GoT to distribute free food or at a highly subsidized price in food insecure districts. It reaches about 1.2 million annually.

*School Feeding:* covers about 600,000 primary school students (8% of the total). The program is largely funded by WFP and targets food insecure districts.

Community-based cash transfers under the Tanzania Social Action Fund (TASAF) – see further explanation of the TASAF Programmes.

Public Works Program, also under the TASAF, and WFP Programme “Food for Assets,” which pays in food.

In terms of economic empowerment, Savings and Credit Cooperative Societies (SACCOS) constitute the most common micro-finance institutions, especially in rural areas. TASAF is currently developing a strategy and roll-out plan for livelihood enhancement, which will entail advice and support concerning savings and investments through community-driven interventions.

## Tanzania Social Action Fund (TASAF)

In the early 2000s, realizing that rapid economic growth may not be sufficient to substantially and sustainably reduce extreme poverty and inequality, the Government of Tanzania (GoT) established the Tanzania Social Action Fund (TASAF) as one of the National Strategy for Growth and Reduction of Poverty (NSGRP) implementation initiatives to ensure more inclusive growth. The implementation of the first two phases of TASAF achieved impressive results in facilitating community access to social services through infrastructure projects such as schools, health facilities and water points, reaching 7.3 million people in TASAF I and 16.1 million in TASAF II. Based on this success, in 2013 GoT decided to design and implement the Tanzania Productive Social Safety Net program (TASAF III – PSSN.) The objective of TASAF III is to increase household (HH) consumption while improving human development indicators and helping beneficiaries save and invest for income generation, HH asset accumulation, and therefore be on the path out of extreme poverty.

The objectives of the scaling-up of the PSSN are to be achieved through the following components:

- i. Establishment of a National Safety Net incorporating transfers linked to participation in public works and adherence to co-responsibilities;



- ii. Support to community-driven interventions which enhance livelihoods and increase incomes (through community savings and investments as well as specific livelihood enhancing grants);
- iii. Targeted infrastructure development (education, health and water) to enable poor communities to realize the objectives of the safety net;
- iv. Capacity building to ensure adequate program implementation by communities, Project Area Authorities/ Districts and at the national level.

The program was scaled up in 2014, with plans to reach about 920,000 HHs living below the food poverty line by the end of 2015. The PSSN has already targeted about 275,000 beneficiary HHs (and by 2014 more than \$12 mil were already delivered to beneficiary HHs.) Payment transfers were made to about 138,000 beneficiaries HHs. By 2016, the TASAF Productive Social Safety Nets programme had reached 1.2 million HHs<sup>102</sup>.

### **TASAF Program Targeting**

TASAF III uses a combination of four elements to successfully identify program beneficiaries, i.e. a geographical mechanism to identify and select districts, wards and villages and allocate an appropriate level of resource; community targeting to identify extremely poor and vulnerable households in selected villages; a Proxy Means Test to verify and minimize inclusion errors; and a Community Validation test to confirm the results of the community targeting and Proxy Means Test. Targeting for all sub-components of the PSSN uses a common targeting system.

Despite the fact that Tanzania has in place a number of social protection schemes and programs, experts argue that the country still lacks a comprehensive social protection system, which would provide social protection services in times of economic or social crisis. Further, the outreach and impact of such initiatives is very limited, with coverage of less than 1 percent of the entire population and about 6.5 percent of the formal working population. Almost the entire informal sector is not covered by any social security scheme (ILO and URT, 2013).

In conclusion, the indicators on the performance of the social security system in Tanzania suggest that workers in Tanzania have limited and insufficient social protection, and that coverage of contributory social security schemes is in practice largely restricted to formal workers (of whom about half enjoy protection). It is also evident that short-term social risks such as unemployment are not covered in current system. Provisions for long-term benefits such as pension benefits and survivorship are limited to few individuals. In this respect, social security system does not fulfill the desired objectives.

## **6.3 Social Security – Current Situation in Cotton Growing Communities**

### **Cotton Farmer Level**

At the cotton production level, there does not exist any formal social security coverage (NSSF, PPF, LAPF, GEPP, and NHIF), mainly because of the history of these schemes. They were originally meant to cater for the formal sector only. But also due to the nature of most cotton farmers being subsistent and smallholding, it has proved difficult for Social Security Funds to engage them. In recent years, there have been some efforts to incorporate informal sector workers like cotton farmers on a voluntary basis, but the efforts have not registered any success until now. In cotton growing areas, the NSSF, for example, attempted to enlist members. In Bariadi, for instance, the consultant was informed that the NSSF initiated efforts to recruit members, but the initiative collapsed on what seems to have been inadequate preparations and sensitization of farmers on the benefits of the scheme as well as the conditions for participating in such a scheme.

<sup>102</sup> TASAF (2016) Website. Available at <http://www.tasaf.org>.



The Tanzania Social Action Fund (TASAF) was found to be quite active in all areas that were visited, even though its actual cash transfer implementation started only about one year ago. The cash transfer scheme is affected in two different ways. The first is unconditional cash transfer, where the target beneficiaries are given a specified amount of money at an interval of 2 months to cater for basic needs of household especially food. Households without children receive TZS 20,000/=, while those with children are entitled to receive TZS 28,000/=. The second is conditional cash transfer and the conditions are tied to child education and health, thus beneficiaries are entitled to receive a specified additional cash payment on conditions that they take their children to school and clinics. This arrangement is based on a monitoring system which involves all concerned parties: TASAF, School and Health Centers and the beneficiaries. For very clear intentions and reasons, the cash transfers are given to a woman member of the household as they are in effect the pillars of social and economic activities in the households.

Implementation of this scheme has resulted in considerable improvements in school enrolment and clinic attendance by children. Initially, however, the scheme experienced some drawbacks, mainly with regard to identification of beneficiaries wherein eligible people managed to filter the screening process at the community level at the expense of eligible ones. However, measures have been taken to remove such people and enlist the deserving ones.

The Community Health Fund (CHF) is operational in all the districts that were covered by the study. On the other hand, in township areas there is a replica of CHF known as Tiba kwa Kadi, popularly known by its Kiswahili acronym as TIKa. CHF coverage in the surveyed areas is on average 20% and contribution towards this fund is based on a specified amount of contribution per household (maximum 6 members). In some districts, contribution per household is TZS 5,000/=:, while in others the amount is TZS 10,000/=:.

Other social safety nets found in these areas include informal self-help groups, Village Community Banks (VICOBA) and Savings and Loans Groups (VSL). Traditional groups popularly known in Kisukuma as “Nzengo” or “Ifogongo” are key components of the social solidarity and security system in the communities.

The effect of TASAF cash transfer program and a recent initiative by the current regime to introduce free education from primary school up to form IV secondary education have drastically increased school enrolment and attendance. According to key informants at the district and village level, school enrolment has gone up to an average of 80% from as low as 70%. The national average school enrollment rate currently stands at 85%<sup>103</sup>.

### 6.3.1 Key Issues and Challenges

- i. Being smallholding in nature, cotton growing is unattractive to most of the formal social security funds;
- ii. Non-availability of the formal social security coverage is still an issue that needs to be addressed through a well-conceived and an elaborate implementation strategy;
- iii. Collapse of Cooperative Unions and thriving of the private sector after cotton sector liberalization disrupted all the existing systems that could have been used to host social security benefits;
- iv. Lack of a pension scheme to cater for the elderly outside the formal domain;
- v. CHF coverage is still very low and more sensitization is required;
- vi. There is a serious shortage of medicines and poor services in villages or ward health centers, hence discouraging people to join CHF;
- vii. TIKa seems to be out of reach by the majority of the prospective beneficiaries, as the prescribed contribution of TZS 10,000/= per head per year is considered to be too high, especially for people without regular income..

103 This is according to Mugarula, F (2016): Pupil Enrollment Soars by 85%: Free Education Pays Dividends. Daily News Paper of July 14, 2016.

## 7.0 Programas/projetos nas áreas algodoeiras

The following is a summary of development programmes/projects identified during the survey:

| S/N | Programme                                                                                                                                                                                                                     | Nature of the Organization | Sector/Area of Intervention            | Status                                   |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|----------------------------------------|------------------------------------------|
| 1   | The Cotton Sector Development Programme (CSDP), managed by Tanzania Gatsby Trust                                                                                                                                              | International              | Cotton - WCGA                          | Ongoing                                  |
| 2   | COMPACI (Competitive African Cotton Initiative)                                                                                                                                                                               | International              | Cotton - WCGA                          | Phased out in 2016                       |
| 3   | Support income increase of smallholder cotton producers through better quality and access to markets (Cotton quality improvement and Infrastructure development programme), implemented and funded by the European Union (EU) | Local                      | Cotton - WCGA and ECGA                 | 2012-2014 Phase I<br>Phase II is ongoing |
| 4   | Supporting vulnerable children and their families access health care, education, safe sanitation and water, productive livelihoods and protection implemented by Plan International                                           | International              | Child Labour - Geita                   | Ongoing                                  |
| 5   | Rural Livelihood Development Programme (RLDP), funded by Swiss Development Cooperation (SDC) and implemented by RLDC                                                                                                          | Local                      | Cotton – WCGA and ECGA                 | Phased out in 2015                       |
| 6   | World Vision                                                                                                                                                                                                                  | Local                      | Child Labour – Itilima, Simiyu         | Ongoing                                  |
| 7   | Stops Child Exploitation, implemented by Terres Des Hommes Netherlands                                                                                                                                                        | International              | Child Rights and Child Labour - Mwanza | Ongoing                                  |

## 8.0 Conclusion and Recommendations

### 8.1 Conclusion and Findings

In view of the study findings presented above, the following recommendations are given in order to not only restore the past glory of the cotton crop production, but indeed ensure that cotton production contributes significantly to employment generation and poverty alleviation, notably among women and youths, with ultimate possibilities for elimination of the few negative aspects of child labour, women discrimination and other decent work gaps that have been noted to exist in cotton growing areas.

Furthermore, a well-developed cotton production system will entail having in place a strong and sustainable backward linkage to downstream activities as well as a reliable forward linkage to industrial development (small, medium and large scale cotton processing and textile manufacturing enterprises) in line with the development initiatives of the current government, which are anchored on some kind of industrial revolution concept.

#### **The main findings of the study are as follows:**

- i. Cotton farming in Tanzania is predominantly smallholding in nature, rain-fed and traditional;
- ii. The cotton sector is marred by a lot of inefficiencies, such as poor governance of the sector, poor input supply and distribution system, low productivity per unit of areas and labour, prevalence of pests and diseases, erratic weather conditions, poor marketing system, political interference, etc.;
- iii. When it comes to marketing and processing, the Tanzanian cotton sector is one of the most competitive sectors in comparison to other cotton growing countries in Africa;
- iv. Child labour is very common in cotton growing areas, although the actors in the area believe that the practiced child labour is not detrimental to children's development;
- v. Gender stereotype and women oppression are common in cotton growing areas because the nature of society is more patriarchal;
- vi. Social dialogue is very weak in cotton growing areas;
- vii. Forced labour was not found to exist in all cotton growing areas where the study was carried out. This is partly due to the unavailability of data and, on the other hand, to the lack of or low understanding by most actors of what constitutes forced labour and its real meaning;
- viii. There are a lot of violations in workplaces and rights at work are not respected by actors, especially by the majority of cotton ginners;
- ix. Formal social security schemes don't exist in rural areas. Health insurance and TASAF are the only schemes found to exist in rural areas, but they were also found to cover a very small proportion of population (less than 5%).



## 8.2 Recommendations of the Study

### 8.2.1 Recommendation for the Wider Cotton Sector

- i. There is an urgent need to increase investments in the value chain. The government, for example, should ensure that it allocates sufficient financial, human and physical resources to the Tanzania Cotton Board and Local Government Authorities for enhanced extension services and the Ukiriguru Research Institute for increased production of pre-basic seeds;
- ii. Cotton seed production and distribution should be mainstreamed in the official seed production and distribution regime in order to ensure that cotton farmers are provided with seeds that are certified officially by TOSCI. This will bring to an end once and for all the persistent outcry of farmers regarding the availability in sufficient quantities and poor quality of seeds;
- iii. Irrigation farming should be critically looked into and avenues for determining appropriate investment levels in irrigation infrastructure, including the possibility of drilling water boreholes or utilizing Lake Victoria water resources, should be explored. This measure will not only improve production in qualitative and quantitative aspects but also definitely mitigate the effects resulting from climatic changes, such as regular severe droughts;
- iv. Contract farming is a good and welcome concept. However, there is a great need to institutionalize it. This should involve in the first place adequate sensitization and participation of farmers on the need for and potential benefits of contract farming arrangements. This should then be followed by formation of legally recognized farmers' groups responsible for both production and marketing arrangements. Cases such as unscrupulous buying agents, weighing scale issues, farmers adding water and sand to cotton could probably be eliminated once and for all. TGT and Alliance Ginners, based in Kasoli-Bariadi, have done a lot in this area – some key lessons on how to improve it can be drawn from them;
- v. Political interference both at the local and top level has been found to be a longstanding concern and deep-rooted problem. Political will and support from the top level of the country's leadership are urgently required in order to stop politicians – notably at the local level – from trading votes from farmers at the expense of ignoring scientific directions from cotton experts;
- vi. The cooperative system both at the apex and primary level should be revitalized and streamlined in order to effectively compete with the private sector (ginners). To start with, AMCOs should be strengthened and given the necessary support, notably in terms of financial resources or linkage to credit institutions, in view of the fact that their apex bodies like NCU and SHIRECU are still heavily indebted to the extent that they are not able to secure funds from banks;
- vii. The Weights and Measures Agency (WMA) should urgently step up its supervision and monitoring role, as the issue of tampering with weighing scale – be it the ordinary scale or digital scale – seems to have degenerated into a core and chronic problem with multiple negative effects, including tempting farmers to add water and sand to cotton, as noted earlier. This will most probably call for increased funding and capacity-building interventions to enable the WMA to effectively fulfill this role. Strict laws and stiff penalties for anyone found guilty of tampering with weighing scales could be a desirable deterrent. There is therefore a need to review the relevant legal regime in this regard so as to give it more power, as the existing weight and measure act seems to be outdated and doesn't have the power to control a culprit;
- viii. The Tropical Pesticide Research Institute (TPRI) should step up its regulatory activities in order to ensure that pesticide manufacturers, importers and distributors strictly conform to the prescribed standards and guidelines. TPRI should also take measures aimed at raising awareness of farmers on application of pesticides. Ineffective pesticides and low awareness on the application of pesticides were persistently raised and voiced as serious concerns by virtually all the farmers who were interviewed in the course of carrying out this study;

- ix. At the cotton processing and textile production level, availability of electricity and high transport costs due to poor infrastructure were cited as key challenges. These need to be addressed in order to encourage increased private investments;
- x. There is an urgent need to put in place a strategy to improve the livelihood of cotton growing communities. Farmers should receive training in agribusiness (including good agronomic practices - GAPs) and farmers business groups (FBGs) should be formed;
- xi. Communities should be assisted and supported in establishing Village Savings and Loan Groups (VSLs) or Village Community Banks (VICOPA) with a focus on women, since they are the pillars of economic activities in households and therefore have a huge potential for high multiplier effects at the family and community level;
- xii. Equal participation of youth and women in the cotton supply chain should be promoted through the provision of vocational, entrepreneurship and educational training and economic empowerment of communities.

### 8.2.2 Recommendations for the Decent Work Aspects

- i. The implementation and strengthening of community child labour monitoring systems and structures should be well supported through increased funding and capacity building from the village to the national levels. World Vision is already doing a commendable job in Itilima District, where it is supporting a program to establish village child communities;
- ii. There is a great need to establish a coordination mechanism between key stakeholders on child labour, notably between the Labour Department, LGAs, OSHA, TPAWU, ATE, TUICO, CTI and TCB;
- iii. A dedicated awareness raising program focusing on child rights, child labour and child education should be established to sensitize parents and the community in general on the importance of ensuring that children are given an opportunity to fully utilize their development potentials and the need for them to change their practices and attitudes that perpetuate child labour;
- iv. There is need to step up sensitization of employers on the importance of embracing workers' unions at their workplaces;
- v. There is need to sensitize employers on the importance of joining ATE. ATE on its part needs to more aggressively market itself beyond its welcome initiative to open a Zonal Office in Mwanza for the Lake Zone;
- vi. There is need to support TUICO by way of capacity building initiatives and financial resources;
- vii. There is a need to support the labour department in terms of capacity building (technically, financially and in terms of number of labour inspectors) so that it can efficiently and effectively perform its role of workplace inspection as it is required. More focus should be placed on strengthening labour administration and inspection services through institutional capacity building and retooling;
- viii. Through SSRA, the government should formulate a comprehensive strategy to ensure that the rural sector is covered by the formal social security system, thus the promotion and sensitization of social security issues in cotton growing areas are very key at this juncture;
- ix. Insurance companies (health and agricultural insurance companies) should be encouraged to extend their outreach to the rural sector, specifically to cotton growing rural areas so as to help reduce social and economic vulnerability of this community;
- x. The government should speed up its initiatives through SSRA to implement the universal health care scheme as well as introduce the universal social security scheme in the country;





- xi. Supply of medicines to health facilities, especially those located in hard-to-reach areas, should be improved. This will greatly motivate more people to join the CHF;
- xii. Cotton processors need a lot of sensitization on the importance of embracing decent work issues by fully complying with labour-related laws. A dedicated educational and sensitization strategy for these companies need to be put in place;
- xiii. The capacity of both the labour department and OSHA in terms of human resources and financial resources was raised by both of them as a serious impediment. The government should seriously look into the possibility of increasing manpower and budgetary allocations to these institutions in order to effectively monitor and enforce the relevant laws;
- xiv. There is need to support TPWU in terms of institutional capacity building in order to enhance its operations in the cotton growing areas, notably with regard to the right of workers to form their own associations;
- xv. Since cotton processing and textile manufacturing are labour-intensive, there is an urgent need for OSHA to lower medical examination fees and make them affordable to all employers. This will encourage improved compliance and reduce the cost of doing business on the part of employers;
- xvi. There is a great need for OSHA to re-examine training fees for short courses and come up with a better fee structure to attract more participants;
- xvii. Most workers are not safety and health conscious, probably due to lack of awareness. There is need to develop and implement a strategy to sensitize workers on these critical aspects.

## 8.3 Recommendations of South-South Cooperation

### Interventions vis-à-vis the experiences already identified in the project with Brazil (Section 2.1 of the PRODOC)

| STUDY RECOMMENDATIONS                                                                                                                                                                                                                                                                                                                                                                   | TANZANIAN INSTITUTIONS                                                                                                                                                                                                                  | BRAZILIAN EXPERIENCES (SECTION 2.1 OF THE PRODOC)                                                                       | BRAZILIAN INSTITUTIONS                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                         | <b>2.1.1 Prevention and Elimination of Child Labour and Forced Labour</b>                                               |                                               |
| There is a great need to establish a coordination mechanism between key stakeholders on child labour, notably between the labour department, LGAs, OSHA, TPAWU, ATE, TUICO, CTI and TCB.                                                                                                                                                                                                | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department                                                                                                                                                  | b. Promoting social dialogue (CONAETI and CONATRAE)                                                                     | Ministry of Labour and Social Security (MTPS) |
| There is a need to support the labour department in terms of capacity building (technically, financially and in terms of number of labour inspectors) so that it can efficiently and effectively perform its role of workplace inspection as it is required.                                                                                                                            | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department                                                                                                                                                  | c. Labour inspection in the area of child labour and forced labour                                                      | Ministry of Labour and Social Security (MTPS) |
| A dedicated awareness raising program focusing on child rights, child labour and child education should be established to sensitize parents and the community in general on the importance of ensuring that children are given an opportunity to fully utilize their development potentials and the need for them to change their practices and attitudes that perpetuate child labour. | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department<br>Ministry of Education, Science and Technology: Basic Education Department<br>Ministry of Health and Social Welfare: Social Welfare Department | d. Promotion of national and international labour legislation, with a close relation between the judiciary and society. | Ministry of Labour and Social Security (MTPS) |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                           |                                                                                                             |                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| There is need to step up sensitization of employers on the importance of embracing workers' unions at their workplaces.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department                                                                                                                                                                                                                                    | b. Promoting social dialogue (CONAETI and CONATRAE)                                                         | Ministry of Labour and Social Security (MTPS) |
| There is need to sensitize employers on the importance of joining ATE. ATE on its part needs to more aggressively market itself beyond its welcome initiative to open a Zonal Office in Mwanza for the Lake Zone.<br>There is need to support TUICO by way of capacity building initiatives and financial resources.                                                                                                                                                                                                                                                                                                                                                                                                                               | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department<br>Association of Tanzania Employees (ATE), Tanzania Plantation and Agriculture Workers Union (TPAWU), and Tanzania Industry and Commercial Workers (TUICO)                                                                        | b. Promoting social dialogue (CONAETI and CONATRAE)                                                         | Ministry of Labour and Social Security (MTPS) |
| Communities should be assisted and supported in establishing Village Savings and Loan Groups (VSLs) or Village Community Banks (VICOBA) with a focus on women, since they are the pillars of economic activities in households and therefore have a huge potential for high multiplier effects at the family and community level.                                                                                                                                                                                                                                                                                                                                                                                                                  | President Office-Regional Administration and Local Government (TAMISEMI): Local Government Division<br>Tanzania Social Action Fund (TASAF)                                                                                                                                                                                | Conditional cash transfer programs and reintegration programs for victims of child labour and forced labour | Child Labour Eradication Program (PETI)       |
| The government should speed up its initiatives through SSRA to implement the universal health care scheme as well as introduce the universal social security scheme in the country.<br>Supply of medicines to health facilities, especially those located in hard-to-reach areas, should be improved. This will greatly motivate more people to join the CHF.                                                                                                                                                                                                                                                                                                                                                                                      | Social Security Regulatory Authority (SSRA)<br>Ministry of Health and Social Welfare<br>National Health Insurance Fund (NHIF):<br>Community Health Fund (CHF) Department                                                                                                                                                  |                                                                                                             |                                               |
| The implementation and strengthening of community child labour monitoring systems and structures should be well supported through increased funding and capacity building from the village to the national levels.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department<br>Ministry of Health and Social Welfare: Social Welfare Department                                                                                                                                                                | b. Labour inspection in the area of child labour and forced labour                                          | Ministry of Labour and Social Security (MTPS) |
| Since cotton processing and textile manufacturing are labour-intensive, there is an urgent need for OSHA to lower medical examination fees and make them affordable to all employers. This will encourage improved compliance and reduce the cost of doing business on the part of employers.<br>There is a great need for OSHA to re-examine training fees for short courses and come up with a better fee structure to attract more participants.<br>Most workers are not safety and health conscious, probably due to lack of awareness. There is need to develop and implement a strategy to sensitize workers on these critical aspects.<br>There is need to develop and implement a strategy to sensitize workers on these critical aspects. | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department<br>Occupational Safety and Health Authority (OSHA)                                                                                                                                                                                 | e. The ABRAPA Experience                                                                                    |                                               |
| There is an urgent need to increase investments in the value chain. The government, for example, should ensure that it allocates sufficient financial, human and physical resources to the Tanzania Cotton Board and Local Government Authorities for enhanced extension services and the Ukiriguru Research Institute for increased production of pre-basic seeds.                                                                                                                                                                                                                                                                                                                                                                                | Ministry of Agriculture, Livestock and Fisheries (MLF): Administration and Human Resources Management, and Policy and Planning Divisions<br>President Office-Regional Administration and Local Government (TAMISEMI): Local Government Department<br>Tanzania Cotton Board (TCB) and Cotton Development Trust Fund (CDTF) | e. The ABRAPA Experience                                                                                    |                                               |



Cotton seed production and distribution should be mainstreamed in the official seed production and distribution regime in order to ensure that cotton farmers are provided with seeds that are certified officially by TOSCI. This will bring to an end once and for all the persistent outcry of farmers regarding the availability in sufficient quantities and poor quality of seeds.

Ministry of Agriculture, Livestock and Fisheries (MLF): Agricultural Research and Development, and Crop Development Divisions  
Tanzania Cotton Board (TCB), Cotton Development Trust Fund (CDTF), and Tanzania Official Seed Certification Agency (TOSCI)

e. The ABRAPA Experience

Irrigation farming should be critically looked into and avenues for determining appropriate investment levels in irrigation infrastructure, including the possibility of drilling water boreholes or utilizing Lake Victoria water resources, should be explored. This measure will not only improve production in qualitative and quantitative aspects but also definitely mitigate the effects resulting from climatic changes, such as regular severe droughts.

Ministry of Agriculture, Livestock and Fisheries (MLF): Agricultural Land Use Planning and Management Division  
Ministry of Water and Irrigation (MWI): Water Resources Division

e. The ABRAPA Experience

The cooperative system both at the apex and primary level should be revitalized and streamlined in order to effectively compete with the private sector (ginners). To start with, AMCOs should be strengthened and given the necessary support, notably in terms of financial resources or linkage to credit institutions, in view of the fact that their apex bodies like NCU and SHIRECU are still heavily indebted to the extent that they are not able to secure funds from banks.

Ministry of Agriculture, Livestock and Fisheries (MLF): Crop Development Division and Tanzania Cooperative Development Commission (TCDC)  
Tanzania Cotton Board (TCB)

e. The ABRAPA Experience

Contract farming is a good and welcome concept. However, there is a great need to institutionalize it. This should involve in the first place adequate sensitization and participation of farmers on the need for and potential benefits of contract farming arrangements. This should then be followed by formation of legally recognized farmers' groups responsible for both production and marketing arrangements. Cases such as unscrupulous buying agents, weighing scale issues, farmers adding water and sand to cotton could probably be eliminated once and for all. TGT and Alliance Gineries, based in Kasoli-Bariadi, have done a lot in this area – some key lessons on how to improve it can be drawn from them.

Ministry of Agriculture, Livestock and Fisheries (MLF): Training and Crops Development Divisions

e. The ABRAPA Experience

Tanzania Cotton Board (TCB), Tanzania Cotton Growers Association (TACOGA) and Tanzania Cotton Association (TCA)

Political interference both at the local and top level has been found to be a longstanding concern and deep-rooted problem. Political will and support from the top level of the country's leadership are urgently required in order to stop politicians – notably at the local level – from trading votes from farmers at the expense of ignoring scientific directions from cotton experts.

Ministry of Agriculture, Livestock and Fisheries (MLF): Crops Development and Policy and Planning Divisions

e. The ABRAPA Experience

Tanzania Cotton Board (TCB), Tanzania Cotton Growers Association (TACOGA) and Tanzania Cotton Association (TCA)

The Tropical Pesticide Research Institute (TPRI) should step up its regulatory activities in order to ensure that pesticide manufacturers, importers and distributors strictly conform to the prescribed standards and guidelines. TPRI should also take measures aimed at raising awareness of farmers on application of pesticides. Ineffective pesticides and low awareness on the application of pesticides were persistently raised and voiced as serious concerns by virtually all the farmers who were interviewed in the course of carrying out this study.

Ministry of Agriculture, Livestock and Fisheries (MLF): Crops Development Division

e. The ABRAPA Experience

Tanzania Cotton Board (TCB), Cotton Development Trust Fund (CDTF) and The Tropical Pesticide Research Institute (TPRI)

The Weights and Measures Agency (WMA) should urgently step up its supervision and monitoring role, as the issue of tampering with weighing scale – be it the ordinary scale or digital scale – seems to have degenerated into a core and chronic problem with multiple negative effects, including tempting farmers to add water and sand to cotton, as noted earlier. This will most probably call for increased funding and capacity-building interventions to enable the WMA to effectively fulfill this role. Strict laws and stiff penalties for anyone found guilty of tampering with weighing scales could be a desirable deterrent. There is therefore a need to review the relevant legal regime in this regard so as to give it more power, as the existing weight and measure act seems to be outdated and doesn't have the power to control a culprit.

At the cotton processing and textile production level, availability of electricity and high transport costs due to poor infrastructure were cited as key challenges. These need to be addressed in order to encourage increased private investments.

Ministry of Agriculture, Livestock and Fisheries (MLF): Crop Development Division

Tanzania Cotton Board (TCB), and Weight and Measure Agency (WMA)

e. The ABRAPA Experience

Ministry of Industry of Trade (MIT): Industry and Investment Departments

e. The ABRAPA Experience

### 2.1.2. Productive inclusion focused on capacity building and employment for youth and women

There is an urgent need to put in place a strategy to improve the livelihood of cotton growing communities. Farmers should receive training in agribusiness (including good agronomic practices - GAPs) and farmers business groups (FBGs) should be formed.

Ministry of Agriculture, Livestock and Fisheries (MLF): Training and Crop Development Departments

President Office-Regional Administration and Local Government (TAMISEMI): Local Government Division

Ministry of Education, Science and Technology: Technical Vocation Education and Training Development Department and Vocation Education and Technical Authority (VETA)

Tanzania Cotton Board (TCB)

Professional and technical education programs for access to the labour market

Ministry of Social and Agrarian Development (MDS)

Ministry of Education (MEC)

b. National Learning Policy

Ministry of Labour and Social Security (MTPS)

c. Decent work agenda

Ministry of Labour and Social Security (MTPS)

Equal participation of youth and women in the cotton supply chain should be promoted through the provision of vocational, entrepreneurship and educational training and economic empowerment of communities.

Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department, in collaboration Ministry of Education, Science and Technology: Technical Vocation Education and Training Development Department and Vocation Education and Technical Authority (VETA)

a. Professional and technical education programs for access to the labour market

Ministry of Social and Agrarian Development (MDS)

Ministry of Education (MEC)

b. National Learning Policy

Ministry of Labour and Social Security (MTPS)

c. Ministry of Labour and Social Security (MTPS)

Ministry of Labour and Social Security (MTPS)

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## 10.0 Annexes and Appendices

### Annex 1: Tanzania Cotton Production from 2009 to 2014

| COTTON PRODUCTION FROM 2009 TO 2014 |             |         |         |         |             |         |         |         |
|-------------------------------------|-------------|---------|---------|---------|-------------|---------|---------|---------|
| ZONE                                | REGION      | 2009/10 | 2010/11 | 2011/12 | 2012/2013   | 2013/14 | 2014/15 |         |
| WESTERN ZONE                        |             |         |         |         | Simiyu      | 147,564 | 117,761 | 100,288 |
|                                     |             |         |         |         | Geita       | 35,730  | 22,424  | 16,665  |
|                                     | Shinyanga   | 174,162 | 105,662 | 138,602 | Shinyanga   | 64,800  | 40,645  | 31,410  |
|                                     | Mwanza      | 59,637  | 33,517  | 50,076  | Mwanza      | 45,100  | 22,726  | 17,480  |
|                                     | Mara        | 10,986  | 10,705  | 15,940  | Mara        | 20,925  | 13,223  | 14,948  |
|                                     | Kagera      | 4,700   | 1,812   | 3,734   | Kagera      | 1,029   | 312     | 154     |
|                                     | Tabora      | 15,650  | 10,737  | 14,842  | Tabora      | 32,700  | 22,368  | 19,143  |
|                                     | Kigoma      | 294     | 47      | 386     | Kigoma      | 429     | 97      | 53      |
|                                     | Singida     | 1,336   | 753     | 883     | Singida     | 2,000   | 1,638   | 998     |
|                                     | Total       | 266,765 | 163,233 | 224,463 |             | 350,277 | 241,194 | 201,139 |
|                                     | %           | 99.91   | 99.61   | 99.31   |             | 99.47   | 99.72   | 99.60   |
| EASTERN ZONE                        | Manyara     | 172     | 490     | 768     | Manyara     | 1,496   | 424.0   | 424.9   |
|                                     | Morogoro    | 33      | 73      | 564     | Morogoro    | 204     | 105.0   | 200.6   |
|                                     | Kilimanjaro | 6       | 33      | 25      | Kilimanjaro | 28      | 40.0    | 79.9    |
|                                     | Pwani       | 19      | 28      | 120     | Pwani       | 41      | 5.0     | 8.0     |
|                                     | Tanga       | 5       | 11      | 77      | Tanga       | 35      | 50.0    | 90.0    |
|                                     | Iringa      | 4       | 1       | 10      | Iringa      | 80      | 49.0    | 12.7    |
|                                     | Total       | 239     | 636     | 1,564   |             | 1,884   | 673     | 816     |
|                                     | %           | 0.09    | 0.39    | 0.69    |             | 0.53    | 0.28    | 0.40    |
| Grand Total                         |             | 267,004 | 163,869 | 226,027 |             | 352,161 | 241,867 | 201,955 |

Source: CDTF, 2015.

### Annex 2: Control and Access to Resources and Characteristics of Cotton Farmers in WCGA

| REGION                                        | SIMIYU         |                  |                 | MWANZA         |                   |                 | GEITA          |                  |                 |
|-----------------------------------------------|----------------|------------------|-----------------|----------------|-------------------|-----------------|----------------|------------------|-----------------|
| Land ownership (by gender and age)            | 90% Men        | 8% Women         | 2% Youth        | 70% Men        | 25% Women         | 5% Youth        | 80% Men        | 15% Women        | 5% Youth        |
| Land Size Cultivated*                         | 5% Large Scale | 15% Medium Scale | 80% Small Scale | 1% Large Scale | 9% Medium Scale   | 90% Small Scale | 0% Large Scale | 8% Medium Scale  | 92% Small Scale |
| Technology Used (ploughing)                   | 35% Tractor    | 65% Ox plough    | 5% Hand Hoe     | 10% Tractor    | 75% Ox plough     | 15% Hand hoe    | 1% Tractor     | 9% Ox plough     | 90% Hand Hoe    |
| Forms of land access (owned vs. hired/rented) | 30% own        | 70% Rent or Hire |                 | 25% Own        | 75% Hired or Rent |                 | 20% Own        | 80% Hire or Rent |                 |

Source: Survey Data.

\* Cotton farmers' categorization is as follows: small-scale farmers are those who own less than 2.5 acres, medium-scale farmers are those who own 2.5-9.5 acres and large-scale farmers own more than 9.6 acres.

### Annex 3: Average Cotton Producers' Costs Margin per Hectare

| Items                                | Unit    | Quantity | Unit price | Total cost | % of Total Costs for Own Land | % of Total Costs for Hired Land |
|--------------------------------------|---------|----------|------------|------------|-------------------------------|---------------------------------|
| <b>A. Inputs</b>                     |         |          |            |            |                               |                                 |
| Seeds                                | Kg      | 19.2     | 1,200      | 23,040     |                               |                                 |
| Pesticides                           | Lt      | 14.40    | 2,000      | 28,800     |                               |                                 |
| Sub-Total Costs                      |         |          |            | 51,840     | 7%                            | 6%                              |
| <b>B. Land Preparation</b>           |         |          |            |            |                               |                                 |
| Land Clearing                        | Hectare | 1        | 48,000     | 48,000     |                               |                                 |
| Land Ploughing                       | Hectare | 1        | 96,000     | 96,000     |                               |                                 |
| Harrowing                            | Hectare | 1        | 96,000     | 96,000     |                               |                                 |
| Sub-Total Costs                      |         |          |            | 240,000    | 30%                           | 26%                             |
| <b>C. Labour</b>                     |         |          |            |            |                               |                                 |
| Sowing                               | Hectare | 1        | 36,000     | 36,000     |                               |                                 |
| First Weeding                        | Hectare | 1        | 72,000     | 72,000     |                               |                                 |
| Second Weeding                       | Hectare | 1        | 72,000     | 72,000     |                               |                                 |
| Third Weeding                        | Hectare | 1        | 72,000     | 72,000     |                               |                                 |
| First Spraying                       | Hectare | 1        | 36,000     | 36,000     |                               |                                 |
| Second Spraying                      | Hectare | 1        | 36,000     | 36,000     |                               |                                 |
| Third Spraying                       | Hectare | 1        | 36,000     | 36,000     |                               |                                 |
| Harvesting/Picking and Collection    | Hectare | 1        | 144,000    | 144,000    |                               |                                 |
| Sub-Total Costs                      |         |          |            | 504,000    | 63%                           | 55%                             |
| <b>D. Hire Land</b>                  |         |          |            |            |                               |                                 |
| Hiring Land                          | Hectare | 1        | 120,000    | 120,000    |                               |                                 |
| Sub-Total Costs                      |         |          |            | 120,000    |                               | 13%                             |
| Grand Total Costs (Own Land)         |         |          |            | 795,840    | 100%                          | 100%                            |
| Grand Total Costs (Hired Land)       |         |          |            | 915,840    |                               |                                 |
| Revenue Average (Own Land)           | Kg      | 912.00   | 1,000*     | 912,000    |                               |                                 |
| Revenue Average (Hired Land)         | Kg      | 912.00   | 1,000      | 912,000    |                               |                                 |
| Gross Margin (Own Land)              |         |          |            | 116,160    |                               |                                 |
| Gross Margin (Hired Land)            |         |          |            | (3,840)    |                               |                                 |
| Gross Margin Percentage (Own Land)   |         |          |            | 15%        |                               |                                 |
| Gross Margin Percentage (Hired Land) |         |          |            | 0%         |                               |                                 |

Source: Survey Data.

\* This is the official floor price of 1kg of cotton for the 2016 buying season.



#### Annex 4: Prices of Cotton and Deductions from 2005/06 to 2014/15

| Year    | CDTF Levy paid in TZS per Kg | District Cess in TZS per Kg (5%) | District Education Development Levy (to some DCs (TZS per Kg) | Net Price paid per Kg | Total Deductions per Kg in TZS | Total Price Per Kg in TZS |
|---------|------------------------------|----------------------------------|---------------------------------------------------------------|-----------------------|--------------------------------|---------------------------|
| 2005/06 | 8.25                         | 11                               | -                                                             | 220                   | 19.25                          | 239.25                    |
| 2006/07 | 10                           | 18.25                            | -                                                             | 365                   | 28.25                          | 393.25                    |
| 2007/08 | 20                           | 22.75                            | -                                                             | 455                   | 42.75                          | 497.75                    |
| 2008/09 | 15                           | 23                               | -                                                             | 460                   | 38                             | 498                       |
| 2009/10 | 15                           | 18                               | -                                                             | 360                   | 33                             | 393                       |
| 2010/11 | 30                           | 30                               | -                                                             | 600                   | 70                             | 670                       |
| 2011/12 | 30                           | 55                               | 10                                                            | 1100                  | 95                             | 1195                      |
| 2012/13 | 40                           | 33                               | 10                                                            | 660                   | 83                             | 743                       |
| 2013/14 | 30                           | 35                               | 10                                                            | 700                   | 75                             | 775                       |
| 2014/15 | 30                           | 37.5                             | 10                                                            | 750                   | 77.5                           | 827.5                     |

Source: CDTF, 2015.

#### Annex 5: Farm and off-farm unpaid activities performed by children in the WCGA

| TYPE OF ACTIVITY                                | AVEVERAGE<br>NUMBER OF<br>HOURS IN A DAY | TIME OF WORK                  | NUMBER OF DAYS<br>AND SPECIFIC DAYS<br>IN A WEEK | PROPORTION OF CHILDREN<br>INVOLVED IN TERMS OF<br>GENDER (PERCENTAGE) |      |
|-------------------------------------------------|------------------------------------------|-------------------------------|--------------------------------------------------|-----------------------------------------------------------------------|------|
| Farming Activities                              |                                          |                               |                                                  | Girls                                                                 | Boys |
| Land preparation                                | 4.5 hours                                | Morning                       | Mostly weekend - 1 Day                           | 50%                                                                   | 50%  |
| Ploughing                                       | 4.5 hours                                | Morning                       | Mostly weekend                                   | 15%                                                                   | 85%  |
| Sowing                                          | 4.0 hours                                | Morning                       | Mostly weekend                                   | 50%                                                                   | 50%  |
| Weeding                                         | 4.0 hours                                | Morning                       | Mostly weekend                                   | 50%                                                                   | 50%  |
| Fertilizer/manure application                   | 2.0 hours                                | Morning                       | Mostly weekend                                   | 0                                                                     | 100% |
| Pesticides spraying                             | 2.0                                      | Morning                       | Mostly weekend                                   | 0                                                                     | 1%   |
| Cotton-picking/harvesting                       | 4.5                                      | Morning                       | Mostly weekend                                   | 50%                                                                   | 50%  |
| Collection and transportation to the store/home | 1                                        | Afternoon/ Evening            | During weekend and some weekdays                 | 0                                                                     | 100% |
| Transportation to the market                    | 3                                        | Morning/afternoon             | Mostly weekend                                   | 0                                                                     | 100% |
| Household Chores                                |                                          |                               |                                                  |                                                                       |      |
| House cleaning                                  | 0.5-1                                    | Morning                       | During weekend and some weekdays                 | 99%                                                                   | 1%   |
| Silverware cleaning                             | 0.5-1                                    | Morning/afternoon and evening | Weekend and weekdays                             | 99%                                                                   | 1%   |
| Cooking                                         | 0.5-1                                    | Morning/afternoon and evening | Weekend and weekdays                             | 99%                                                                   | 1%   |
| Fetching water                                  | 0.5-1                                    | Morning/evening               | Weekend and weekdays                             | 85%                                                                   | 5%   |
| Fetching firewood                               | 3                                        | Morning/Evening               | Weekend and weekdays                             | 100%                                                                  | 0%   |
| Taking care of livestock                        | 8                                        | All Day                       | Weekends                                         | 10%                                                                   | 90%  |
| Taking care of kids                             | Up to 6 hours                            | Morning/afternoon             | Weekends                                         | 100%                                                                  | 0    |

Source: Field Survey WCGA (FGDs), June-July 2016.

## Annex 6: Farm and Off-farm paid activities performed by children in the WCGA

| TYPE OF PAID WORK/ACTIVITIES                                                                                                                    | NATURE OF THE WORK | NUMBER OF HOURS INVOLVED | TIME OF WORK                      | NUMBER OF DAYS AND SPECIFIC DAYS IN A WEEK | PROPORTION OF CHILDREN INVOLVED IN PAID WORK (APPROX %) | PROPORTION OF CHILDREN INVOLVED IN TERMS OF GENDER (APPROX %) |      |
|-------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------------|-----------------------------------|--------------------------------------------|---------------------------------------------------------|---------------------------------------------------------------|------|
|                                                                                                                                                 |                    |                          |                                   |                                            |                                                         | Girls                                                         | Boys |
| Cotton farming activities (land preparation, ploughing, sowing, weeding and cotton picking)                                                     | Casual             | Up to 6 hours            | Morning/ Afternoon                | Weekends and during Holidays               | Less than 5%                                            | 30%                                                           | 70%  |
| Cotton transportation and storage activities                                                                                                    | Casual             | Up to 6 hours            | During day and sometimes at night | Weekends and during Holidays               | Less than 2%                                            | 0                                                             | 100% |
| Household work (taking care of kids, household chores, livestock keeping, gardening) – These are those who migrated to town (child trafficking) |                    |                          |                                   |                                            | Less than 2%                                            | 100%                                                          |      |

Source: Field Survey WCGA (FGDs), June-July 2016.



**Annex 7: List of institutions visited for collection of information,  
names of interviewers and FGDs participants**

| S/N | NAME OF INSTITUTION                                                                    | NAME OF CONTACT PERSON                                                                                                                                       | TELEFONES DE CONTATO                                                     |
|-----|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| 1   | Tanzania Cotton Board (TCB)                                                            | Irene T. Marengi, Senior Cotton Promotion Officer                                                                                                            | +255 22 2128 347<br>+255 754 362109                                      |
| 2   | Tanzania Gatsby Trust (TGT)                                                            | Lindi Hlanze, Senior Policy Advisor Cotton and Textile Development Program (CTDP)<br>Donald Sayi, Programme Coordinator                                      | +225 22 2112 900<br>+255 756 226667<br>+255 754 750541                   |
| 3   | Prime Minister's Office, Labour, Employment, Youth and Disabilities; Labour Department | Rehema Moyo, Ag. Commissioner for Labour<br>Batazar Mushi, Deputy Commissioner for Labour<br>Peter Sembuyage, Labour Officer<br>Sabas Muhina, Labour Officer | +255 718502323<br>+255 754 571456<br>+255 713 705690<br>+255 715 787487  |
| 4   | Tanzania Plantation and Agricultural Workers Union (TPAWU)                             | Kabengwe D. Kabengwe, Secretary General<br>John L. Vahaye, Deputy Secretary General<br>Katusime Kafanabo                                                     | +255 22 2182496<br>+255 754 606160<br>+255 786 606160<br>+255 672 247161 |
| 5   | Ministry of Industry, Trade and Investment Textile Development Unit                    | Johnvianney B. Ndyamukama, Senior Textile Specialist                                                                                                         | +255 22 2127898<br>+255 755 62973                                        |
| 6   | Tanzania Social Action Fund (TASAF)                                                    | Zablon I. Bugingo, Development Communication Officer                                                                                                         | +255 784 226143                                                          |
| 7   | Ministry of Health<br>Department of Child Welfare and Protection                       | Daniel S. Masunzu, Assistant Commissioner for Social Welfare (Family Welfare, Child Welfare and Early Children Development)<br>Pilly Mwinjiam, Social worker | +255 713 481759<br>+255 713 464530                                       |
| 8   | Food and Agriculture Organization (FAO)                                                | Ajuaye Sigalla, National Consultant                                                                                                                          | +255 22 2664557-9<br>+255 763 820029                                     |
| 9   | Social Security Regulatory Authority (SSRA)                                            | Ansga A. Mushi, Director of Research Actuarial and Policy Development<br>Abdallah Mhagama, Manager Research & Planning                                       | +255 22 2761683/4<br>+255 745 073231                                     |
| 10  | International Labour Office, Tanzania                                                  | Charlotte Goermans, Associate Expert Child Labour and Youth Development                                                                                      | +255 22 2196700                                                          |
| 11  | Ministry of Agriculture, Livestock and Fisheries                                       | Revelian S. Ngaiza, Coordinator Basic Programme & Policy Analyst                                                                                             | +255 789 309798                                                          |
| 12  | GAKI Investment Ltd                                                                    | Modest Betty, Manager<br>Benno Urassa, Accountant<br>Leonard Mushi, General Manager                                                                          | +255 756 376679<br>+255 769 500823<br>+255 762 980232                    |
| 13  | Ukiriguru Agriculture Research Institute                                               | Dr. Evelina Lukonge, Ag. Zonal Director                                                                                                                      | +255 754 430675                                                          |
| 14  | Tanzania Official Seed Certification Institute (TOSCI)                                 | Joseph Ngura, Zonal Officer In Charge                                                                                                                        | +255 765 614799                                                          |
| 15  | Tanzania Cotton Authority Zonal Office: Mwanza                                         | Buluma Kaludushi, Ag. Zonal Manager<br>Kisiza Ndimu,<br>Senior Ginnery Inspector                                                                             | +255 784 626457<br>+255 784 801895                                       |
| 16  | Regional Labour Office, Mwanza Region                                                  | Hadija Hersi, Regional Labour Officer                                                                                                                        | +255 28 2540107<br>+255 767 124054<br>+255 784 124054<br>+255 673 124054 |

|    |                                                                      |                                                                                                                                                                                                                                                                                |                                                                                                                                                                                            |
|----|----------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 17 | Occupational Safety and Health Authority (OSHA)<br>Lake Zone, Mwanza | Mjawa M. Shenduli, Ag. Zonal Manager                                                                                                                                                                                                                                           | +255 762 904543<br>+255 682 148400<br>+255 656 012140                                                                                                                                      |
| 18 | Association of Tanzania Employers (ATE), Lake Zone,<br>Mwanza        | Witness A. Mollel, Administrative Assistant                                                                                                                                                                                                                                    | +255 713 283434                                                                                                                                                                            |
| 19 | Plan International Tanzania - Geita Program Unit                     | Nicas Ngumba, Program Manager<br>Maximillian S. Kitigwa, Child Labour Project Coordinator                                                                                                                                                                                      | +255 282520370<br>+255 714 573041                                                                                                                                                          |
| 20 | MWATEX(2001)LTD, Mwanza                                              | Abhaw P., General Manager<br>Jovina F. Tulahi, Chairperson for Women, Mwatex (2001) Ltd TUICO<br>Branch.                                                                                                                                                                       | +255 686 170899<br>+255 754 015571                                                                                                                                                         |
| 21 | Shinyanga Region Cooperative Union (SHIRECU)                         | Masele Kunji, Estate Officer                                                                                                                                                                                                                                                   | +255 757 456 715                                                                                                                                                                           |
| 22 | Regional Labour Office Shinyanga Region                              | Revocatus Mabula, Labour Officer                                                                                                                                                                                                                                               | +255 755 115975                                                                                                                                                                            |
| 23 | Geita, Simiyu & Shinyanga, TPAWU Area.                               | Emmanuel Msigala, Area Secretary                                                                                                                                                                                                                                               | +255 718 148887                                                                                                                                                                            |
| 24 | JOC Textile (1) Co Ltd                                               | Floyd Liu, General Manager                                                                                                                                                                                                                                                     | +255 716 711909                                                                                                                                                                            |
| 25 | Quton Tanzania                                                       | Tariro Sithole, General Manager                                                                                                                                                                                                                                                | +255 756 597757<br>+255 779 138346                                                                                                                                                         |
| 26 | Nyanza Co-operative Union                                            | John Masalu, Operation and Transport Manager                                                                                                                                                                                                                                   | +255 754 624831<br>+255 787 624831                                                                                                                                                         |
| 27 | Tanzania Cotton Growers Association (TACOGA)                         | Godfrey Mokiri, Acting Chairperson<br>George Mpanduji, Secretary<br>Hussein Kubili, Vice Chairperson<br>Bakari Hamis, Member<br>Zena Kabonga, Member<br>Thereza Stephano, Member<br>Yunis Malago, Member<br>Masoud, Member<br>Jogoli Mayombo, Member<br>Joshua Kalandu, Member | +255 788 679408<br>+255 767 039082<br>+255 786 547760<br>+255 784 797037<br>+255 755 275668<br>+255 787 945269<br>+255 753 800906<br>+255 769 456259<br>+255 754 044077<br>+255 784 221636 |
| 28 | Mahaha Agricultural Market Cooperative Society                       | Charles Makindya, Chairperson<br>Masolwa Igagi, Secretary                                                                                                                                                                                                                      | +255 629 511590<br>+255 685 865015                                                                                                                                                         |
| 29 | Alliance Ginneries – Kasoli, Simiyu                                  | Esau Mwalukasa, Ag. Managing Director<br>James Simon Malya, Cotton Development Officer                                                                                                                                                                                         | +255 754496511<br>+255 754 289494<br>+255 787 289494                                                                                                                                       |
| 30 | National Health Insurance Fund (NHIF)                                | Boaz Ogola, General Manger<br>Pili Robert, Cook<br>Neema Lucas, Extension Officer<br>Elizabeth Gerome, Extension Officer<br>Buluma John, Extension Officer                                                                                                                     | +255 7677 46 1986<br>+255 759 714 999<br>+255 752 684183<br>+255 757 1533359<br>+255 763 301919                                                                                            |
| 31 | Fundo Nacional de Seguro de Saúde (NHIF)                             | Gabriel Gregory Ishole, Ag. Director Communication, CHF Department                                                                                                                                                                                                             | +255 754 057548                                                                                                                                                                            |
| 32 | Weight and Measure Agency (WMA)                                      | Hemedi Kipengele, Regional Manager                                                                                                                                                                                                                                             | +255 754 605961<br>+255 782 605961                                                                                                                                                         |
| 33 | Terres Des Hommes                                                    | Anke Groot, Country Manager                                                                                                                                                                                                                                                    | +255 754 474949<br>+255 (0) 282 541636                                                                                                                                                     |

### Cotton Growing Regions, Districts and Villages/Streets Visited:

| S/N | REGION | S/N | DISTRICT/TOWN COUNCIL     | S/N | VILLAGE /STREET |
|-----|--------|-----|---------------------------|-----|-----------------|
| 1   | SIMIYU | 1   | Bariadi Town Council      | 1   | Mbiti Street    |
|     |        | 2   | Itimila District Council  | 2   | Lugulu Village  |
| 2   | MWANZA | 3   | Magu District Council     | 3   | Mahaha Street   |
|     |        | 4   | Misungwi District Council | 4   | Nguge Village   |
| 3   | GEITA  | 5   | Geita Town Council        | 5   | Nyaiseke Street |
|     |        | 6   | Chato District Council    | 6   | Kanyama Village |

### List of Key Informants - Ward Executive Officers (WEO), Village Executive Officers (VEO), Agriculture Extension Officers and Teachers:

| SN | VILLAGE/STREET                                          | NAME OF KEY INFORMANT                | TITLE                                                | PHONE NUMBER                       |
|----|---------------------------------------------------------|--------------------------------------|------------------------------------------------------|------------------------------------|
| 1  | Mbiti Street: Bariadi Town Council, Simiyu Region.      | Joseph Igoko                         | Mtaa/Street Executive Officer (MEO)                  | +255 765 199447                    |
| 2  | Lugulu Village: Itimila District Council, Simiyu Region | Bugumba Lukas<br>Elinkaela A. Kishai | Village Executive Officer (VEO)                      | +255 682 021561<br>+255 758 715220 |
| 3  | Mahaha Village: Magu District Council, Mwanza           |                                      |                                                      |                                    |
| 4  | Nguge Village: Misungwi District Council, Mwanza Region | Magreth Chocha                       | Livestock Field Officer                              | +255 685 225065                    |
|    |                                                         | Peter Ntoba                          | Agriculture Field Officer (village i/c)              | +255 758 889367                    |
|    |                                                         | John Choto                           | Agriculture Field Officer (Ward i/c)                 | +255 763 949184                    |
|    |                                                         | Frank Mayombo                        | Head Teacher, Nguge Primary School                   | +255 764 187233                    |
|    |                                                         | Athanasi Boniface                    | Village Executive Officer (VEO)                      | +255 759 305468                    |
|    |                                                         | Paulo Masoso                         | Ward Executive Officer (WEO)                         | +255 764 070615                    |
| 5  | Nyaiseke Street, Geita Town Council, Geita Region       | Clement Williamu Nonga               | Village Executive Officer (VEO)                      | +255 756 888791                    |
| 6  | Kanyama Village, Chato District Council, Geita Region   | Thobias Ntigwanamba                  | Ward Councilor, Ilemela Ward, Chato District Council | +255 767 162388                    |

**List of Names of Farmers (Male & Female) Involved in Focus Group  
Discussions (FGDs) in Simiyu, Mwanza and Geita Regions:**

|    | VILLAGE/STREET                                          | AGE GROUP                       | S/N | NAME OF ATTENDEE   | AGE | PHONE NUMBER    |
|----|---------------------------------------------------------|---------------------------------|-----|--------------------|-----|-----------------|
| 1. | Mbiti Street: Bariadi<br>Town Council, Simiyu<br>Region | MALE YOUTH:<br>18-25 YRS        | 1   | Chenya Sisto       | 24  | +255 685 428775 |
|    |                                                         |                                 | 2   | Masunga Edward     | 23  | +255 766 419621 |
|    |                                                         |                                 | 3   | Lino N. Guselya    | 21  | +255 768 216354 |
|    |                                                         |                                 | 4   | William Y. China   | 20  |                 |
|    |                                                         |                                 | 5   | Mayiku Elias       | 18  | -               |
|    |                                                         |                                 | 6   | Mambo D. Lubis     | 21  | +255 764 781873 |
|    |                                                         |                                 | 7   | Libert Weuse       | 24  | +255 752 294484 |
|    |                                                         | FEMALE YOUTH:<br>18-25 YRS      | 1   | Suzana Shadrack    | 25  | +255 765 585518 |
|    |                                                         |                                 | 2   | Zawadi John        | 18  | +255 684 671781 |
|    |                                                         |                                 | 3   | Happiness Nkonya   | 18  | -               |
|    |                                                         |                                 | 4   | Easter Samwel      | 20  | -               |
|    |                                                         |                                 | 5   | Neema Nkonya       | 18  | +255 745 415454 |
|    |                                                         |                                 | 6   | Agnes Edward       | 21  | +255 757 283222 |
|    |                                                         |                                 | 7   | Sophia Lucas       | 18  | -               |
|    |                                                         |                                 | 8   | Christina Charles  | 18  | -               |
|    |                                                         | ADULT MALE:<br>26+ YRS          | 1   | Moses Masalu       | 44  | +255 769 380243 |
|    |                                                         |                                 | 2   | Silas Ayubu        | 40  | +255 683 133506 |
|    |                                                         |                                 | 3   | Zakayo Nyanda      | 58  | +255 788 207870 |
|    |                                                         |                                 | 4   | Masumbuko Matimwa  | 57  | +255 683 865503 |
|    |                                                         |                                 | 5   | Nila Kuselya       | 50  | +255 758 882941 |
|    |                                                         |                                 | 6   | China William      | 47  | +255 764 952058 |
|    |                                                         |                                 | 7   | Zizi Kubilu        | 46  | +255 688 591277 |
|    |                                                         |                                 | 8   | Subi Sweka         | 32  | +255 783 795240 |
|    |                                                         |                                 | 9   | Nila Wapi          | 48  | +255 682 021217 |
|    |                                                         |                                 | 10  | Kizito Kija        | 50  | +255 789 032125 |
|    |                                                         | ADULT FEMALE:<br>26+ YRS        | 1   | Elizabeth Makelemo | 57  | +255 688 060112 |
|    |                                                         |                                 | 2   | Pendo Fales        | 32  | +255 786 865027 |
|    |                                                         |                                 | 3   | Anna Masabo        | 41  | +255 762 606989 |
|    |                                                         |                                 | 4   | Ng'washi Kilugala  | 42  | +255 766 632519 |
|    |                                                         |                                 | 5   | Kweji Kamongo      | 44  | -               |
|    |                                                         |                                 | 6   | Mhungulu Lubisi    | 40  | +255 763 588813 |
|    |                                                         | CHILDREN GROUP:<br>UNDER 17 YRS | 1   | Berita Mgima (F)   | 15  | -               |
|    |                                                         |                                 | 2   | Magret Mgaya (F)   | 12  | -               |
|    |                                                         |                                 | 3   | Limi Joseph (F)    | 15  | -               |
|    |                                                         |                                 | 4   | Alphonc Mgaya (F)  | 15  | -               |
|    |                                                         |                                 | 5   | Samweli Lucas (F)  | 16  | -               |
|    |                                                         |                                 | 6   | Pemba Tabu (F)     | 15  | -               |
|    |                                                         |                                 | 7   | Lazaro Methew      | 16  | -               |



|    |                                                         |                                 |    |                      |    |                  |
|----|---------------------------------------------------------|---------------------------------|----|----------------------|----|------------------|
| 2. | Lugulu Village: Itimila District Council, Simiyu Region | ADULT FEMALE:<br>26+ YRS        | 1  | Magreth Petro        | 38 | +255 789 216273  |
|    |                                                         |                                 | 2  | Modesta Aloyce       | 45 | +255 688 422 587 |
|    |                                                         |                                 | 3  | Suzana Philip        | 50 | +255 768 953 632 |
|    |                                                         |                                 | 4  | Magreth Masuka       | 48 | +255 766 100049  |
|    |                                                         |                                 | 5  | Easter Mbesi         | 42 | -                |
|    |                                                         |                                 | 6  | Masunga Páscoa       | 40 | +255 789 135181  |
|    |                                                         |                                 | 7  | Maria Masuka         | 26 | -                |
|    |                                                         | ADULT MALE:<br>26+ YRS          | 1  | Liso Charles         | 56 | +255 787 534951  |
|    |                                                         |                                 | 2  | Lucas Hazina         | 52 | +255 684 515177  |
|    |                                                         |                                 | 3  | Sospiter Ngusa       | 64 | +255 784 785095  |
|    |                                                         |                                 | 4  | Ndalahile Ngusa      | 56 | +255 686 351110  |
|    |                                                         |                                 | 5  | Evarist Nkuba        | 71 | +255 784 376085  |
|    |                                                         |                                 | 6  | Masunga Zabron       | 44 | +255 763 090291  |
|    |                                                         |                                 | 7  | Saimon Tembo         | 27 | +255 783 180014  |
|    |                                                         |                                 | 8  | Nyenye Mboje         | 54 | +255 786 856203  |
|    |                                                         |                                 | 9  | Rashid Ahmed         | 46 | +255 766 176381  |
|    |                                                         |                                 | 10 | Elias Kaselabantu    | 45 | +255 685 236899  |
|    |                                                         |                                 | 11 | Juma Jumanne         | 38 | +255 785 439199  |
|    |                                                         |                                 | 12 | Seni Kilino          | 48 | +255 789 235375  |
|    |                                                         | CHILDREN GROUP:<br>UNDER 17 YRS | 1  | Mbuke Donald (F)     | 13 | -                |
|    |                                                         |                                 | 2  | Flora Deus (F)       | 14 | -                |
|    |                                                         |                                 | 3  | Teddy Deus (F)       | 13 | -                |
|    |                                                         |                                 | 4  | Saka Masanza (F)     | 13 | -                |
|    |                                                         |                                 | 5  | Saenda Emmanuel (M)  | 13 | -                |
|    |                                                         |                                 | 6  | Emmanuel Limbu (M)   | 14 | -                |
|    |                                                         |                                 | 7  | Jackson Mlasheni (M) | 16 | -                |
|    |                                                         |                                 | 8  | Edward Robert (M)    | 17 | -                |
|    |                                                         |                                 | 9  | Joseph John (M)      | 13 | -                |
| 3. | Mahaha Village Magu District Council, Mwanza Region     | ADULT FEMALE:<br>26+ YRS        | 1  | Ester Lucas          | 28 | -                |
|    |                                                         |                                 | 2  | Mariam Lushinge      | 32 | +255 624 619944  |
|    |                                                         |                                 | 3  | Elizabeth Maguta     | 28 | +255 628 544416  |
|    |                                                         |                                 | 4  | Easter Elias         | 33 | +255 626 375727  |
|    |                                                         |                                 | 5  | Laeri Kefa           | 32 | -                |
|    |                                                         |                                 | 6  | Hellena Charles      | 42 | -                |
|    |                                                         |                                 | 7  | Elizabeth Thomas     | 28 | -                |
|    |                                                         |                                 | 8  | Ngolo Shigela        | 39 | +255 629 845536  |
|    |                                                         | ADULT MALE:<br>26+ YRS          | 1  | Majaliwa Malegi      | 43 | +255 629 511640  |
|    |                                                         |                                 | 2  | Madimi Charles       | 45 | +255 629 511630  |
|    |                                                         |                                 | 3  | Lucas Ilele          | 64 | -                |
|    |                                                         |                                 | 4  | Kija Kadodi          | 44 | -                |
|    |                                                         |                                 | 5  | Kunga Mapalala       | 51 | +255 628 544331  |
|    |                                                         |                                 | 6  | Mathias Mbushi       | 55 | +255 629 558075  |
|    |                                                         |                                 | 7  | Lameck Mangu         | 47 | +255 629 558083  |
|    |                                                         |                                 | 8  | Saimon Nyanza        | 52 | +255 766 082700  |
|    |                                                         |                                 | 9  | Daniel Bukwimba      | 48 | +255 629 513625  |
|    |                                                         |                                 | 10 | Jackson Nyanda       | 65 | +255 782 421888  |



|    |                                                         |                                 |    |                       |    |                 |
|----|---------------------------------------------------------|---------------------------------|----|-----------------------|----|-----------------|
| 4. | Nguge Village, Misungwi District Council, Mwanza Region | YOUTH MALE GROUP:<br>18-25 YRS  | 1  | Joseph Luzaria        | 25 | +255 753842934  |
|    |                                                         |                                 | 2  | Mussa Bondela         | 25 | +255 626357507  |
|    |                                                         |                                 | 3  | Joseph Peter          | 25 | +255 753042970  |
|    |                                                         |                                 | 4  | Ibrahim Constantine   | 24 | +255 753070037  |
|    |                                                         |                                 | 5  | Andrew Isack          | 25 | +255 758173307  |
|    |                                                         |                                 | 6  | Musa Basibasi         | 25 | +255 688216850  |
|    |                                                         |                                 | 7  | Dottto Jonas          | 20 | +255 625146426  |
|    |                                                         | YOUTH FEMALE:<br>18-25 YRS      | 1  | Veronica Lazaro       | 23 | +255 762 035142 |
|    |                                                         |                                 | 2  | Suzana Mussa          | 18 | -               |
|    |                                                         |                                 | 3  | Jesca Lucas           | 23 | +255 743 445882 |
|    |                                                         |                                 | 4  | Easter Samson         | 25 | -               |
|    |                                                         |                                 | 5  | Winfrida Lucas        | 18 | -               |
|    |                                                         |                                 | 6  | Jenifar Michael       | 18 | -               |
|    |                                                         | YOUTH MALE:<br>18-25 YRS        | 1  | Jacobo Onesmo Mazuri  | 25 | +255 757 760078 |
|    |                                                         |                                 | 2  | Lameck Paulo          | 25 | -               |
|    |                                                         |                                 | 3  | Samson Daudi          | 25 | -               |
|    |                                                         |                                 | 4  | Palo Venance          | 26 | -               |
|    |                                                         |                                 | 5  | Selemani Mathias      | 19 | +255 743 474917 |
|    |                                                         | ADULT FEMALE:<br>26+ YRS        | 1  | Sisilia Joakim        | 36 | +255 766 751154 |
|    |                                                         |                                 | 2  | Kelekensia Kalamu     | 53 | -               |
|    |                                                         |                                 | 3  | Magreth Chocha        | 26 | +255 685 225065 |
|    |                                                         |                                 | 4  | Specioza Faustin      | 49 | -               |
|    |                                                         |                                 | 5  | Salome Bushesha       | 70 | -               |
|    |                                                         |                                 | 6  | Susana Kasumbi        | 52 | -               |
|    |                                                         |                                 | 7  | Maria Kasinza         | 35 | -               |
|    |                                                         |                                 | 8  | Agnes Mzuri           | 61 | -               |
|    |                                                         |                                 | 9  | Salome Cosmas         | 48 | +255 762 795838 |
|    |                                                         |                                 | 10 | Agnes Mabula          | 30 | +255 763 866355 |
|    |                                                         | ADULT MALE:<br>26+ YRS          | 1  | John Njonelwa         | 55 | +255 763 941582 |
|    |                                                         |                                 | 2  | Daudi Joseph          | 48 | +255 765 020296 |
|    |                                                         |                                 | 3  | John Katembo          | 45 | +255 763 707425 |
|    |                                                         |                                 | 4  | Phares Daniel         | 31 | +255 769 742838 |
|    |                                                         |                                 | 5  | Shashi Elias          | 47 | +255 762 114474 |
|    |                                                         |                                 | 6  | Enock Nkwabi          | 57 | +255 682 399910 |
|    |                                                         | CHILDREN GROUP:<br>UNDER 17 YRS | 1  | Panjiwa Samweli (F)   | 12 | -               |
|    |                                                         |                                 | 2  | Constancia Jefta (F)  | 14 | -               |
|    |                                                         |                                 | 3  | Berita John (F)       | 12 | -               |
|    |                                                         |                                 | 4  | Happiness Ngeleja (F) | 12 | -               |
|    |                                                         |                                 | 5  | Sara Selemani (F)     | 15 | -               |
|    |                                                         |                                 | 6  | Peter Joseph (M)      | 15 | -               |
|    |                                                         |                                 | 7  | Francis William (M)   | 14 | -               |
|    |                                                         |                                 | 8  | Samweli Juma (M)      | 11 | -               |
|    |                                                         |                                 | 9  | Mabula Malimi (M)     | 14 | -               |
|    |                                                         |                                 | 10 | James Reuben(M)       | 12 | -               |



|    |                                                  |                                 |    |                     |    |                 |
|----|--------------------------------------------------|---------------------------------|----|---------------------|----|-----------------|
| 5. | Nyaseke Street: Geita Town Council, Geita Region | ADULT MALE:<br>26+ YRS          | 1  | Scania Kahindi      | 42 | +255 685 030500 |
|    |                                                  |                                 | 2  | Msafiri Sumi        | 70 | -               |
|    |                                                  |                                 | 3  | Gabriel William     | 48 | +255 678 474816 |
|    |                                                  |                                 | 4  | Mosses Stephen      | 61 | -               |
|    |                                                  |                                 | 5  | Sabuni Luhwehula    | 73 | +255 685 941460 |
|    |                                                  |                                 | 6  | Misango Nkundi      | 54 | +255 687 132140 |
|    |                                                  |                                 | 7  | Makoye Masasi       | 36 | +255 628 987330 |
|    |                                                  |                                 | 8  | Deus John           | 53 | +255 782 458580 |
|    |                                                  |                                 | 9  | Mashenene Mchezela  | 39 | -               |
|    |                                                  |                                 | 10 | Mayela Shiguna      | 41 | +255 689 016447 |
|    |                                                  |                                 | 11 | Deus Mhungati       | 53 | -               |
|    |                                                  |                                 | 12 | James P. Tunge      | 70 | +255 789 931320 |
|    |                                                  |                                 | 13 | Itama Pemba         | 48 | +255 784 610592 |
|    |                                                  |                                 | 14 | Boniface P. Solo    | 50 | -               |
|    |                                                  |                                 | 15 | Elisha John         | 38 | +255 687 559906 |
|    |                                                  |                                 | 16 | Lucas Bahebe        | 32 | +255 684 529927 |
|    |                                                  |                                 | 17 | Benjamin Busumba    | 32 | +255 785 244409 |
|    |                                                  |                                 | 18 | Samwel Lufungulo    | 52 | +255 789 436550 |
|    |                                                  | CHILDREN GROUP:<br>UNDER 17 YRS | 1  | Kulwa Lucas(M)      | 15 |                 |
|    |                                                  |                                 | 2  | Jesse James (F)     | 14 |                 |
|    |                                                  |                                 | 3  | Abel Sengerema (M)  | 14 |                 |
|    |                                                  |                                 | 4  | Ramadhani James (M) | 15 |                 |
|    |                                                  |                                 | 5  | Shida Lucas (F)     | 15 |                 |
|    |                                                  |                                 | 6  | Oscar Charles (M)   | 10 |                 |
|    |                                                  |                                 | 7  | Anes Geoffrey (F)   | 11 |                 |
|    |                                                  |                                 | 8  | Grace Samson (F)    | 13 |                 |
|    |                                                  | YOUTH FEMALE:<br>18-25 YRS      | 1  | Zeinabu Kazimili    | 20 | -               |
|    |                                                  |                                 | 2  | Kabula Dotto        | 23 | -               |
|    |                                                  |                                 | 3  | Zawadi Omari        | 20 | +255 685 879041 |
|    |                                                  |                                 | 4  | Restuta Kazimili    | 23 | +255 765 370601 |
|    |                                                  |                                 | 5  | Martha James        | 18 | -               |
|    |                                                  | YOUTH MALE:<br>18-25 YRS        | 1  | Clement Nonga       | 24 | +255 756 888799 |
|    |                                                  |                                 | 2  | Emmanuel Kahindi    | 25 | +255 685 398462 |
|    |                                                  |                                 | 3  | Njige Jackson       | 24 | +255 786 339940 |
|    |                                                  |                                 | 4  | Japhet Kagoloba     | 24 | +255 685 656366 |
|    |                                                  |                                 | 5  | Sospeter Bushosha   | 23 | -               |
|    |                                                  |                                 | 6  | Emmanuel Revocatus  | 25 | +255 756 514832 |
|    |                                                  |                                 | 7  | Babune Lupilya      | 23 | +255 755 518386 |
|    |                                                  | ADULT FEMALE<br>GROUP: 26+ YRS  | 1  | Naomi Mbirika       | 28 | -               |
|    |                                                  |                                 | 2  | Martha Philipo      | 32 | -               |
|    |                                                  |                                 | 3  | Rahel Charles       | 42 | -               |
|    |                                                  |                                 | 4  | Monica Mboje        | 33 | -               |
|    |                                                  |                                 | 5  | Lucia Katishu       | 45 | +255 783031181  |
|    |                                                  |                                 | 6  | Ester Malulu        | 60 | -               |
|    |                                                  |                                 | 7  | Agness Saamoja      | 48 | -               |

|   |                                                       |                                 |    |                     |    |                 |
|---|-------------------------------------------------------|---------------------------------|----|---------------------|----|-----------------|
| 6 | Kanyama Village: Chato District Council, Geita Region | ADULT MALE:<br>26+ YRS          | 1  | James Butondo       | 60 | +255 757 045973 |
|   |                                                       |                                 | 2  | Fabian Masasila     | 31 | +255 769 388625 |
|   |                                                       |                                 | 3  | Emmanuel Bulugu     | 29 | -               |
|   |                                                       |                                 | 4  | Paul Thomas         | 31 | +255 767 439155 |
|   |                                                       |                                 | 5  | Charles Kabadi      | 54 | +255 759 752406 |
|   |                                                       |                                 | 6  | Enock Bujiku        | 49 | +255 765 978651 |
|   |                                                       |                                 | 7  | Charles Kisangija   | 62 | +255 756 483888 |
|   |                                                       |                                 | 8  | Mashaka Thomas      | 27 | -               |
|   |                                                       |                                 | 9  | Joseph Petro        | 54 | -               |
|   |                                                       |                                 | 10 | Mathia Constantine  | 37 | +255 767 079780 |
|   |                                                       |                                 | 11 | Pastory Edson       | 34 | +255 765 279203 |
|   |                                                       |                                 | 12 | Philipo Hoja        | 40 | -               |
|   |                                                       |                                 | 13 | Gamba Gwiwe         | 80 | -               |
|   |                                                       |                                 | 14 | Mathias Nkwabi      | 73 | +255 758 768774 |
|   |                                                       | ADULT FEMALE:<br>26+ YRS        | 1  | Mkabela Mayeti      | 52 | -               |
|   |                                                       |                                 | 2  | Selina Edisoni      | 42 | +255 759 736850 |
|   |                                                       |                                 | 3  | Rebeca Samweli      | 44 | +255 757 975172 |
|   |                                                       |                                 | 4  | Gaudencia Manyanza  | 41 | +255 744 407008 |
|   |                                                       |                                 | 5  | Elizabeth Laurean   | 46 | -               |
|   |                                                       |                                 | 6  | Semeni Milele       | 28 | +255 754 510515 |
|   |                                                       |                                 | 7  | Martha Thobias      | 26 | +255 768 689559 |
|   |                                                       |                                 | 8  | Marieta Buchanja    | 63 | +255 752 176715 |
|   |                                                       |                                 | 9  | Mariam Garila       | 33 | -               |
|   |                                                       | YOUTH FEMALE:<br>16-25 YRS      | 1  | Neema Constantino   | 17 | -               |
|   |                                                       |                                 | 2  | Maria Joseph        | 17 | -               |
|   |                                                       |                                 | 3  | Suzana Masumbuko    | 18 | -               |
|   |                                                       |                                 | 4  | Joyce Mathew        | 17 | -               |
|   |                                                       |                                 | 5  | Elizabeth Makoye    | 16 | -               |
|   |                                                       |                                 | 6  | Flora John          | 18 | -               |
|   |                                                       | YOUTH MALE: 18-25 YRS           | 1  | Kapani Petro        | 24 | +255 785 045945 |
|   |                                                       |                                 | 2  | Shukurani Simon     | 18 | -               |
|   |                                                       |                                 | 3  | Daudi Madulu        | 18 | -               |
|   |                                                       |                                 | 4  | Mashamba Daniel     | 21 | +255 753 401814 |
|   |                                                       |                                 | 5  | Augustine Philemon  | 22 | +255 768 391368 |
|   |                                                       |                                 | 6  | Mariko Cosmasi      | 21 | -               |
|   |                                                       |                                 | 7  | Clement Justine     | 25 | +255 765 897416 |
|   |                                                       |                                 | 8  | Mariko Thomas       | 18 | +255 744 635811 |
|   |                                                       | CHILDREN GROUP:<br>UNDER 17 YRS | 1  | Katarina Mwenge (F) | 14 | -               |
|   |                                                       |                                 | 2  | Grace Williamu (F)  | 15 | -               |
|   |                                                       |                                 | 3  | Evania Dokta (F)    | 14 | -               |
|   |                                                       |                                 | 4  | Wile Daniel (F)     | 14 | -               |
|   |                                                       |                                 | 5  | Abel Petro (M)      | 16 | -               |
|   |                                                       |                                 | 6  | Amos Bulugu (M)     | 15 | -               |
|   |                                                       |                                 | 7  | Kurwa Makoye (M)    | 15 | -               |
|   |                                                       |                                 | 8  | William Petro (M)   | 15 | -               |
|   |                                                       |                                 | 9  | Edith Ernest (F)    | 14 | -               |
|   |                                                       |                                 | 10 | Dickson Laslaus (M) | 16 | -               |



### List of Names of Key Informants: District & Town Council Officials

| S/N | DISTRICT/TOWN             | NAME OF INFORMANT    | TITLE                                                                | PHONE NUMBER                   |
|-----|---------------------------|----------------------|----------------------------------------------------------------------|--------------------------------|
|     | BARIADI TOWN COUNCIL      | Issa Mtweve          | Agricultural Officer/TASAF Coordinator                               | +255 755 014869                |
|     |                           | Edgar Wilbert        | Community Development Officer                                        | +255 754 305705                |
|     |                           | Billwalter Mbilinyi  | Cooperative Officer                                                  | +255 763 690070                |
|     | ITILIMA DISTRICT COUNCIL  | Wambura Chacha       | Ag. District Executive Director                                      | +255 764 334533                |
|     |                           | Oswin Mlelwa         | Agricultural Officer                                                 | +255 767 327273                |
|     |                           | Felicia Mbwambo      | Social Welfare Officer                                               | +255 682 343341                |
|     |                           | Jonathan Buluba      | Community Development Officer                                        | +255 786 657038                |
|     |                           | Mateso P. Kiswanu    | Crop Officer                                                         | +255 763 141066                |
|     | MAGU DISTRICT COUNCIL     | Said Fundikira       | Ag. District Executive Director                                      | +255 784 383869                |
|     |                           | Kesa Maswaga         | District Agricultural, Irrigation and Cooperative Officer            | +255 715 347868                |
|     |                           | Philip Msangi        | Coordinator TASAF                                                    | +255 759 026549                |
|     |                           | Daniel Sangange      | Ag. District Community Development Officer                           | +255 756 822680                |
|     |                           | Johari Mwasha        | Education Officer                                                    | +255 762 931370                |
|     |                           | Erasmus Bitaruhize   | Cooperative Officer                                                  | +255 784 821777                |
|     | MISUNGWI DISTRICT COUNCIL | Silla Ntamuti        | District Agriculture, Irrigation and Cooperative Officer (DAICO)     | +255 754 244029                |
|     |                           | Revocutus B. Bulahya | District Coordinator, TASAF                                          | +255 754 928368                |
|     |                           | Gloria Buname        | TASAF                                                                | +255 759 885337                |
|     |                           | Flora D. Kuzenza     | District Hospital Matron/CHF/NHIF Coordinator                        | +255 755 844819                |
|     |                           | Azaria Sanga         | District Cotton Inspector (Tanzanian Cotton Authority)               | +255 756 556814                |
|     |                           | Lucy Sakila          | District Education Officer – Home Economy                            | +255 754 562600                |
|     | GEITA TOWN COUNCIL        | Max. S. Kamaoni      | Town Director                                                        | +255 754 362488                |
|     |                           | Mohamed Mbaraka      | Cooperative Officer                                                  | +255 752 386956                |
|     |                           | Mayunga John         | Agriculture Field Officer                                            | +255 752 816526                |
|     |                           | Alex Christopher     | Education Officer                                                    | +255 758 279192                |
|     |                           | Zengo Pole           | Youth Development Officer                                            | +255 754 889021                |
|     |                           | Hadija S. Ubuguyu    | Education Officer                                                    | +255 717 674766                |
|     |                           | Dora Mwabeza         | Cooperative Officer                                                  | +255 762 478987                |
|     |                           | Getrude Maaso        | Social Welfare Officer                                               | +255 752 944674                |
|     |                           | Wael Shaidi          | Ag. District Coordinator, TASAF                                      | +255 763 008519                |
|     | CHATO DISTRICT COUNCIL    | Eng. Joel Bahahari   | District Executive Director                                          | +255 764 769012                |
|     |                           | Faidaya Misango      | Ag. District Agriculture, Irrigation and Cooperative Officer (DAICO) | +255 755 330614                |
|     |                           | Hilda Mwarabu        | District Social Welfare Officer                                      | +255 767 276808<br>/786 299158 |
|     |                           | Richard Komba        | Advisor, TASAF                                                       | +255 784 590607                |
|     |                           | Jonathan Rwezaura    | Education Officer                                                    | +255 757 746483                |
|     |                           | Victor Ronald        | Economist                                                            | +255 753 593853                |
|     |                           | Jacob Shauri         | Agriculture Field Officer                                            | +255 756 977191                |

