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**INTERNATIONAL  
CO-OPERATIVE ALLIANCE**

**Regional Office for East and Central Africa**

**REPORT ON THE PROCEEDINGS  
OF THE ICA**

**REGIONAL WOMEN  
CO-OPERATORS SEMINAR**

**Kampala 14th - 18th January 1974**



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P R E F A C E

In 1970 the International Co-operative Alliance Office for East and Central Africa sponsored, for the first time, in the Region, several national women Co-operative seminars. Since then, some countries of the Region have carried out several women activities on their own, in an effort to try and reach more women co-operators and make them aware of the important role they can play in the running of Co-operatives. Kenya held a series of local seminars at district level, including another national one in 1971. In Tanzania, the Co-operative College, Moshi appointed two women Study Organisers to handle women programmes. In Uganda, the Department of Co-operative Development seconded a woman field officer to the Uganda Co-operative Alliance to help run women seminars.

Last year national seminars were held in each country of the region. Zambia held their first ever during that period. These national seminars were followed by a regional one which was held from 14th to 18th January, 1974. Participants to the regional seminars were selected from those who attended the national ones. The programme was also drawn as a result of priorities discussed at the national seminars, and were brought out in the deliberations and recommendations.

The regional seminar was held at the Institute of Public Administration, Kampala, Uganda. Most of the participants to this seminar were rank and file, as well as Committee members of Co-operative Societies, social workers who are in one way or another involved in women activities and a few employees of Co-operative Departments and the Movements. Subjects covered included a "General Review of Co-operative Development in the Region", "Women's Role in Co-operative Development", "Women Membership versus Co-operative Legislation", "Ways and Means of Maintaining Interest Among Women Co-operators", "Special Co-operatives Suited to Women".

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The Seminar was officially opened by the Permanent Secretary in the Ministry of Co-operatives and Marketing who, for many years was the Commissioner for Co-operative Development, on behalf of his Minister, and was therefore conversant with women problems in the Co-operative Movement. He gave much encouragement to the seminar, which greatly boosted the morale of the participants.

Before the seminar ended, the participants were honoured by an invitation to a luncheon with H.E. President Iddi Amin of Uganda. This gave the seminar good publicity and press and radio coverage throughout the country. In his address, the President said he fully supported women involvement and active participation in Co-operatives and other national development programmes, because women were usually more dedicated and hard working. He also reiterated that in Uganda, the sky was the limit for women as far as the taking up of responsibilities in any field (Co-operatives included) were concerned.

The seminar came out with recommendations emanating from the deliberations to be presented to the Commissioners and Movements for comments and necessary approval and implementation. The seminar was officially closed by Miss Elizabeth Bagaya, then Roving Ambassador in the President's Office.

It is hoped that this report will convey the feelings of the women co-operators to Co-operative leaders in the region, so that in making future development plans their recommendations may be duly taken into consideration.

D.H. Opondo (Mrs.)

MOSHI,  
JUNE, 1974.

OPENING SPEECH BY THE MINISTER OF CO-OPERATIVES  
AND MARKETING

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AT THE OPENING OF THE ICA REGIONAL SEMINAR FOR  
WOMEN CO-OPERATORS HELD AT THE INSTITUTE OF  
PUBLIC ADMINISTRATION, KAMPALA ON 14th JAN. 1974

Distinguished Delegates,

On behalf of His Excellency the President and the people of Uganda, I extend to you a warm welcome to this country and to this seminar on the Role of Women in Co-operative Development.

This seminar is the first of its kind to embrace women co-operators from East and Central Africa, and I would like to express our sincere thanks to the International Co-operative Alliance for selecting Uganda as its venue. Gatherings such as today's are rare and welcome, in that they help to strengthen the spirit of co-operation and brotherhood that exists between our countries. It is also through seminars of this nature that people, with different views and experiences, can meet and exchange them and find solutions to problems that confront them.

This seminar is particularly timely, coming as it has, when Uganda is on the threshold of her economic revolution. It is therefore a challenge to Ugandan women and particularly the co-operators, who must show to their guests the role they are playing and will continue to play in Uganda's Economic War. It should act as a stimulant to all women co-operators not only from East and Central Africa, but even further afield, to awaken them to realities, so that they can play their rightful role in the developing of their nations, alongside with the men.

I am pleased to note that the countries involved in this seminar are very well represented; this can only mean the considerable importance that our countries attach to the role played by the Co-operative Movements, particularly among women. I believe this also springs from the faith that our governments have in our women and the part they can play in the social and economic development of our countries.

Here in Uganda, the Co-operative Movement is playing a preponderant role in the economy of the country. Today, there are over 2,700 primary Co-operative Societies in Uganda at village levels which collect and buy produce from the farmers. They have a total individual membership of 800,000 heads of families. When we take into account the fact that an average family consists of four people or

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more, we find that one third of all Ugandans are in one way or another connected with the Co-operatives. The Movement therefore permeates through the entire fabric of society, and we in the Government are duty-bound to give it every encouragement, guidance and support. For this reason the Government has always, and will continue to assist its citizens to develop and improve their living standards through Co-operatives.

The Co-operative Movement is the biggest single business in the country, with an annual output of over 1,000 million shillings, and has accumulated assets to the tune of 210 million shillings. It owns the entire cotton ginning industry, and a big percentage of the coffee processing industry. The Movement is also involved in industrial undertakings. It now owns two oil mills and a soap factory. All in all, the movement handles business worth over 70% of Uganda's foreign exchange.

Here in Uganda women have always been treated on an equal footing with men, and they have been encouraged to participate in all spheres of social and economic activity.

Thus to-day we have women top administrators, an ambassador, medical consultants, university lecturers and chief magistrates. In the field of Co-operatives however, their response, although forthcoming, has not been as good as it should be. In my opinion, women should be the vanguard<sup>s</sup> of co-operation -- since they possess all the qualities needed of co-operators. Co-operation presupposes that the character of man includes some altruism and idealistic traits. It implies the existence of good in the heart of man, for co-operation of any type to succeed. It also implies a restraining influence on man's in-born weaknesses and compels him to control them and adapt himself to sacrificing selfishness for common good.

These characteristics are more abundant in women than they are in men. Women are by their nature more compassionate than men. They tend to be thrifty, careful of detail and more adaptable to situations than men. They are intimately concerned in the economics of household management, and in the indirect education of the community. The success of Co-operatives depends on the education of the youth in the principles of Co-operation. Since women have the longest contact with the youth, they are the best disciples for propagating the gospel of Co-operation.

It is true that many women participate in

Co-operatives, but this is mainly indirectly. Since over 90% of our Co-operatives are agricultural, and most of the agricultural work is done by women, their role is vital. We would however, like to see them come forward and participate in the Movement more directly by serving on Committees of Societies and Unions. The old dictum that a woman's place is in the home is outmoded. They must become more assertive and prove by their deeds that they can make a valuable contribution not only to the Co-operative Movement, but also to the entire civic life of our society.

The founding fathers of the Co-operative Law and Principals must have foreseen the role that women would play in co-operation. Co-operative Law always refers to the "person" or "member", and not "man" or "woman". This is to make it quite clear that women have equal rights with men in Co-operative Societies or Unions. They can become members, attend meetings, vote and stand for any office in the movements on an equal footing with men.

Many Societies over the world and indeed among those represented here, have women serving on their various committees. I hope it will not be an exaggeration if I state that when women attend such meetings, the business tends to be more objective than when there are only male participants.

There is a saying that behind every great man there is a great woman. In every endeavour, men need the moral and material support of women, and this is why women should not form their exclusive societies but rather should join hands with men.

Women should not isolate themselves into special women marketing, thrift or handicraft societies. They should belong to the same Societies with men and compete for leadership on an equal footing. Women are just as capable of leadership as men, and we as developing countries need to pool all our brains and ability if we are to achieve our set economic and social objectives. Wherever women prove capable, they should be elected to any office in a Society or Union provided they can perform their tasks effectively and efficiently.

You should, during your discussions, consider how the woman potential can be ushered into the economic development



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of our countries. This seminar was organized, not only to give you an opportunity to meet and exchange experiences, but also to give you an opportunity to refresh your minds on what you are required to do. It was also intended to renew and strengthen your belief in Co-operation as a way of life. The Co-operative Movement is a ladder on which a society climbs from poverty to prosperity. And since no society is full without the women-folk, the involvement of women in Co-operatives gives the full meaning to the co-operative philosophy: "All for each and each for all".

Distinguished delegates, I wish you a happy stay in Uganda. While you are here, I would urge you to take the opportunity to visit some of our institutions, game parks and other places of interest.

International Co-op. Alliance,  
11 Upper Grosvenor Street,  
LONDON,  
W1X 9PA

MJR/IR

9th January, 1974.

TO ALL PARTICIPANTS OF THE ICA REGIONAL  
SEMINAR, KAMPALA

Dear Co-operators and Friends,

When I knew I was visiting Africa on behalf of FAO and the sponsors of my tour, I was particularly pleased that it would coincide with the dates of the ICA Regional Seminar to be held in Kampala. For me this was going to be an excellent opportunity to talk with so many of you about the work you have been doing in the last three years, involving yourselves and your friends in growing co-operative movements. Unfortunately, at the last moment it became necessary for me to undergo hospital treatment before I could safely embark upon the journey and this has altered my programme and prevented me from taking part in your Seminar. I am writing these few words in the hope that they will arrive in time to be conveyed to you.

In such a short message I cannot deal with the subject on which I would have addressed you, but I would like to underline the great importance that the ICA attaches to the participation of women in all co-operative movements. Its reasoning is two-fold. First, as the largest non-Governmental organisation in the World, ICA wishes to play its part in raising the status of all people, but, in particular, it recognises that there has been some discrimination so far as women are concerned. In 1975 the United Nations will hold its International Women's Year and among its aims will be the elimination of these differences. ICA has already declared its support for this programme.

Secondly, and perhaps even more important, the whole purpose of the ICA centres around the building and strengthening of Co-operation in all forms - consumer, producer, agriculture, housing, etc; this must involve women if its aims are to succeed. Much depends on education, leadership and the ultimate willingness of the individual to take his or her responsibility. With this in mind, I convey, on behalf of the ICA and its Women's Committee, congratulations on the initiatives which

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have been taken in East and Central Africa in recent years by the staff in the Regional Office and in the National Co-operative organisations, together with the substantial help supplied by the Swedish and Norwegian Co-operative Movements. In the coming months we should be able to make an assessment of the extent to which this work has produced its effects within your countries. I feel certain that at the end of your Seminar much information will be available for us on which to plan future programmes and action.

On the question of maintaining activity among women co-operators I would make the following points:-

1. Each woman must be convinced of the need for the co-operative. Co-operation is a practical matter and therefore will only succeed if it has a practical application to and by the individual in his or her immediate surroundings.
2. If you set up women's groups, be sure you provide the atmosphere for friendship and for self-expression.
3. Once your members are confident, encourage them to take an active part in the real work of their co-operative by showing a good example yourself.
4. While ensuring that your women candidates for election to office are well prepared and adequately informed, do not make them obtain a standard which no man is normally expected to achieve. Often commonsense, born of day-to-day experience in the family and community, outweighs a lot of book-learning. In any case, a mixture of both is very valuable in running a co-operative.
5. Sometimes the best help that one woman can give, is to assist another to take her part in the Co-operative.

Much more ought to be said, but I close with wishing you a happy and interesting Seminar and great success in the work you and your families will do in the future.

Yours sincerely,

Muriel J. Russell (Mrs.)  
Secretary for Women and Youth Activities.

## THE ROLE OF WOMEN IN CO-OPERATIVE DEVELOPMENT

Presentation by Diana Opondo

Between October and December, 1973, the I.C.A. Regional Office for East and Central Africa, in conjunction with the various national apex organizations, conducted a series of national seminars organized for women co-operative leaders of each country of the region. As you are aware, practically all of you attending this regional seminar participated in one of the national ones referred to above.

You will recall that the theme of the national seminar was either the "The Role of Women in Co-operative Development" or, "Increased Women Participation in the Running of Co-operatives". At these seminars, the need for increased women participation and involvement as a means of achieving a break-through, in the current efforts towards increased efficiency in the performance of Co-operatives was recognized and emphasized. So was the women's role in helping Co-operatives achieve "Better Living" standards discussed in great detail.

Various national leaders who officially opened or closed these seminars stressed the women's vital role, not only in Co-operatives, but also increasingly in the general national development programmes. Many of them reminded participants that it was up to them to rise and begin to play their role, instead of waiting, as many appeared to do, for the men to give them formal "permission", before they can carry out certain national building tasks which are well within their sphere of influence. These statements were reassuring to the participants, as well as being a source of encouragement.

As one of the outcomes of these seminars, various recommendations and resolutions were made, which covered practically all the aspects of the subject of increased women participation in Co-operative Development. Some of these views are likely to be raised again at this regional seminar, especially during the final evaluation stage. It is hoped however, that the present Kampala seminar will come up with recommendations based on an appraisal of problems from a regional view-point.

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Although the theme of the regional seminar continues to be the same as that for the national ones referred to above, i.e. the "Role of Women in Co-operative Development", it is hoped that besides exchanging experiences, the participants will devote their attention to finding practical solutions to problems hindering the achievement of the objectives and aspirations which have been expressed by women co-operators of the region at the various seminars that have been organized over the past four years.

One of the urgent questions currently being asked, is what practical steps to take next, to maintain and foster the considerable interest and enthusiasm which has been aroused in women co-operators through the series of seminar activities that have culminated in the present regional get-together. The current series of national and regional women seminars have provided useful forums for awakening the women and educating them in their rights and responsibilities. But they are not an end in themselves, and cannot therefore be regarded as a regular and continuing aspect of Co-operative Development programmes.

The one exception here would appear to be the current development of a series of local seminars at regional, district and even at the grassroots level in the villages, which each country has spontaneously embarked upon, and through which large numbers of ordinary women co-operators in the villages are being reached and exposed to educational programmes on development. Each of the countries of the region recently opted (for a national seminar on a topic of their own choice), to spend the money available in the current I.C.A. Regional Office's Educational Budget, on grassroots level programmes on women education.

Moreover, at its recent Annual General Meeting, the Co-operative Union of Tanganyika urged all its regional Co-operative Unions to include a vote for Women Co-operators' educational programmes in their respective Budgets. This type of initiative is indicative of a desire to meet a felt need, and the I.C.A. Regional Office feels encouraged to seek further financial assistance to support and co-ordinate this important work.

Turning back to the question of the type of institutional forums which should be established for the purpose of maintaining and fostering interest and activity among women co-operators, it is hoped that the seminar will apply itself seriously to this urgent and important issue. It is important to note here that several women institutions already exist in each country, both social and political, and all with the primary objective of serving the interests of the women.

Yet it is felt that if women co-operators believe, as I do, that they have a specific contribution to make to general national development through Co-operatives, then they need to consider how best to achieve their objectives in a more systematic and effective manner, whilst at the same time maintaining their identity as co-operators.

But, is it really the setting up of institutionalized forums such as Women's Guilds, which have been developed in the industrialized countries of the world, which we need at this stage of development in our respective countries? Are we not likely to succeed better in our efforts to maintain interest and activity among our members, by finding productive occupations which we could pursue together for our mutual benefit, and have these registered as special women Co-operatives?

In practically every village you visit among the African Communities, you find women engaged in some form of handicrafts or cottage industries such as: basket making, pottery, knitting, weaving, dressmaking etc. With a bit of organization and co-ordination, including improved skills, these part-time occupations could be turned into definite sources of additional income, which is much needed for improving living standards as already emphasized above.

Later in the week we will have an opportunity to discuss the various types of Co-operatives that should be promoted specifically for the women. I hope that as a result of that survey we will be able to carry back home with us, some possible areas of co-operation, which we will be able to pursue by involving our fellow women who have not had the benefit of this broadened outlook.

In conclusion, I wish to end by emphasizing once again that as mothers and housewives, the greatest part of our contribution to Co-operative development lies in our efforts to assist the Movements achieve "Better Living" standards for their members. The attached Notes, which have been discussed at the national seminars, show clearly those aspects of our homes and living conditions which urgently call for improvements. It is also hoped that the lecture during the seminar week, by a specialist on social problems, will give further enlightenment on this important subject.

What is now needed is to decide on the type of "action groups" or institutionalized forums to be promoted, through which we may be able to maintain interest and activity among women co-operators, and through which to achieve some of the objectives and aspirations which have been repeatedly expressed at the seminars in which we have occasionally participated.

TOPICS FOR GROUP DISCUSSION ON THE ROLE OF WOMEN  
IN CO-OPERATIVE DEVELOPMENT

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1. What have the seminars that have been conducted in your countries for women co-operators achieved so far?
2. Do you consider that these should be continued? If so, give reasons.
3. What is your assessment of the coverage and effectiveness of the series of grassroots seminar programmes currently being conducted in the countries of the region? Please suggest ways by which this work can be improved and intensified.
4. What institutional forums do you recommend for maintaining and fostering activity among women co-operators?
5. If in Question 4 above you recommend organizations other than registered Co-operative Societies, what should the relationship between such exclusively women co-operators organization and other existing women organs for development be?

GROUP REPORT ON THE ROLE OF  
WOMEN IN CO-OPERATIVE DEVELOPMENT

GROUP A:

Miss C. Chemirmir	-	Chairman
Miss S. Sali	-	Secretary
Mrs. N. Nangendo	-	Member
Miss C. Nyakato	-	"
Mrs. A. Owor	-	"
Mrs. E. Matongo	-	"
Miss L. Bomett	-	"
Miss P. Kiwanuka	-	"

1. (a) There were more women members in Co-operatives and increasing number were being elected to senior and important posts as a result of seminars organised for women co-operators.
- (b) Women had joined and formed Handicraft Co-operatives. They had also been involved in many self-help projects that had been organised purely by women, like changing of temporary mud houses into semi-permanent dwellings with iron roofs. In Tanzania; ever since the spirit of co-operation was first introduced, women had now been granted monopoly over the sale of 'khangas' and 'vitenges'.
2. Women seminar activities should continue, but more at the grassroots level. More women could easily be reached by conducting seminars at district and village levels. Co-operative education for the youth should also be encouraged.  
  
National and regional seminars should also continue, as they also provided opportunities for exchange of ideas. These seminars could also help in educating leaders who would go back to their areas and enlighten other women.
3. The group felt that the publicity that women activities had received was not enough because most seminars so far have been organised at national levels, and in some cases only the odd woman had got a chance to attend. In this way she could not effectively spread the message to the others.



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To ensure that women education received enough publicity, seminars should be started from the grassroots level upwards, i.e. start with village seminars, then district, then provincial, after which national seminars would be organised, ending up probably at international levels where necessary. Co-operative Societies should be involved as much as possible, in the selection of participants to seminars. In this way they would be able to participate in the preparation of seminar programmes and content.

4. Women clubs or organisations, existing Co-operative Societies and religious bodies should be used, where possible in reaching women co-operators.
5. The Co-operative idea should also be spread to non-registered women organisations, so as to inform and educate them on how they could benefit when they work together.

GROUP B:

Mrs. Bitamba	- Chairman
Mrs. Z. Meghji	- Secretary
Mrs. M. Mshilla	- Member
Mrs. E. Mumbi	- "
Miss R. Sembajjwe	- "
Miss A. Ntilla	- "
Mrs. M. Nakubaya	- "

The group had the following comments to make on the subject:

1. (a) The seminars which had been conducted had helped very much to educate women on Co-operatives.
- (b) Some seminars had been held in the local areas and participants to national seminars had helped to educate others in their home areas.
- (c) Many Societies had cropped up as a result of these seminars such as: Savings and Credit Co-operatives, Handicraft Societies, and Poultry Societies, mainly for women. Women had also engaged themselves in home improvement schemes by working together and earning money to help put iron roofs on their houses to replace the traditional grass thatch roofs.

2. Seminar activities to be continued for the following reasons:-
- (a) The Co-operative idea should be spread to those who had not yet had a chance to attend the previous seminars.
  - (b) These seminars provide opportunities for women to meet and educate each other by means of exchange of ideas, so that they can learn from others' experiences.
  - (c) The seminars have enabled women to share experiences on achievements as well as failures in their co-operative endeavours.
3. It was the feeling of the group that seminars should be organised more at the grassroots level, in the villages. It was felt that the village woman was the one who needed help most, and therefore should be reached and given assistance.

The grassroots work could be intensified by making use of the resources of the Community Social workers, so that they could help with Co-operative education in the course of their duties.

It was also felt that Co-operative Officers, and other field workers should make use of women who had attended these seminars to give talks to women co-operators. This would encourage those who had been unable to reach other women due to lack of transport.

4. Forums that could be used to foster and maintain interest among women co-operators are:

Women Organisations in Ujamaa Villages  
(Tanzania Community Development workers)

Existing Co-operative Societies.

5. The relationship between the Co-operatives and women organisations which are not Co-operatives should be one that provides a dialogue between the two so that the Co-operative idea would be spread to other women bodies.

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GROUP C:

Mrs. Judy Chemirmir	-	Chairman
Miss Regina Lukwanda	-	Secretary
Mrs. V.M. Ngahisyoha	-	Member
Miss Elizabeth Maro	-	"
Mrs. S. Muthama	-	"
Miss B. Nakitto	-	"
Miss B. Mawani	-	"

1. The achievements of the seminars already conducted were:-
  - (a) They created an awareness in women co-operators of the important role they could play in their Co-operatives, and the need for their increased participation.
  - (b) The seminars provided a good forum for leaders to come together and share experiences.
  - (c) The outcome of the seminars was seen in the formation of more new women groups in the different countries of the region.
2. More seminars should be organised because they would help in analysing women's achievements rather than mere theoretical talk. The group strongly recommended that future seminars be geared to solving problems experienced by women in the Co-operatives, after trying out some solutions recommended in the previous seminars.
3. (a) The grassroots level seminars would have had far reaching effects had there been proper follow-up by the Co-operative leaders. This was now lacking and every encouragement needed to be given to the existing women members who had attended various courses, by leaders in the Co-operative movement,
  - (b) The group recommended that registration of women groups should be encouraged so that they too could enjoy the benefits of attainment of legal recognition.

4. Where women organisations existed, they should be used for spreading the co-operative idea, and possibly have special Co-operatives registered for them. The existing Co-operatives should however be used by women co-operators as much as possible.
5. (a) Co-ordination with other institutional forums for women should be encouraged, but fear was expressed that if too many facilities for other organisations were exploited, Co-operatives would lose their identity and possibly deviate from the principles.
- (b) While encouraging women's full participation in Co-operatives, the same effort must be made to discourage men's scepticism on the ability of women.

GROUP D:

Mrs. B. Wanyonyi	-	Chairman
Miss M. Mawanga	-	Secretary
Mrs. C. Tarimo	-	Member
Miss K. Joel	-	"
Mrs. A. Odhong'	-	"
Miss J. Bagarukayo	-	"
Miss P. Nazziwa	-	"
Miss I. Nabumba	-	"

1. The effects of the seminars were considered to be as follows:-
  - (a) Women who attended these seminars were able to realise the important role they could play in nation-building, as well as in co-operative development.
  - (b) Women who had attended these seminars in Kenya had gone home and started self-help groups for promotion of pottery industries, as well as joint action in financing improvements to houses.

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2. Such seminars should be continued, with emphasis placed on seminars at grassroots level because the majority of women lived in the rural areas.
3. (a) Grassroots seminars had been very effective, wherever they had been run, but there was still room for improvement and intensification.  
(b) One area of improvement was for the promoters of women programmes to be properly trained in the techniques of adult education and even more, on Co-operation, so as to better equip them for the job.
4. The institutional forums for maintaining and fostering activity among women co-operators could be:-
  - (a) The existing Co-operative societies.
  - (b) Community Development Clubs.
  - (c) Other women's organisations like MAENDELEO ya Wanawake.
5. Collaboration should be established with institutions that were not Co-operatives with a view to informing them about Co-operatives, and encouraging them to form and join Co-operatives.

In those Co-operatives where men and women were members, study groups for women should be formed, through which women could be exposed to education in the social subjects such as "Better Living".

SUMMARY REPORT ON PLENARY SESSION ON  
"THE ROLE OF WOMEN IN CO-OPERATIVE DEVELOPMENT"

Mrs. Z. Meghji - Chairman  
 Mrs. D.H. Opondo - Secretary

The seminar felt that if interest was to be maintained and fostered among women co-operators, the first thing ICA Regional Office ought to do was to train the trainers who would in turn carry out the work. It was therefore suggested that each country should sit and produce their own recommendations.

KENYA:

The Kenyan delegates felt that if women educational programmes were to be maintained in the region, the following should be done:-

- (a) ICA Regional Office to employ a Training Officer to be responsible for women programmes.
- (b) Kenya National Federation of Co-operatives should also employ a woman to co-ordinate women educational work in the country.
- (c) Co-operative Unions should also be encouraged to run courses and seminars for women and they would be assisted by the Officer at the national level.

TANZANIA:

Tanzanian delegates recommended the following:

- (a) Training of women should start at the regional level. This training to be conducted by women study organisers at the Co-operative College, Moshi, in conjunction with C.U.T.
- (b) After (a) above, then training to be conducted at the district level by those who were trained at the regional level, who would mainly be U.W.T. regional secretaries, and they should do the training together with Ujamaa and Co-operative Development Officers and Union Education and Publicity Officers.

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- (c) To reach the grassroots level, training and education would be conducted at ward/village levels. This to be carried out by the district U.W.T. secretaries and Ujamaa and Co-operative Development Officers and Union Education and Publicity Officers.

UGANDA:

The Uganda delegates made the following recommendations:

- (a) An extensive training should be organised at the national level for two to three women leaders from every district, depending on the size of the district. These leaders must be people who are ready to sacrifice their time to help in training others when they go back home. It is therefore important that selection be done with care.
- (b) Those trained as in (a) above would go back and train others at district level.
- (c) Then those trained at district level would go and train leaders in their countries.
- (d) Then the villages would be reached by those trained at the countries. They would go and gather women in the villages and educate them, thus the order of training would be as follows:-
1. Training at the national level
  2. Training at the district level
  3. Training at the county level
  4. Training at the sub-county level
  5. Village Training at the village level

ZAMBIA:

The Zambian delegates made the following recommendations:

- (a) Every union should have a woman educationist or woman study organiser. She would be responsible for women educational programmes in the province.
- (b) The Zambia Co-operative Federation should have a woman officer whose duty would be to co-ordinate all women programmes in conjunction with the officers at the unions. She will also be in charge of all women educational activities at the national level.

REVIEW OF CO-OPERATIVE DEVELOPMENT IN THE  
EAST AND CENTRAL AFRICA REGION

By: Dan J. Nyanjom, Regional Director.

During the British colonial rule in Eastern Africa, Co-operation only began to be promoted as Government policy after the Second World War. Even then, it was given half hearted treatment, with emphasis being placed almost exclusively on the promotion of agricultural Co-operatives to handle the processing and marketing of those cash crops which Africans were permitted and encouraged to grow in the rural areas. In those countries where there was large-scale farming by European settlers, such as was the case in Kenya and Tanzania, large country-wide Co-operatives were established exclusively for white membership.

From the time of political Independence in the early sixties, the newly emerging African governments in Eastern Africa have been quick to recognise the vital role of Co-operatives as a tool for channelling the efforts of the masses, especially among the rural peasantry; and also as a means of passing development assistance to them, in order to achieve a more effective contribution from them in the various national development programmes. Since Independence, specific Ministries have been created to look after Co-operative development in each of the East African countries, which is further evidence of the importance attached to Co-operatives by the African governments.

Comprehensive Co-operative development plans have been drawn up, which aim basically at embracing all aspects of the movement, and at providing increased services to members through a broad-based multi-functional Co-operative at the primary society level. This has entailed in many cases a reorganisation exercise, in which the structure of the movements has had to be re-shaped to fit in with the growing needs of the members in the rapidly changing and expanding economic life of the various countries.

Another important aspect in the development of the Movements of the Region has been the urgent need to shape the Co-operatives into efficient and effective tools. The widespread lack of basic honesty and business "know-how" in the management of Co-operative Societies has manifested itself through various malpractices, which have unfortunately hindered the



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successful growth of Co-operatives, and even tended to create doubts in the minds of the authorities, as to the ability of the Societies, to effectively achieve their declared objectives and fulfill their role in the urgent national development programmes. As a result, various measures of disciplinary action involving stricter supervision and control have had to be introduced in the legislation.

Also, as a long term solution to the lack of managerial efficiency, ambitious programmes of Co-operative education and training have been launched by each country, with a national college providing high level training skills. Member education and Committeemen training programmes are being extensively conducted throughout the Region, jointly by the government departments, the movements and the national colleges. It is in this great task of member education and committeemen training that the ICA Regional Office has, since its inception four years ago, been able to make its small contribution, by assisting with the training of those responsible for carrying out the educational programmes in the field. For example, during the period under review, the Regional Office has assisted with the development of the Co-operative Education and Publicity Officers (CEPO) system, and today, trained CEPO's are in charge of the Education Sections of District/Regional Co-operative Unions throughout the Region.

Right from the time it was established in 1969, the ICA Regional Office began to concern itself with the role of women in Co-operative development. As a result of consultations with local leaders, it soon became apparent that the objective of a total break-through with managerial efficiency resulting in improved and increased services to members, especially in the agricultural Co-operatives, could not be achieved without involving the womenfolk, and increasing their participation and contribution in the running of the Societies. As has repeatedly been stated and generally accepted, it is the women who till the land and harvest and deliver the produce to the village Co-operative for processing and marketing. Any efforts therefore to improve the yields and quality in the production, processing and marketing systems cannot fully succeed without their involvement.

In an effort to create an awareness among the women, of the important role which they should play in Co-operatives as well as other national development programmes, a series of special educational activities have been organised for them around the Region, beginning with six national seminars within East Africa during 1970. A repetition of the national seminars during 1973, has resulted in the regional one currently being held in Kampala. These efforts have been rewarding, and Co-operative leaders around the Region are urging for intensification of women activities. I trust you will rise to the occasion and meet the challenge by taking up your rightful places alongside the men in the promotion of Co-operatives as well as in nation-building generally.

WOMEN PARTICIPATION - VERSUS CO-OPERATIVE  
LEGISLATION

By: E. Maro (Miss) - Lecturer, Co-operative  
College, Moshi, Tanzania.

With the increased importance of Co-operatives in the region, the need to involve women is obvious. Politicians and leaders of Co-operatives have made it their daily song "We want our women to get more involved in Co-operatives, we want our women to produce through co-operatives, we want...we want.... we want.... Women responded as evidenced by the number of seminars and resolutions passed in various national seminars. What remains now is implementation of the resolutions and it is at this stage that obstacles were revealed, some of which have a bearing on the existing laws, whether Co-operative or otherwise.

An examination of the existing laws is essential in order to bring out the existing obstacles if any, then let the seminar make strong recommendations which will be acted upon by the relevant authorities. Note should be taken that the paper focuses mainly on three types of Societies namely: Marketing, Consumer and Savings and Credit which the writer considers more important.

It is an accepted fact that, in order to enable one to participate fully, that person must be allowed to be a member. For some types of Societies, it is still a dream to admit women to membership. Perhaps it is important to know what it means to be a member of a Co-operative Society.

By virtue of being a member one enjoys certain rights as well as liabilities. These rights are: To attend general meetings and to vote at those meetings. Here it is important to mention that the supreme authority of a given society is vested in the general meeting. All policies, all matters affecting the society are discussed and decided by the members in their general meetings. Thus to be a member, means a lot. A member also has a right of voting as well as being elected to the Committee and sharing surpluses if any. When the need arises, too, a member has to shoulder the liabilities of the society. In short, the very existence and therefore development of a society is seen through the member.

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In most cases it happens that the husband is unable to attend the society's meetings especially when he is working away from his home area. As a result, his votes and therefore participation in the society's affairs is wasted. Although the co-operative law does not debar non-members from attending general meetings, they can only do so as observers, without the right of voting. This is where it becomes important to involve the woman. A word of thanks goes to ICA for offering Women this forum to discuss the implications of existing laws on women. But it is submitted that this very fact must not be used as an excuse for not doing countless other things through Co-operatives.

Attention is now drawn to specific provisions in the Co-operative legislation plus any related laws as regards the issue of membership.

MARKETING SOCIETIES:

These dominate the rural areas. For marketing societies it is a requirement that one has to be a "native bona fide farmer or agricultural producer or a farmer who occupies land". There is nothing in that requirement which suggests that the producer or occupier is necessarily the owner of the land. Unfortunately throughout history the requirement has acquired an interpretation which does not give room for those who do not own land to become members. Consequently women for most part of Africa being unable to own land, are automatically excluded from being members. Should things be left as they are undisturbed? This will not be fair to the everyday cry of DEVELOPMENT. The laws must be made more flexible to allow room for other family members. It must be born in mind that the intention is not to disturb family laws or traditional concepts about land etc. For this reason, it is submitted that the wife be allowed to be an alternative member to her husband. That is, introduce the idea of family membership. It must be understood clearly that the woman will not be able to exercise full rights unless the husband gives consent nor will she be able if the husband is also exercising the same rights. I have in mind situations whereby both the husband and the wife are within the locality of the society. If the husband insists on participating then we come back to square one. But where the husband allows her to represent the family vote then no problem arises. Note is also taken where a husband could allow the wife to participate up to a certain

stage - say when it comes to distribution of surpluses he takes over. Whenever possible, the co-operative legislation should try not to interfere with family affairs like who takes care of money etc. This should be left to the individuals concerned.

It is submitted further that a different approach be taken for polygamous unions where a separate ~~'shamba is given to each wife. Here separate~~ membership could be allowed for each individual wife. However fear is expressed that husbands may react in such a manner that we, as co-operators may fail to achieve our aim. For this reason, it is necessary to have the greenlight of the husbands on the issue.

As far as marketing societies are concerned, the idea of involving the woman legally is not very promising because the husband's consent must be sought. Should the husband withhold the consent, the Co-operative Legislation cannot be of any help for to attempt such, will be beyond its scope.

#### CONSUMER SOCIETIES:

Here the main requirement apart from age is that the member must be residing within the trading area of the society. Here there are no restrictions that would debar the women from becoming a member. A submission is made that separate men's membership as pointed out earlier could be an idea but why not allow the women alone? Who does most of the shopping for the home? As far as possible, let the woman be the member. She is the one who can be a better authority on certain commodities for she visits a number of shops than men who are always in a hurry. The experience she acquires from various shops can be very useful for improvement of the Consumer Shop.

#### SAVINGS AND CREDIT SOCIETIES:

Here, if the women can satisfy the requirements of common bond, there are no restrictions as such. Both the husband and the wife can maintain separate accounts and therefore membership and in fact the idea is greatly supported. Problems may arise when only one of the spouses can save, as in a case where only the husband is working and therefore able to save a bit. The issue

\*'shamba' - land

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of common bond will automatically exclude the woman. To forget the idea of common bond and insist on family membership will be absurd. The wife will not be allowed to exercise certain rights for instance borrowing without the consent of the husband. Fears are expressed that to insist on family membership may bring misunderstandings, not only in the homes but also aims of the co-operative will be misunderstood. The question of money is a very sensitive issue of which settlement has to come from home. The machinery provided for settling disputes within co-operatives is limited to disputes that are within the scope of co-operatives.

CONCLUSION:

From the above analysis, it does not look very promising that amending the existing laws alone will carry us very far. Are we going to sit at home and forget about co-operatives because of the existence of obstacles in certain types of co-operatives? We must not declare ourselves failures for this will be a great shame not only to ourselves but to our nations. In these years of struggle, we must also struggle to prove to the world that we can do something. I am of the opinion that we have done too much talking - it is high time we got started. There is a whole world of things to be done through co-operatives ranging from Poultry-keeping, Tailoring, Weaving, etc. Already there is enough machinery at national level to initiate this, e.g. "Umoja wa Wanawake wa Tanzania" in Tanzania and its counterparts in other countries. If we can prove good in these areas, we can also convince our husbands and therefore Commissioners/Registrars that we can be members in the societies presently giving us headache. What can be done today, let it be done, things which need history to change them should not prevent us from developing.

History is already taking shape in some parts of the region. Attention is drawn to Ujamaa Villages registered as Co-operatives in Tanzania. To be a member in these Villages means to be a member of a Co-operative Society directly. The question of whether one is so and so's wife does not arise. But how many women are in these villages so far? No statistics are available but it is evident that the majority in Tanzania are not yet members.

GROUP REPORTS ON WOMEN PARTICIPATION VERSUS  
CO-OPERATIVE LEGISLATION

GROUP A:

Mrs. E. Matongo	-	Chairman
Miss C. Nyakato	-	Secretary
Mrs. A. Owor	-	Members
Miss L. Bommet		
Miss S. Sali		
Miss C. Chemirmir		
Mrs. J. Chemirmir		

1. Family Membership in Marketing Co-operatives:

- (a) The Group felt strongly that the existing by-laws should be amended, so that women could be given more opportunities for participating in Co-operatives.
- (b) Land ownership - The by-laws should be amended so that the occupants of the land, even if they were two or more, should all be registered as members of the Co-operatives. This would help the women become active members.

N.B. Kenya's Co-operative Societies Act of 1966, Part IV Act 14, Section 1 B - revised in 1967 should be referred to in connection with the above.

2. Consumer Societies:

The Group recommended that women should be allowed to be members as they were mostly the ones who patronised the Consumer shops.

3. Savings & Credit Societies:

The Group recommended that separate accounts be encouraged, but where this proved difficult then each family should decide for itself what to do.

- 4. There was a case for promoting certain special types of Co-operatives for women, under a deliberate government policy to encourage and support them. The Group concluded that whilst waiting for laws to be changed to establish the legal rights of women, it was important that education and training programmes be intensified.

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GROUP B:

Mrs. Bitamba - Chairman  
 Mrs. Z. Meghji - Secretary  
 Mrs. M. Mshilla - Members  
 Mrs. B. Mansur  
 Mrs. M. Nakubaya  
 Miss A. Ntilla  
 Mrs. E. Mumbi  
 Miss R. Sembajjwe

The Group felt that it was not necessary to wait for the laws to be changed. There was need to encourage the co-operative spirit right from the homes between wife, husband and children. If the men chose to make their own laws and women obeyed them all the time, this would inevitably keep the women behind.

Also, those who were lucky to join the Co-operatives, should put into practice whatever they were able to learn so as to attract their less fortunate colleagues to also join the co-operatives.

Education should be from home for both men and women, carried out from the villages first and then to towns. Whenever an opportunity presented itself for women to work in groups this should be encouraged. They should also be encouraged to learn thrift and wise borrowing habits.

CONCLUSION:

Where it is realised that the existing laws and family relationships prevented women from participating in agricultural co-operatives, this should not hinder women from starting different Co-operative activities as already discussed above.

GROUP C: -

Miss E. Maro - Chairman  
 Miss R. Lukwanda - Secretary  
 Miss V.N. Ngahisyoha - Members  
 Mrs. S. Muthama  
 Miss B. Nakitto  
 Miss B. Mawani

How to achieve full participation:

- (a) The national apex organisations should spear-head development in this field.
- (b) Women should be encouraged to form co-operatives that do not interfere with man's legal rights such as Handicrafts, Poultry, etc.
- (c) Women should be encouraged to become members of Consumers Co-operatives as far as possible. Special reference was made to Uganda where in some places traditionally women do not shop for the family, but men.
- (d) Where no women groups existed, these should be encouraged so that through them the Co-operative idea may be spread.

GROUP D:

Mrs. B. Wanyonyi - Chairman  
 Miss M. Mawanga - Secretary  
 Mrs. C. Tarimo - Member  
 Miss K. Joel  
 Mrs. A. Odhong'  
 Miss J. Bagarukayo  
 Miss P. Nazziwa  
 Miss I. Nabumba

The group felt that women were not participating as fully as they should in agricultural marketing societies, because legislation regarding these co-operatives restricted membership to only those who owned land. In most cases in the African countries, it was the men who owned land, and they were the ones who therefore qualified for membership. This automatically eliminated the women from legal participation.



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The group therefore recommended that legislation be amended to allow joint or family membership. This would allow many of the women who had to stay at home and look after the family farm and deliver produce to the societies, while the men go to urban areas to look for employment, to play a more active role in the name of the family.

It was also felt that women needed greater initiative in exploring possibilities of forming new Co-operatives for some of their occupations such as: Handicrafts, Poultry-keeping, Dress-making, etc. They should not be content with merely waiting for the laws to be amended. Also, they should be encouraged to join Societies like Savings and Credit, Consumers, where the law does not discriminate against them.

SUMMARY OF PLENARY DISCUSSION ON WOMEN  
PARTICIPATION VERSUS CO-OPERATIVE LEGISLATION

Chairman - Miss E.T. Maro  
Rapporteur - Mrs. D.H. Opondo

Women Membership in the existing Co-operatives:

The seminar felt that where women could not join the existing Marketing Co-operatives, they should try and do something else like:

- (a) Form women groups and work out educational programmes for wives of members, who were in fact the actual producers. Training should be on co-operative principles and practice as well as other social subjects according to the needs.
- (b) Form or join existing Co-operatives like, Consumers, Savings and Credit, Handicrafts, Poultry-keeping, or any other type that the group might wish to start.

Membership campaigns for these societies which women could easily join, to be intensified so that more women join Co-operatives.

Existing Legislation:

The seminar felt that the existing co-operative laws had restricted the membership of women in the Agricultural Marketing Co-operatives. It expressed a view that as far as possible, the laws be amended to allow for family, or joint membership. In this way those women allowed by their husbands to join the Societies on behalf of the family could participate more fully. In cases where the husbands were working away from home, the women could automatically represent the interests of the family in the Co-operatives.

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Panel of Leaders of Co-operative Development

Ways of Maintaining Activity among Women  
Co-operators

- Chairman: Mr. P. Kwebiha - Permanent Secretary  
Ministry of Co-operatives  
and Marketing.
- Panel: Mr. R. Edyangu - Deputy Commissioner for  
Co-operative Development
- Mr. D.J. Nyanjom - Regional Director, ICA
- Mr. Mulindi - Asst. Commissioner for  
Co-operative Development
- Mr. Tibamwenda - Co-operative Officer.

Discussion in this session was introduced by Mr. Nyanjom, who informed the panel and the participants that this session was to have been chaired by Mrs. M. Russell from ICA London Office, who unfortunately could not come due to health reasons. It had therefore been decided to invite Co-operative leaders from Uganda to have an open discussion on the above subject with the participants, with a view to finding solutions to some of the present problems relating to women activities in Co-operatives.

Miss Maro who spoke first on behalf of the women said that there was need to intensify Educational programmes for women.

Mrs. Z. Meghji added that there must be a deliberate effort to encourage the promotion of women training personnel, with specific women programmes at all levels. Co-operative Education and Publicity Officers, Co-operative Officers (Education), Education and Training Sections of Departmental headquarters and apex organisations.

Discussion went on further to say that there was a need to amend the By-laws to allow for family membership in Agricultural and Consumer Co-operatives, in order to give latitude to women to operate more actively in the Society. In polygamous homes, each wife should be allowed to be a member in her own right.

After lengthy deliberations, the Chairman acceded to the fact of the need to amend the By-laws, as a direct means of improving women participation.

In further pursuance of ways and means of maintaining activity among women co-operators, the urgent need for a deliberate training programmes under women training officers was emphasized.

Next, the various types of practical activities that could be pursued by the women was also considered. Problems of management and market facilities have made many Women Co-operatives fail. Co-operative Departments should have deliberate policy to encourage special Women Co-operatives and assist their development.

A further point made was that all Commissioners and Chief Executives of Apex organisations should pursue recommendations made at the seminar.

Also, that appointment be made of a Woman Training Officer to be based at ICA Regional Office, Moshi to handle women activities in the Region.

WOMAN'S ROLE AS HOUSEWIFE AND MOTHER

By: Mrs. Pumla E. Kisosonkole

The topic as it stands is quite useless as a subject for a paper, or even for discussion. All of us here present know only too well the role of a housewife and mother. It would be presumptuous on my part to attempt to give you an address on it.

When handling this topic I tried to decide what was expected of me and of us all here, by the Committee which arranged this time-table, and I came to the conclusion that it must be one of two things.

1. To remind ourselves of one of the roles expected of us because we are by biology and expectation of the stuff of which a housewife and a mother are made.
2. Because a housewife or a mother, but especially a combination of both, are basically home-makers, and therefore form the smallest of co-operative unions.

Let me first dispose of a word that I hate, and that is "housewife". This term is used very much by men and women alike and in some cases it has derogative insinuations. In the first instance when a girl marries she does not marry a house, but a man that she has chosen. How come then that she becomes the wife of the house rather than of the man? Secondly because tradition dictates that the woman's share of married life is that of doing housekeeping and even farming without a wage, this job of hers has come to be looked down upon, she herself taking it as a chore since there is no apparent remuneration attached to it, and by others as a life-long bind to keep the woman behind closed doors. You all know the terrific struggle she exerts in order to come out of those closed doors. I well remember when I retired from public life, one woman was asked by a male friend "What is Mrs. Kisosonkole doing these days?" The reply from one of my sex was "She is only a housewife!" thus attempting to put me back into those chains and closing the doors behind me.

3. Of the younger generations there are some men who are emancipated enough to want to share the duties in the house with their young wives. Nothing thrills me so much as seeing a young husband coping with diapers and feeding bottles, and putting the children to sleep while the young mother takes the car and goes to Makerere or the National Teachers College in order to attend lectures

to enable herself to earn her degree or her teachers' diploma. I am thankful that I have lived long enough to see this age come in. It is called the age of unisex, where the boy dresses like his sister and she dresses like him, where of two people coming down the road you cannot tell husband from wife, and my hope, when I see them, is that they see themselves in their home also as partners who are alike, who are sharing alike the slice of cake as well as the difficult times of housekeeping. If there are some of you here who are in this category please know that you have my blessing. At the same time I am thankful for those of us who cannot get comfortably into jeans, and thus keep up our image of a good female figure as expected by our generation. What then can we call our young fathers who share the home-making? Are they also housewives?

I hope now that I have dealt a death blow to the hateful word "housewife" and from now on I shall be talking of "home-makers".

I have precipitately got on to the next part of this paper which is the role of home-makers. I have pointed out that I do not know what was in the minds of the Committee when they assigned this topic to me. If it was to remind ourselves that our traditional duties are in the home and therefore we must keep ourselves housebound, then I am afraid they have asked the wrong person to handle this topic. I am a great believer in home-making and I think that throughout the generations women have done this job fairly well; although now that men are going into this field it remains to be seen whether it can still be said that women are the best home-makers. I want here to relate to you an instance which both amused and infuriated me. A few years back I was invited to attend a conference for women in one African country. The Minister who opened the conference sang high praises of women, and the conclusion to his beautiful speech was that women should keep their place in the home, and should not bother themselves with such things as politics which have nothing to do with them, and which should be kept outside their sphere of daily lives. The whole room was filled with boos from the women from different parts of Africa. The Minister could not have failed to hear these noises for he ended his speech by telling us that he had news which he was sure would please us. The good news was that he had received word that a certain African country was sending out a Deputy Minister who was a woman, to visit our host country. He was very happy because he would personally conduct this distinguished guest and he was sure that the women would rejoice and

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welcome the guest very well, because she is an example of what women can do for themselves!

It is no wonder that I steer clear of anything which defines the duties of a woman as that of a "housewife" with no prospects of anything outside that sphere, apart from being a mother. It is no wonder that you here have kicked up your heels, as the English expression goes, and taken the plunge to do other things which need doing. It is no wonder that the young girls are taking the decision to marry young, and continue with their studies after marriage. It is no wonder that women are going into public life as businesswomen, traders, teachers, professors, Members of Parliament, Prime Ministers, doctors, nurses, pharmacists, Mayors, and just about every branch of public life. It is no wonder that women in our country areas are joining women's organisations to enable them to improve their status in the home, as well as to take part in activities of the whole world and beyond. Do you remember the Russian woman who was the first one to go into space? My 9 year-old granddaughter, as part of her recent birthday celebrations took time off the children's games to instruct her friends about "Kahoutek", the comet which has so recently provided excitement as it appeared at sunset in our Western skies. Is this a girl who will allow herself to be put in the kitchen and the door bolted after her?

Let me quote you a few examples of what women, wives and mothers, are doing all over the world, as well as in East Africa. At random I picked up an old copy of Drum, and among the pages was "Tanzania's Great Wedding Debate" with pictures showing a beautiful young bride and her bridegroom, and another showing women, mostly wives and mothers, carrying placards apparently demonstrating, and the caption to the picture is: The women of Dar go into action. One placard proclaims "One man one wife: polygamy should be condemned".

In the same issue are two advertisements for "Ambi" and for "Rexona toilet Soap". Are these the women who are going back behind closed doors? On the next page are pictures of a woman who has reached the very top. I refer to Angie Brooks of Liberia, the first African woman to attain the dazzling heights of United Nations President of the General Assembly. You can see her pictures also in the American Magazine "Topic". She is shown in her chair as President conducting meetings of an organization at which most of the world is represented. She is flanked by two men, one of whom is the then UN Secretary General

U Thant. There is this basic fact to remember about her. Topic says: "She also finds time to write to her two sons and to the 19 foster children she has "adopted" over the years". She is a wife and a mother. Here is a woman who is greatly concerned about co-operation as all of you here are. "Topic" says: "In a recent speech before the General Assembly she told her fellow delegates that although the UN remains the best means of international co-operation it has", she feels, "either side-tracked or ignored major world problems". We have to nurse and cherish and cultivate it, she warns, "or else one day we will perish and not even the moon or the knowledge of space will save us". These are the sentiments of a wife and a mother.

I go further with my "Drum" and I find an article entitled "More jobs, more opportunities", and here I see a picture of Margaret Wanjiku a wool-knitter and a mother of three children, and at an interview she says: "What I want our new government to do is to start more industries for women, so that every 'housewife' has some contribution to make towards nation-building". Then there is a picture of Mrs. Nyambura who is married to a shoe-manufacturer. What she and her husband earn is not enough to feed, clothe and educate their six children. In an interview she says: "What I want the new government to do is to give us a loan to expand this business so that we can earn more to educate our children to a higher level. With our present income, they won't go beyond primary school". Here are the sentiments of women who are wives and mothers. This is their role. Another picture is that of Mrs. Ndisi, a beautician. The caption is "busy and successful" and yet she finds time for her family and friends:

On the back page of that same article where, there is the column "Woman to woman" and the heading is: "Who are the weaker sex? Not us!" I wish you could read this article. The writer traces the old adage "behind every successful man there is a woman", to the first man Adam who was made to eat the forbidden fruit, and she says "from that moment until the present day, men have remained playthings before women". There are some juicy stories quoted in this article, but I do not have the time to quote them myself. The writer, however, concludes: "As long as women possess the target towards which men gravitate, they can do with men whatever they will. This is their source of power which man cannot trifle with". Look at these pictures and tell me if you do not agree. The subject at this point needs to be changed to "The role of men with such glamorous women as their wives and mothers of their children".



## REGIONAL SEMINAR FOR WOMEN CO-OPERATORS

Opening the All-Africa Women's Seminar on the participation of women in public life, Her Imperial Highness Princess Tenagne Worg Haile Selassie had this to say when she welcomed the delegates "Our concern must be in co-operating for advancement in Education Medicine, Health, Science, Technology, Law and the arts so that we may understand and be in a position to give responsible advice on the use of the vast resources of our continent". The Princess is herself a wife and a mother, but she did not advise a return to the kitchen and closing and barring the doors behind us. She was advising the African wives and mothers to prepare themselves for another role, which is to advise. This we do through our contacts with our husbands, our children, our friends and colleagues.

Let us look at another woman in public life, from another continent. Mrs. Indira Gandhi, after a reception at which she welcomed Mr. Leonid Brezhnev, the General Secretary of the Central Committee of the Communist Party of the Soviet Union must have gone on to another of her numerous engagements, and this one was the addressing of the 23rd triennial congress of the International Alliance of women in New Delhi, she had this to say: "One of the fundamental challenges to human civilisation is its inability to include large groups in the ambition of the benefits of progress. For all the glittering achievements of technology, the majority of mankind are still underfed, under-clothed, underhoused, medically uncared for, and educationally deprived. We are told that even in affluent countries, the old feel neglected and starved of personal affection, the young are put through school systems which do not command their allegiance or engage their emotions. There are large sections of people who feel that power and privilege are deliberately denied to them by self-perpetuating dominant groups". Mrs. Gandhi ended her address by saying she did not normally consider herself a feminist, but "I view the fight of women for greater social and political rights as part of the larger struggle of groups which have been historically oppressed for their due share of freedom to develop in their own way and to shape the future for their children and the generations to come". Thus spoke a wife and mother who is concerned about her role in mapping out the future of her children and who is determined to fight ignorance, poverty and disease and many other ills.

We know that these are believed to be the commonest evils. It is therefore right that enlightened mothers should be concerned about their appearing in half the world's people, that is women. If they are suffering from these disabilities how can they fulfil their role to be good wives, good mothers as well as good citizens?

Alison Raymond Lanier, a white American Woman, in a book she has written and entitled "Half the World's People", has this to say:-  
"rural women are intimately concerned with the world's urgent efforts:-

1. To control population growth
2. To feed the world's people
3. To improve the health and vigour of the next generation".

"As their education increases they are making substantial contributions to raising standard of living within their own nations, and are already branching out with interest to take part in various kinds of international movements".

Let us look at a black American woman, the "unbought, unbosomed" Shirley Chisholm. "American's first black Congress-woman, Mrs. Shirley Chisholm or Fighting Shirley" as she is popularly known, "says the Voice of Uganda has made her mark on American politics. Elected to the House of Representatives by the 400,000 mostly black and Puerto Rican population of Brooklyn, New York, Mrs. Chisholm is an educator by profession, and a specialist in early childhood education and child welfare. The people of Brooklyn felt they wanted a person they could trust with their lives in Washington, D.C. They literally pushed her into electoral politics five years ago. Her husband backed her fully. At a time when in the United States, and in other Western countries, young people question marriage and family life, Mrs. Chisholm has spoken out with refreshing candour. Addressing parents recently she said "We adults must realise we have practised much shame and hypocrisy which our youth see and understand only too well. In a society full of vague, confused people, many of us fail to teach our children something sure and reliable". "Every black person who comes to Washington wants to meet Shirley even though there are plenty of black Congressmen. She is a symbol of their aspirations, a black woman who even dared to run for Democratic Presidential nomination last year". Says Shirley Chisholm herself: "I have no desire to become a career politician. I want

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to train others and pass on what I have learnt. I don't want to take all the experience I have gained in the last 20 years in public life to the grave with me".

I say "Give the women (wives & mothers) the tools and they will produce the goods". Better their conditions by setting them free from the kitchen and its chores, and let them feel the freedom to exercise their abilities and this will lead them, their families and their nations, and indeed the world into hitherto unsuspected channels of good in every sphere. All the women I have quoted, and they are but a few, are devoted to using their lives in order to better the lives of others. They have a dedication to bring about better things for the next generation. They are fighters, yet they remain what they should be - beautiful, feminine, poised, intelligent without being flagrant about it. "The lawyer is truly a lady" is a beautiful caption to pictures of a beautiful lady, Mrs. Jewel Lafontant, a black woman who last year was named the United States Solicitor General. You have to see her pictures to believe it. They show her ever so charming, surrounded by male colleagues from her own State of Illinois as well as in Washington. She is shown preparing a meal in her kitchen, hanging a picture on a wall in her home, watching with anxiety her 14 year old son playing football for his school team, with her husband and her family, and leaving her beautiful house. This wife and mother says: "There is nothing in the world better than being a good housewife if you are happy there. But there should be an outlet for as much of whatever else you want to do". The article goes on to say: "She is truly a woman although she has chosen to work in what is usually considered a man's field". She herself says: "I have made it my business to become as competent as possible in the field of law and other pertinent areas of interest so that when the time and the opportunity came to perform, I could do so intelligently and with the confidence of experience. That time has come, and I think I am capable, I am as ready as I will ever be. And the fact that I am a woman is irrelevant to my ability to handle the job. It is all in the mind."

Let us take a last glance at the Ethiopian women and hear what Her late Imperial Majesty Empress Menen of Ethiopia had to say. "Never before have the disordered hearts and minds of the peoples of the world stretched out in global soul-searching for true understanding and friendship. In these days of dynamic transitions it is the mothers of mankind who form the hub of this swirling wheel,

through love in its melodious full sense, love of hearth and home, of neighbour and humanity. Our compassion and concern for children is our personal vote to world statemanship and we are therefore at the heart of Africa's future, our modern advantages merely accelerating our opportunities to plan and guide this future". Thus has spoken a majestic and gracious woman who was herself a wife, a mother and a public figure; and I feel that there is no better way of ending this paper and summing up "the role of woman as wife and mother".

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GROUP DISCUSSIONS ON WOMAN'S ROLE AS A HOUSEWIFE  
AND A MOTHERGROUP A:

Mrs. N. Nange'endo	- Chairman
Miss L. Bonett	- Secretary
Miss C. Nyakato	- Member
Mrs. A. Owor	
Mrs. E. Matongo	
Miss S. Sali	
Miss C. Chemirmir	
Miss P. Kiwanuka	
Miss R. Matovu	

1. The group agreed with Mrs. P. Kisosonkole that a wife should not be called a housewife but a homemaker which had a more dignified and broad meaning.
2. Parents, and especially mothers should do their best in educating their children on practical things of life, including household work for boys and girls without making the girls do all the work and leaving the boys with nothing to do, except to wonder about. This would make children grow up knowing that they were both equal human beings, instead of feeling that one sex was superior to the other as was generally the case now.
3. (a) The group felt that the introduction of Home Economics to schools might not in itself alone, be a complete solution to the problem of children growing up without knowing how to look after themselves and the homes. Mothers were the right people to do this at home within home surroundings. In this way they would also help to discipline their children in a proper manner.
- (b) Women groups should concern themselves with the welfare of children in the villages. They should, for example give help to children from broken homes or children from very poor homes by reporting such cases to the right authorities.

GROUP B:

Mrs. Bitamba	- Chairman
Mrs. Z. Meghji	- Secretary
Mrs. B. Mansur	- Member
Mrs. M. Nakubaya	
Miss A. Ntilla	
Mrs. E. Mumbi	
Miss R. Sembajjwe	

How to make village women become more active in  
public life.

Problems faced in the villages

The group observed that village women were very busy and had a lot of work to do from morning to evening, beginning with work in the 'shambas' then house work which included looking after the husbands and the children. They therefore had no time at all for other activities like attending meetings or other functions outside their chores.

The group therefore recommended the following:

- (a) Women's burdens in the villages could be made lighter by educating them on modern methods of farming, and also on home economics in a simplified form.
- (b) The first step was to make them interested in these lessons, and also teach them to do their farming work in a co-operative way which was quicker than working on ones own.
- (c) Co-operatives could use other departments to teach women 'better living' subjects like child care, nutrition, and others that they will need to occupy their spare time. Some meetings could be devoted to Co-operative education, as well as on teaching how to be good leaders, how to speak in public meetings without being shy etc. This would enable them to participate more actively in the running of their Societies.

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Children's Education

The group felt that mothers should get involved in children education as much as possible through parents meetings. In these meetings they could make suggestions as to what they wished their children to learn, depending on the local needs.

GROUP C:

Miss E. Maro	- Chairman
Miss R. Lukwandà	- Secretary
Mrs. J. Chemirmir	- Member
Miss B. Mawani	
Mrs. V.N. Ngahisyoha	
Miss P. Kobusimbi	
Mrs. S. Muthama	
Miss B. Nakitto	
Miss I. Nabumba	

How to make women take their place in public life, in professional lines and also in village activities.

1. Women should be made to realise their place in public and national development programmes through seminars and other publicity media. They should organise themselves for participation in the various social activities.
2. Women needed to get their husbands' support in whatever they were doing. Active government encouragement was therefore needed in persuading men to support women activities.
3. Programmes should be arranged and assistance sought from government departments like Community Development, Social services, Family Planning and others involved in social aspects of life, to give talks to Co-operative groups.

4. Home Economics lessons should be included in the school syllabi after the fourth year of a child's basic education. Methods and details to be suited to local conditions. Parents should also introduce their children both boys and girls to these in a practical way at home in the daily routine life, rather than leaving things to be done for them. This would help them to grow into good citizens.
5. The education system should be geared to helping children to grow up into practical people ready to help in the task of nation building in any form.
6. Parents should devote more time to their families and children so that they had enough time to give them parental love and guidance. This was directed mainly to working mothers. The home should be made a place for love, relaxation and a place to which every member of the family looked forward.

GROUP D:

Mrs. P. Nazziwa	- Chairman
Miss J. Bagarukayo	- Secretary
Miss M. Mawanga	- Member
Miss K. Joel	
Mrs. A. Odhong'	
Mrs. C. Tarimo	
Miss I. Nabumba	
Mrs. B. Wanyonyi	

1. The group observed that men still held a feeling that the place of a woman is at home and they try to see that women are always left behind in the development of the society in which they live.
2. (a) Part of the blame also rested with women who were jealous of one another, and therefore they had failed to play a leading role even when a chance to do so was given to them. An example of this was evidenced where women would always vote for men in preference to a woman.



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- (b) Educated women tended to keep to themselves without mixing and trying to help their sisters who did not have the chance to go to school. The group therefore, felt that women who were educated should try as much as they could, to involve themselves in social activities aimed at helping other women who were illiterate, for the development and improvement of home life.
- (c) Women groups should try as much as possible to train their leaders so that when elected to any post in Co-operatives they would succeed, rather than electing women who had no idea of the job they were required to do, which usually ended by women being blamed wholesale for all failures. This was one thing that men had always used, to keep women out of important posts in the Societies.

3. It was also observed that most women did not want to sacrifice their time, nor take initiative to do jobs that would require policy decisions. Women had shown a tendency to get easily discouraged when they made mistakes in their work, instead of learning from them, and therefore easily gave up.

The group tried to find solutions for these problems and therefore recommended that:-

- (a) Women members of Co-operatives should come out and even stand for election with men, and if elected, show by their work that they could also produce good, if not better results.
- (b) Women should be encouraged to plan their work in such a way that they had enough time for attending meetings and also joining in other social functions.

Another problem which was also discussed by the group was the fact children these days did not know how to work with their hands. They could not even do household work, or even help their mothers while they were at home. This problem had come about partly as a result of schools excluding Home Economics lessons from their syllabi for primary and secondary schools.

It was therefore recommended that Home Economics lessons be re-introduced in the school systems at primary and secondary levels.

SUMMARY OF PLENARY DISCUSSION ON WOMAN'S ROLE  
AS A HOUSEWIFE AND MOTHER

Mrs. C. Tarimo           - Chairman  
Mrs. D.H. Opondo       - Rapporteur

Women as Homemakers

The seminar agreed with Mrs. Kisosonkole that the word 'housewife' was a misnomer which had tended to give an impression that: "when a woman marries, she marries the house and therefore remains chained to it for the rest of her life, and therefore keeps out of touch with the outside world." Consequently it was recommended that the word be substituted with 'homemaker'.

Training Women for Leadership Positions

It was agreed that Co-operative educational programmes be intensified to cover aspects of training women to play a leading part in public life as well as running their homes in a better way. Educated women needed to devote more of their time on social work so that they could assist their sisters who did not go to school at all.

Bringing up of Children

The seminar suggested that women should show greater interest in the education of their children and make suggestions for improvements in the school syllabi whenever they attended parents meetings. This would facilitate the inclusion and highlighting of practical subjects like Home Economics. Mothers should also do their part in teaching their children to do the household work at home. This would help many broken homes, a situation that had come about as a result of young wives not really taking sufficient interest in looking after their homes and family.

WOMAN'S ROLE IN NATIONAL DEVELOPMENT PROGRAMMES  
BY THE DEPARTMENT OF CULTURE AND COMMUNITY  
DEVELOPMENT, UGANDA.

Sons and daughters of Africa today throughout the continent are striving to build a new society, and everywhere and around us, foundations of this new society are being laid. We are aware that in the process of one nation after another acquiring independence, Africa has begun to speak her own voice, to use her own human resources more, and to do things and initiate changes the way each nation sees fit, though of course in co-operation with other nations, as no nation can develop in isolation.

Uganda, like other developing countries, is in the throes of many changes, both economically and socially. We are living in a period where an accelerated pace of development is the order of the day. At the same time it has been realised that men and women must work hand in hand in order to achieve goals of national development.

Although the long held belief that a woman's place is in the kitchen still holds to some extent, women in modern Africa today have an important part to play as citizens. As they get more and more involved in the affairs of their countries, they become more interested in what is going on nationally and internationally. They have realised that it is their duty as citizens alongside with the men, to try and understand how their districts and immediate neighbourhoods are progressing, and how further progress can be achieved. They want to share ideas and to explore more about what is going on elsewhere, and to see what can be of benefit to them; hence the willingness to spare time to attend conferences such as this one.

Further more, it is needless to emphasise that, at the same time women are playing their role in National development, firstly, by trying to fulfill their primary function of home-makers. As changes occur in the social structure this function becomes more complex and increasingly difficult. This is particularly so when one considers that fathers and husbands of modern age must of necessity keep looking outward from home; outward to greater job opportunities; to the goings on in a wider world around and beyond them; to a life of long safaris (journeys), meetings, conferences, courses, seminars, trips and the like. Officers who took over from expatriates must spend considerable time in their offices, trying to learn by intensity and concentration what time does not allow them to learn by experience.

It is also found that many a husband, having found a job in town, may have to leave his wife and family behind in the country home as they cannot all be accommodated and fed properly at the place of work. (Families and requirements are bigger than earnings in many cases.)

We see then that many of the responsibilities that could normally have been shared between a husband and wife fall almost entirely on the shoulders of the wife and mother. She has to make the home the place for common happiness, relaxation and recuperation for the whole family. In addition there are the children for whom she must be mother and first teacher. To them she must give the necessary introductory lessons to the type of world they are to live in. These children need help to learn, to adjust to new changes, to discern the best from the not so good and to appreciate things of lasting value. In short, she has to help them grow up into good and useful citizens. In many a family this is not always easy, as the older children, having had more formal education than their mothers, can sometimes underestimate the wisdom of these parents, and find it difficult to accept advice. At a later date children may have to attend school away from home and only come back at intervals.

The home-maker who has had the privilege of school education can be considered lucky, and can cope with a number of these problems. She has some enlightenment with which to interpret to herself and the family the events that are taking place in the world. She has the equipment and skills with which to meet her obligations as wife, mother and citizen, and she can grow up with her family sharing everything without creating a gap.

But the percentage of women in Uganda playing this same role is somehow limited, in that these women have not had full access to formal education. This is a problem and a great handicap, as it does not only create a barrier between these women and their educated husbands and children, but also limits the degree to which they can contribute to development.

However, the women themselves have been the first to realise this situation and have set themselves the challenge to try and remedy it in every possible way. For instance, besides the formal education open to all, though not free, opportunities for adult education are increasingly becoming available everywhere, and many women have grasped these opportunities with both hands. These services are provided mostly by the Ministry of Culture and Community Development which, I must say, has done a

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splendid job in helping to improve the educational and social life, especially in rural areas. Women's Organisations have also helped many women through adult education programmes. Also, extension workers of other Ministries have contributed much.

Besides that, Uganda places great priority on the training of women and mothers who are the corner stones of the home and the family, and it is Government Policy to encourage and push forward women's education so that they become better wives, better mothers, and better citizens.

In this way women have learnt how to read and write. They have been trained in Home Economics and taken part in programmes designed to uplift and improve standards in the home and in the health of the family; but of course there is still a lot to be done. A wide range of subjects have been tackled e.g. nutrition, child care, home economics, first aid, environmental hygiene, needlework, handicrafts, self-help home and village improvement, citizenship, modern living, poultry keeping, co-operative methods and simple methods of agriculture. Some of these courses are held residentially at Rural Training Centres; others held non-residentially at Community Centres and other places.

Programme activities can take the form of discussions of local and national problems such as those connected with youth, education, early school-leavers or family life in general. Also interest may be centred on some cultural subjects such as music and drama.

Besides courses, discussions and other activities, women have formed themselves into Community Development Clubs or Groups, which operate mainly in rural areas. Today these groups number 4,000 with a membership of 92,000 women. These clubs are organised at village level, Sub-county, County, District and National levels and form the Federation of CD Women's Clubs. (Sometimes known as Federation of Rural Clubs). Because the Federation structure came into being step by step, members look at it as a notable achievement of unity and strength, through which any contribution members can make to national development would easily be appreciated.

Furthermore, the growing contribution of educated women to economic life is reflected in the rising number of women workers and their expanding job opportunities on top of the traditional occupation in the Home as Homemakers. This is the result of Social and

economic changes, though, however, equality of economic opportunities for women here, unlike other countries, has still a long way to go yet.

Nevertheless for women of ability and who are willing to secure suitable training and to accept job responsibilities, there is a variety of opportunities particularly in the professional world. But as education is not free yet in Uganda, limitations are obvious. And sometimes if a parent is faced with a choice as to who should go further, son or daughter, he would inevitably give the chance to the boy.

First he considers him as the best investment between the two; also in weighing future responsibility he may think that the boy would eventually shoulder the greater responsibility of looking after, and supporting the family, whereas the daughter if married, she would be looked after by somebody else's son.

The majority of women continue to be home-makers whether or not they have a job. Women's representation in different types of work varies considerably throughout the country, depending on the standards of education and circumstances. The highest number employed, are found in urban areas or in industries, commercial firms, or doing domestic work. The rural woman would normally be occupied with her home and agriculture, growing cash crops or food for subsistence. The situation means that girls and women if they want jobs must go to towns, and would undertake mostly unskilled jobs. In Uganda, employment opportunities like the position in other countries, depend on the type and quality of education and experience a possible candidate has. This is particularly true of administration and high paying jobs. And as long as women and girls do not complete their education up to the standard required for such jobs, either due to shortage of fees or dropping out in the middle when they decide to get married, they will continue to hold middling or non-permanent jobs; not because they are discriminated upon, but because of social and educational circumstances that are unavoidable. Also due to the fact that the labour market is still quite small, priority is somehow given to men and boys from the view of permanence and continuation, also depending on the nature of the job concerned.

It is however heartening to note that the Uganda Economic War brought quite a good number of women into business, and that many are standing on their own with confidence, learning their work step by step.

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Women are playing a rôle in National Development in many various ways and their determined effort has been recognised by Government in placing quite a number of women in places and ranks some of which for a long time have been enjoyed by men alone. We now have a woman Permanent Secretary, a woman Roving Ambassador, Women Magistrates, Women Assistant District Commissioners, Women Chiefs and on the side of the church we now have a woman Deacon.

It would, however, be unfair not to cite the long list of areas where women have long been playing a commendable role for welfare and progress, as for instance:-

In Health we have a big number of general nurses, a growing number of Doctors, Pharmacists, Matrons including a Matron-in-chief, Dispensers, Health visitors and so on.

Social and Community Development Services also employ a large number of women, out of whom the first woman Permanent Secretary was selected.

Prior to independence there were no women working in the Police or Prison Departments. Now the pioneers in this field are doing good work.

On the increase is the number of women working in Government Offices as Secretaries, typists, receptionists, broadcasters, announcers, programme organizers, librarians and so on.

In Commerce and Industry we have many women employed as Bank Clerks, Cashiers, Shop Managers and Factory workers etc.

Some women have ventured into the field of entertainment mainly as dancers and form part of the Heart Beat of Africa - a dancing troupe that has impressed people in many parts abroad.

There are also self-employed women:- the market women, the tailors, beauticians, the news sellers and so on. In this category, too, we may list the largest and to some extent the most important group. They are the peasant farmers' wives. They toil-day after day in their small fields, raising not only food crops for their families, but also growing cash crops such as tea, cotton, maize, coffee, tobacco, sorghum, sugar cane, ground nuts, and the like. When one considers that the agricultural produce from - these small farmers account for a big percentage of Uganda's overseas export earnings, one cannot help commending the great contribution made by these women to the country's social and economic progress.

Women in Handicraft Co-operative Societies work tirelessly and produce handicrafts which are sold locally and abroad to get the makers some income as well as presenting Uganda's cultural image to other countries. These handicrafts are an attraction to tourists.

Lastly but not least the educationists - we have School Inspectors, Head Mistresses Lecturers at the University and a careers Officers - to mention only a few.

In conclusion I would say that, apart from circumstances beyond control, in Uganda all fields are open to women; and that this growing and acceptable change of attitude towards women's status and ability is a notable and appreciable encouragement to the women to play their full role socially, domestically and economically in National Development.



PROMOTION OF SPECIAL TYPES OF CO-OPERATIVES  
FOR WOMEN

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By Mr. R. Edyangu Ag. Deputy Commissioner for  
Co-operatives Development - Uganda.

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A Co-operative is not started just for the sake of starting a Co-operative. It is not started because one has heard that Co-operatives exist in other countries or that a particular type of Co-operative exists in a particular area.

2. Before steps are taken to organise a Co-operative Society, a careful study should be made of the conditions under which it is proposed to operate. The question: "Is there an economic need for it in a particular area or among particular people?" must be answered honestly by the sponsors. The need which sponsors think exists must be recognized by several other known and tested leaders.

3. The second important question to ask is: "Is there a willingness by the leaders and the people to be served to act together?". An answer to this question must be found in general and individual discussions with the people of the area. Methods of how the Co-operative is to work must be explained to the people in detail and without exaggerating possible benefits that could be realized. A survey of the chances of success should be carried out. A reasonable forecast of the volume of business and marketing conditions should be carried out in detail, again, without exaggeration. Cost of running the business, amount of capital required, competitors' reaction should be assessed properly and honestly.

4. In order to recognize special types of Co-operatives suitable for women, we have to examine activities where women are normally more involved than the men, whether by custom, practice or by law.

5. In East and Central Africa, the predominant types of Co-operatives are produce marketing societies, savings and credit and consumer societies.

6. In these Societies, both men and women are members, but men form the majority of the membership. This is mainly due to the social and economic set-up in the countries concerned. Customs and property ownership militate against real freedom of action on the part of the women. Even property acquired by a woman belongs to the family and the husband has a say or demands that he should have a say in its disposition. The same may even apply to property that a lady might have acquired before marriage.



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Now deviating from the accepted practice could lead to friction within the family. This must be avoided by co-operating within the family. Charity begins at home.

7. In the case of produce marketing Societies, you find that those women who are members are mainly unmarried women or widows who have independent property, or married women who have property of their own, and become members with their husbands' consent. Those women are members of Societies on their own and have the rights of membership just like any other members. They vote, they can be, and are elected on to the Committees, and also do represent their Societies as delegates outside their Society.

8. Women could form Savings and Credit Societies or Consumers Societies on their own. Care must, however, be taken to determine whether membership should be on the basis of area, or occupation, or both. Tribe or religion should not be part of the qualification for membership. The co-operative principle of neutrality in politics, religion, tribe or clan should be observed, in order to serve everybody equally.

9. In rural areas, if the men agree, women could very well form and run Savings and Credit Societies. Whenever women sell chicken, eggs, vegetables, etc., they earn some money which they can deposit as savings, with their Society. From the Society, they could borrow money for social or agricultural needs as needs arise. The women would be proud of their Society, but would, at the same time help their families during difficult times, e.g. school fees, hospital fees, transport in cases of difficulties such as: marriage, death in the family, etc. This would make men realise the importance of women's societies.

10. In the case of salary earners, women could form Savings and Credit Societies. The basis would have to be occupation.

11. With regard to Consumers Co-operative Societies, there is no reason why women should not dominate here. Often, the women are given money to buy food and other daily requirements. Women in a geographical locality could, with their husbands' consent, form Consumers Co-operative Societies. The Society could have women in the majority, but membership should be open to men as well. Women would obviously dominate the Committee, but effective leadership would be demanded of them so as to have a successful Society.

12. Here in Uganda there are Handicraft Societies. The by-laws of these societies do not exclude men, although the women lead the Societies. Handicraft Societies are suitable for women, mainly because most of the handicraft work is done by women, e.g.

19. When women form a Society, they must make sure that it succeeds. First successes make the future of women Co-operatives brighter. When the family budget is improved as a result of the lady's participation in the Society's activities, the men would welcome the idea of women forming or joining Societies.

20. EXERCISE

- (a) Now let us list other types of Societies that women could form.
- (b) Let us discuss what type of Society you could start in your area and how you would go about doing it.

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embroidery, basketry, knitting, mat making, etc. You may get other things sold in a handicraft shop which men make, e.g. musical instruments, spears, knives, bells, etc. Men who make these types of instruments and others who can do knitting, basketry, etc., should be allowed to join the Society, and have all the rights of a member.

13. Women in rural areas could form Horticultural Societies for marketing their vegetables and fruits together. The same Society could stock seeds, insecticides, fertilisers and simple implements for the members to buy. Here again, membership should be open to the men as well. The Co-operative Principle of open membership should be observed, provided the applicant is qualified. Before forming a Society, a proper survey of what we talked about at the beginning must be carried out, in order to determine the possibilities of the success of such a Society.

14. Women could form Poultry Societies. Such a Society would market eggs and chicken for the members and stock chicken feeds, drugs, and utensils for its members. When able, it could then build a factory. The beginnings have, of necessity, to be small.

15. In the urban areas, women could form Kindergarten Societies. The cost of sending a child to a kindergarten is quite high and when there are two children or more to go, the bill is quite appreciable.

16. Women in urban areas could also examine the possibility of forming Laundry Societies. This type of Society could cover a large area provided there is a van to collect and return the laundry to sub-stations, from where members could collect it easily.

17. In both rural and urban areas women could form Grain and Maize Milling Societies, in order to relieve the housewife from those drudgeries. It could be a small mill to begin with, and could expand into packing flour, brewing local beer or making Enguli\*, if licenced. Women are often the people who grind the grain or millet, and who specialise and know better how to brew beer. They are also accepted as expert Enguli makers.

18. Whenever forming a Society is considered, it is necessary to examine the NEED first. If there is a need, then it is necessary to examine possibilities of SUCCESS. A type of Society is more suitable for women if its activities are normally carried out by women, but men should however not be excluded, so long as they too abide by the rules and regulations of the Society. Women could however be in the majority.

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\* Enguli means Uganda waragi

A SUMMARY OF THE SEMINAR RECOMMENDATIONS AND

RESOLUTIONS

1. The vital role of women in the urgent economic and social development programmes in an endeavour to achieve a breakthrough with nation building in the in the developing countries has, in recent years, been underlined and stressed. An even greater need has been felt for increasing the participation of women in the development of Co-operatives, if a breakthrough is to be achieved, towards greater efficiency in their performance, and in the efforts to increase their services to members.
  
2. As has repeatedly been brought out in the deliberations of the seminar, it is the women who in fact "run" the agricultural Co-operatives, since it is they in the main, who actually deliver produce to the village Societies for grading, processing and the eventual marketing. So that any questions relating to economical and efficient operations, cannot satisfactorily be answered until the woman, who is also the tiller of the land, and therefore responsible for higher yields and best quality produce, is enabled to participate more fully in the operations of the agricultural Co-operatives. In Consumer Co-operatives, it is the women who know their consumer needs best, and are therefore in a better position to promote and defend consumer rights.
  
3. Education and Training  
 Arising out of its deliberations, the seminar unanimously recommends that steps be taken, with a view to achieving increased and effective women participation in the running of Co-operatives. This primarily involves the intensification of seminars and other training activities for women. Such educational programmes should be broad-based, and should embrace other aspects of the woman's role as home-maker. More specifically the seminar recommends the following practical steps, for the achievement of the above broad objectives, and resolves:
  - 3.1 That grassroots level educational seminar programmes be continued by the apex of each member country, under the guidance and co-ordination of the ICA Regional Office.

## RESOLUTIONS

- 3.2 That national seminar programmes be continued under the sponsorship of the ICA as hitherto, for a few more years until each country develops its own programmes effectively.
- 3.3 That special funds be made available within the Education Departments of District/Regional Co-operative Unions as well as the national apex organisations, for women educational programmes.
- 3.4 That for the effective operation of these programmes, Women Co-operative Education and Publicity Officers (CEPO's) be appointed within the Co-operative Union. Each national apex organisation should similarly employ a woman education officer, to co-ordinate the work of the women CEPO's, and conduct national programmes.
- 3.5 That Co-operative education should be introduced in schools, so that the idea reaches a child early in life. Mothers who are Co-operators, should also interest their children in Co-operative activities in the villages.
- 3.6 That the ICA Regional Office should appoint a Training Officer, to co-ordinate women activities on a regional basis, including assisting with the training of CEPO's.
- 3.7 That a Standing Committee of the Regional Office be formed as soon as possible, to co-ordinate women educational programmes and other activities.

4. Legislation

Another general recommendation calls for the early revision of all Co-operative legislation which debars the women from membership and full participation in the running of the Co-operatives.

- 4.1 That early consideration be given to the revision and possible amendments of all restrictive legislation which at present tends to deny women the right to membership. In the case of agricultural Co-operatives, family membership should be introduced, so that the women may be able to participate more actively - where their husbands are employed away from home, as is often the case.
- 4.2 In Consumer Co-operatives, women should be encouraged to become members directly, since they are in a better position to determine consumer needs and to defend consumer rights.

## REGIONAL SEMINAR FOR WOMEN CO-OPERATORS

- 4.3 As far as Savings and Credit Co-operatives are concerned, women should be encouraged to join the existing ones; within their common bond i.e. community ones, whether parish types or residential, because the majority of women are not employed in regular jobs. In the case of those women employed as teachers, nurses, etc., they should start occupational Savings and Credit Societies. Those women employed in offices or industries should join Co-operatives operating in their places of work.

5. Ways and Means of Maintaining Interest among Women Co-operators in the Region:

The Seminar resolves:

- 5.1 That encouraging women to join Co-operatives in itself alone is not enough if men remain unconvinced of the vital role of women, and therefore urges that wherever such reluctance on the part of men to involve women in Co-operative and other nation-building programmes exists, the governments and Co-operative movements should make a deliberate effort to educate the public on the important role women can play in Society.

- 5.2 That because many Co-operatives started by women have experienced serious setbacks and some have even failed due to lack of managerial know-how, coupled with the lack of markets for their commodities, the women leaders of these co-operatives should be granted priority in the existing training facilities.

The seminar further urges that wherever women Co-operatives specialise in a particular line, the governments should encourage them by granting them monopoly in these lines of their specialisation, in the early stages at least, and that regular markets be found for them, especially in the case of Handicrafts Co-operatives

- 5.3 That those responsible for planning and promoting Co-operative development should encourage special women Co-operators whenever the need presents itself, for the formation of viable Co-operatives for the promotion of: Handicrafts, Poultry-keeping, Horticulture & Market Gardening, Flour-milling, Dress-making, Laundry, Kindergartens, Bakeries, Hair-dressing, Beer-making, etc.

## RESOLUTIONS

- 5.4 That closer collaboration be encouraged between the government Departments of Co-operative Development and that of Community or Rural Development, in order to obviate unnecessary duplication of effort in the field, and the possibility of confusing the farmer.
6. The Role of the Woman as Home-maker and her Participation in National Development Programmes.
- 6.1 The seminar observes that the word "HOUSEWIFE" is a misnomer and resolves that it be substituted with the word "HOMEMAKER".
- 6.2 It further observes that in their capacity as homemakers, women should set a good example to their families by becoming good wives and mothers, as it is in the homes that much can be achieved towards preparing both boys and girls to become successful future parents and leaders. In this connection, the seminar recommends and emphasizes the following action by parents:
- 6.2.1 That children be brought up as equal human beings, without giving boys the impression that they are superior to the girls, as this mistake has led to many girls growing up with a feeling of being inferior and second class citizens.
- 6.2.2. That every endeavour be made by the parents (and more particularly by mothers), to establish a sound social and moral background around which to bring up the children in the homes. The seminar observes with regret that many young homes break up these days because the couple lacked proper discipline in their early up-bringing.
7. The seminar notes with appreciation the encouragement and support which the governments of the Region have given to the vital role of women in Co-operative development, and appeals to them to pursue a deliberate policy aimed at achieving the above stated recommendations.



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A P P E N D I C E S

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## APPENDIX (a)

SPEECH BY H.E. THE ROVING AMBASSADOR MISS  
ELIZABETH BAGAYA, AT THE CLOSING OF THE CO-OP-  
ERATIVE SEMINAR FOR WOMEN FROM EAST AND CENTRAL  
AFRICA AT THE INSTITUTE OF PUBLIC ADMINISTRA-  
TION, KAMPALA ON 18th JANUARY, 1974.

Distinguished Delegates,

I was much honoured by the invitation to give this lecture, particularly because I have long respected and admired the work done by the International Co-operative Alliance, the Regional Office for East and Central Africa, the Uganda Co-operative Alliance Limited and the Uganda Co-operative Department. But I must frankly admit that my gratification was a little diminished by the request that my lecture should be, as if it were, the last word of this important seminar. However I persuaded myself that there was good reason for my accepting this high honour on this special occasion. I will tell you why.

I have gone to feel very strongly about contact between people. Contact gives oneself indispensable personal experiences from which one can continuously draw knowledge and thereby be able to play whatever role one is given in varying circumstances. However, small as that contact is, one must not belittle it but should exploit it to the maximum.

Now let me right away get to the subject of my talk which is the role of women in the Co-operative movement. Undoubtedly, the role of the Co-operatives is at the very core of Development of Africa. It is a fact that you co-operators enter your movement as individuals, voluntarily, on the basis of equality, in order to promote your economic interests. One of the most important aims therefore is the promotion of your personal economic interests and ultimately the Economic interests of your respective countries. I urge you always to bear this in mind. You as women have a major role to play in Africa, where for generations women have been the major producers of income, particularly from agriculture. But I must at once draw your attention to something that I consider to be the theme of my message to you today. In my opinion, "Development" entails more, indeed much more than "Economic Development". "Economic Development" is one aspect of "Development in its totality".

Undeniably, it is as a result of economic growth that 'Man' develops materially - he thereby acquires a car, a radio, a washing

## REGIONAL SEMINAR FOR WOMEN CO-OPERATORS

machine, a refrigerator, a better house etc. But my humble contention is that whereas these material goods and services are important, they are not enough. I consider economic growth as a means to an end, not an end in itself. The end is, in my opinion, development in its totality - and total development means the attainment of happiness by Man.

You as well as I, are aware that no-one as yet has managed to establish the relationship between economic growth and happiness. But from ample evidence available - we can safely conclude that economic growth alone cannot achieve happiness. You may as well ask me then - what will achieve this phenomena of happiness!

My humble answer is that once we have achieved economic growth of a level above the subsistence level then the source of man's most permanent happiness will spring from mutual trust, from loving each other, from sharing each others joy as well as sharing each others sorrow.

It is right here that you, the African Women Co-operators can make a special contribution to the Co-operative movement - indeed to the development as a whole. You have it within your power to INJECT the Co-operative Movement with those vital virtues - those moral ethics I have named above - the virtues of mutual trust, love of each other, sharing each other's joy and sorrow, and others I have not listed. This you are able to do through your influence in the honds - over the young, over the husbands and over your fellow women.

You, the women of Africa must resist with all your might, a reputation of what has happened to the industrial world - which is Economic Growth devoid of all humanity or morality. The Africans' simplicity of life is a cause of pride not shame, and so your efforts should be geared towards recapturing that simplicity, not destroying it. In particular reference to my own Country - Uganda, since the freeing of our economy from foreigners, Ugandans have a very good chance of by-passing the course that brought the industrialised world to its present dilemma - namely the Social depression and alienation of human beings from each other as a result of economic growth. From now onwards Ugandans will determine the course of their development.

In short, your special responsibility as women Co-operators is to struggle for a Co-operative Movement that will produce a combination of economic growth and a loyal, honourable and human citizenary.

For God and My Country - long live Africa.

## APPENDIX (b)

THE ROLE OF WOMEN IN CO-OPERATIVE DEVELOPMENT

Presentation by Diana Opondo of I.C.A.  
Regional Office - to a Series of National  
Women Seminars held from Oct. - Dec. 1973.

The important role of women in economic and social development is increasingly being recognized by the African countries, whose governments are continually strengthening the various programmes for women and girls, with a view to encouraging their integration in national development.

One of the major tools in the socio-economic programmes of developing countries is the vital role of Co-operatives as an effective means of channelling the resources and contribution of the masses, especially in the rural areas. Co-operatives have also proved to be one of the most effective means of making development assistance available to peasant communities in outlying rural areas.

In order to be effective in their role, Co-operatives have to be efficiently run, in a manner that enables them to achieve their stated objectives. This calls for "know-how" in managerial skills, which can only be permanently acquired by means of an evolutionary process of education and training. Consequently, those responsible for planning and policy formulation in Co-operative development in the East and Central Africa region have rightly given Co-operative education and training the highest possible priority, and made this aspect the keynote of Co-operative development.

It is in this process of promoting education and training programmes in Co-operatives that the vital role of women has been realized and acknowledged. Whether they operate in their own rights as members, or whether they use the family membership, in rural Co-operatives in particular, it is the women who are involved in the daily operations of selection, grading, delivery, and even processing and preparation of produce for ultimate marketing. In Consumer Societies, it is the housewives who in the main patronize the shops.

Consequently, where vital issues such as efficiency in the performance of Co-operatives are considered, it has been realized that total progress cannot be achieved without fully involving the women-folk. In the East and Central region, therefore, a deliberate effort is being made through special women seminars/courses initiated by the ICA Regional Office, backdating to 1969, aimed at creating an awareness in the women of their important role, and at mobilizing them into active participation in the various Co-operative development programmes.

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The efforts so far have met with such encouraging results that the only limitation to expanding women educational activities has been the scarcity/financial resources. As a result of the general awareness created through seminars, an increasing number of women Co-operators are now able to come forward and contribute to deliberations at General Meetings of Societies, while many are already serving on Committees thereby presenting a challenge to the men to show better performance. Also, there has been a noticeable increase in the number of women participants to the various normal educational activities organized at local and national levels, presumably as a result of a recognition by the men of the vital necessity to involve the women. Lastly, it is most encouraging to see the break-through that has been achieved over the past few years in the employment of suitably qualified women in various capacities in both Government service as well as the Movement. This too is attributable largely to the increasing acceptance by men of the necessity for a contribution and participation by the women.

But Co-operative development does not merely begin and end with the improvement of the economic well-being of the members. Co-operatives are also supposed to help improve the social welfare of the members. The old slogan of Agricultural Co-operatives speaks of the three "Bettters", i.e. :-

Better Farming \_\_\_\_\_ Better Business \_\_\_\_\_ Better  
Living

Although "Better Farming" is usually claimed to be the speciality of agricultural field extension workers, Co-operatives have always played an important role in promoting better husbandry methods. Through their various meetings, they provide a useful forum through which the extension workers can reach and talk to farmers directly. Also, through their grading and processing facilities, Co-operatives can encourage improvements in the quality of produce delivered by members.

"Better Business", which is the main occupation of the Co-operatives, is achieved through improved managerial skills which aim at rendering maximum services to members at minimum cost, as already discussed above.

The third and last of the three "Bettters" in the slogan is just as important as the first two, although it has often tended to escape emphasis by promoters of Co-operative development. By practicing "Better Farming" and "Better Business", a farmer ends up with increased returns for his/

## APPENDIX (b)

her labour in the form of crop proceeds. In order to achieve total development among the rural population, as much as possible of the income should go to improve the living conditions of the farmer back in the village.

If Co-operation is to survive, especially under the current ambitious and urgent rural development programmes of the region, in which the integrated approach to rural development is emphasized, then the Co-operatives must expand their role and functions to include the active promotion of "Better Living". This includes education in : improved homes with ventilation, latrines etc., better home keeping and hygiene, nutrition, family planning, child care, handicrafts and cottage industries, family budgeting, etc. etc.

It is not the intention here though that the promoters of Co-operative development should necessarily be experts in the various subjects that contribute to "Better Living". As in the case of "Better Farming", Co-operatives do provide a useful forum through which the various social workers and experts can reach the rural populations and educate them in these matters. And since it is the women who are usually responsible for home-keeping, they are the ones whose need is greatest in this particular field. Many of the technical assistance agencies engaged in the promotion of social education among rural populations have realized this fact, and are already endeavouring to reach the rural housewife through the Co-operatives.

By organizing activities for women co-operators at various levels (regional, national as well as local grassroots level village seminars), the ICA Regional Office aims at providing forums through which women Co-operators can be exposed to this broad education, which is intended to result in directly influencing their outlook on the various aspects of their home life in the villages. In fact, the seminar programmes are arranged with a deliberate bias towards achieving the objectives of "Better Living". Resources permitting, it is hoped to intensify this work, especially at the grassroots level in the districts and villages, and that through the resulting mobilization process, the women will in due course be increasingly enabled to contribute more effectively to Co-operative development in general, and more particularly towards the improvement of their homes and living conditions. Total development can only be achieved rapidly through a healthy nation. No efforts should therefore be spared in spreading education on "Better Living". Co-operatives have a challenge to make their contribution as discussed in this paper.

## APPENDIX (c)

## List of Participants

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3. Mrs. Mercy Mshilla - Councillor/Member of  
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22. Mrs. E. Matongo - Member of  
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1. Miss Betty Nakitto - Secretary,  
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## APPENDIX (c)

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1. Miss Elizabeth Maro - Lecturer, (Law),  
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3. Miss C. Chemirmir - Assistant Education and  
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## REGIONAL SEMINAR FOR WOMEN CO-OPERATORS

RESOURCE PERSONS: (Cont'd).

5. Miss J. Bagarukayo - Assistant Education and Public Relations Officer, Uganda Co-operative Alliance Limited, P. O. Box 2215, KAMPALA.

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7. Mrs. D.H. Opondo - Training Officer, Office for East and Central Africa, P. O. Box 946, MOSHI.

## APPENDIX (d)

## COMPOSITION OF RESOLUTIONS COMMITTEE AND DISCUSSION GROUPS

RESOLUTIONS COMMITTEE.

1. Miss Lilly Bomett (K)
2. Miss Elizabeth Maro (T)
3. Mrs. Bitamba (U)
4. Mrs. Bernadette Wanyonyi (K)
5. Mrs. Beatrice Mansur (T)
6. Mrs. Elizabeth Matongo (Z)

GROUP A:

1. Mrs. N. Nan'gendo (K)
2. Miss C. Nyakato (T)
3. Mrs. A. Owor (U)
4. Mrs. E. Matongo (Z)
5. Miss L. Bomett (K)
6. Miss S. Sali (U)
7. Miss C. Chemirmir (K)
8. Miss P. Kiwanuka (U)

GROUP B:

1. Mrs. M. Mshilla (K)
2. Mrs. B. Mansur (T)
3. Mrs. Bitamba (U)
4. Mrs. M. Nakubaya (Z)
5. Miss A. Ntilla (T)
6. Mrs. Z. Meghji (T)
7. Mrs. E. Mumbi (K)
8. Miss R. Sembajjwe (U)

GROUP C:

1. Mrs. J. Chemirmir (K)
2. Miss B. Mawani (T)
3. Mrs. V.N. Ngahisyoha (U)
4. Miss Regina Lukwanda (Z)
5. Miss P. Kobusimbi (U)
6. Mrs. S. Muthama (K)
7. Miss E. Maro (T)
8. Miss B. Nakitto (U)
9. Miss I. Nambuba (U)

GROUP D:

1. Mrs. B. Wanyonyi (K)
2. Mrs. C. Tarimo (T)
3. Miss M. Mawanga (U)
4. Miss K. Joel (T)
5. Mrs. A. Odhong' (K)
6. Miss J. Bagarukayo (U)
7. Miss P. Nazziwa (U)

