

**BINDURA UNIVERSITY OF SCIENCE EDUCATION  
FACULTY OF SOCIAL SCIENCES AND HUMANITIES**



**WOMEN'S EMPOWERMENT INITIATIVES IN ZIMBABWE: CHALLENGES AND  
OPPORTUNITIES: A CASE STUDY OF BINDURA NORTH CONSTITUENCY  
(CHIPADZE)**

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**A Dissertation Submitted to the Department of Peace and Governance in partial  
fulfilment  
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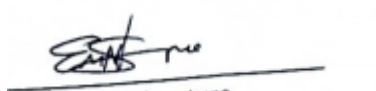
## ABSTRACT

This study investigates women empowerment initiatives in Zimbabwe with a focus on Bindura North Constituency in Chipadze area. The aim of the study is to assess the current state of women empowerment initiatives. Focus groups, surveys and semi structured interviews are three qualitative data collection methods that enable the researcher to acquire information directly in with community members, civil society organizations and local government. The study is using ecological systems theory and it emphasizes the importance of understanding the complex interplay between individuals, community and societal factors that women empowerment. However, the research also identifies challenges faced by women which includes high levels of unemployment and economic challenge. Findings indicate lack of community participation, prevalence from patriarchal norms, and representation of women is poor, high levels of unemployment and inadequate resources allocation. Key recommendations of the study include fostering partnerships between government agencies, non-governmental organizations, community leaders, private sectors and international organizations establish clear regulatory framework that advocate policies that improve the effectiveness of women empowerment initiatives and also implementing programs that promote women's empowerment.

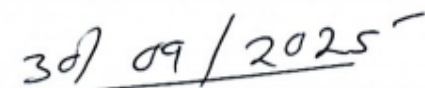
Key words: Women, Empowerment, challenges, opportunities,

## DECLARATION

I B212811B declare that this dissertation is my original work and has not been submitted for any degree or examination at any other university.



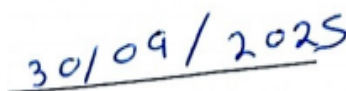
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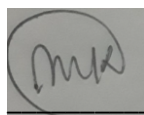
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## DEDICATION

I dedicate this dissertation to my family whose have supported throughout my academic journey.

## ACKNOWLEDGEMENTS

I would like to support my sincere gratitude to my family and friends for their guidance and support throughout this research project.

## LIST OF ABBREVIATIONS AND ACRONYMS

CEDAW.....	Convention on the Elimination of all forms of Discrimination against Women
GBV.....	Gender Based Violence
IRB.....	Institutional Review Board
STEM.....	Science Technology Engineering and Mathematics
ZIMSTAT.....	Zimbabwe National Statistics Agency

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## CHAPTER ONE

### 1.0 INTRODUCTION

#### 1.1 Background to the study

Zimbabwe achieved its independence on 18 April 1980, and has since then embarked on the journey to achieve gender equality and women empowerment. The government, as well as other stakeholders, has made some efforts through the National Gender Policy and the Women's Development Fund to mitigate the gender-based challenges women face. However, women experience even greater challenges in accessing educational and health services, economic activities, and political leadership in Zimbabwe (Chitiga, 2019). Bindura North Constituency is mostly rural, having a high density of peasant farmers and informal sector workers. Women in this area experience some of the harshest socio-cultural, economic and conceptual challenges including low access to land, high level of resource-poverty and prevailing patriarchal norms (Mutopo, 2021). The lack of basic services such as health, transport, and increased prevalence of poverty and food insecurity further compound this problem for women in the Bindura North Constituency. There have been some improvements aimed at enhancing the socio-economic lives of women in Bindura North Constituency by the government, civil society organizations, and community-based groups. As stated by Njuki (2019), these include women rights advocacy and political representation, vocational and entrepreneurship training, and microfinance aid.

Nevertheless, these initiatives have not been critically assessed for effectiveness and sustainability, and understanding the underlying factors of their successes or failures is essential.

The Bindura North Constituency was picked as a case study as it offers an in-depth consideration of the particular issues and prospects of a woman's empowerment initiative in a given area. With this focus, the study seeks to develop ideas that will help shape more efficient women empowerment strategies in Bindura North Constituency and perhaps in other parts of Zimbabwe (Chitiga, 2019). The case study approach offers an opportunity to explore the particular socioeconomic and cultural and other institutional dynamics of the women in that

locality. The research will be carried out jointly with the local government, the Women's Civil Society Organizations, and the community-based organizations dealing with women empowerment in Bindura North Constituency (Malhotra, 2018). This approach enhances the likelihood that the research will be carried out in a manner that takes into account the realities and challenges of the local area, population, and their needs, and that the results obtained will be useful and usable.

Exploring some of the issues within the Bindura North Constituency can help expand the understanding of the gaps and the potential centers of focus for women's empowerment initiatives in Zimbabwe, aiding in the development of more impactful strategies and policies for gender equality and women empowerment in the country (Alsop, 2019). This study will focus on several problems.

Women have low levels of financial literacy and lack collateral to access credit, land, and other productive assets (Mapuranga, 2020). Cultural norms and Women's Responsibilities: Women's mobility is severely restricted due to domestic responsibilities, and their decision-making authority is generally limited to the household. Women's representation in local councils and community-based organizations is low, and active participation in the political sphere is fraught with challenges. Limited access to education and vocational training: There is low enrollment and high attrition rates among girls and women in secondary and tertiary education, coupled with limited access to skill development and entrepreneurship training opportunities (Chirawu, 2019). High prevalence of gender-based violence: There is a high prevalence of domestic violence, sexual assault, and other forms of GBV, compounded by inadequate comprehensive support services for survivors. These services will be explored in the study. Outcomes-based active women's groups and community-based organizations: These groups defend women's rights and implement empowerment and self-help programs. Government initiatives such as the Women's Development Fund and 50/50 Gender Parity Campaign aim to foster women's economic and political empowerment (Chakanyuka, 2019). These organizations have the capacity to provide financial services and support women entrepreneurs. Civil society organizations focus on advocacy and awareness-raising.

International development agencies and the private sector can work hand in hand to foster women-led initiatives (Chakanyuka, 2019).

In the preceding paragraphs, I have outlined the most dominant concepts, barriers, and opportunities paradigms relating to the women's initiatives empowerment programs in Zimbabwe. In the previous chapter, I discussed the two most prominent concepts advanced by Kabeer (2019) with the Resources, Agency, and Achievement's Framework, and the World Bank (2014) with the Voice, Inclusion, and Access Framework, which take into consideration how the processes of empowerment may differ in complexity. Women in Zimbabwe, like many others in the developing world, remain subjected to significant economic, sociocultural, and educational constraints which inhibit their ability to access resources and exercise decision making power in public life. These broader trends are captured in the case study of the Bindura North Constituency (Chipadze) where women face severe limitations such as lack of participation in income generating undertakings like access to land and credit, rampant domestic violence, and limited participation in governance structures. The case study, however, paints a more balanced picture and demonstrates that there are significant opportunities that can and should be pursued to enhance women's empowerment in the region (DFID 2019). Women's groups and community associations that are active in the region form an important basis for organized action and advocacy, and social capital as well as community networks provide likely entry points for specially designed programs.

This research seeks to deepen the analysis of women's empowerment associated with the Bindura North Constituency (Chipadze) using the gendered constraints and enabling factors framework and SLA (Sustainable Livelihoods Approach) as the theoretical lens. This will enable the formulation and adoption of effective gender responsive policies and programs which will propel developmental and sustainable progress in Zimbabwe (Chimedza, 2018). In essence, the historical context provided in the study highlights the need to evolve strategies to address the myriad gaps and challenges Zimbabwean women confront while simultaneously leveraging the prospects to enable transformational change through active, participatory roles within their societies.

## **1.2 Statement of the problem**

There have been some efforts aimed at empowering women, but they continue to lag behind in deeply achieving social, political, and economic empowerment in the case of women from Zimbabwe, particularly from the Bindura North Constituency (Chipadze). The women here

suffer from a lack of education, health care, economic opportunities, and a host of socio-cultural barriers to participation in the decision-making at all levels (Mutonhori, 2018). There have been some attempts at women empowerment in Bindura North Constituency but most of these programs face operational, financial, and cultural barriers. There is also lack of focus in addressing the systemic and structural causes of gender inequality in the region.

This study seeks to analyze the specific challenges and opportunities related to women's empowerment initiatives in Bindura North Constituency, with the intention of formulating evidence-based strategies that would increase the functionality of these programs and foster sustainable, inclusive development for women in the area (Alsop, 2019). The problem statement may encompass, among others, the enduring gaps of the sociocultural and political ecosystem in the Bindura North Constituency which perpetuate women's disempowerment, consideration of gaps and challenges of women's empowerment programs in the region, the comprehensive understanding of the systemic and structural gaps that women face toward empowerment, the gaps of defining and identifying innovative approaches and best practices to strengthen women's empowerment initiatives, and the possible impact that evidence-based advocacy could have on policies and programs aimed at driving sustainable change (Kapingura, 2019). Addressing the gaps stated would advance the discussions concerning women empowerment in Zimbabwe focusing on Bindura North Constituency.

### **1.3 Aim**

The aim of this study is to analyze women's empowerment initiatives: challenges and opportunities in Bindura North Constituency.

### **1.4 Goals of the study**

1. Evaluate the level of women's empowerment in the Bindura North Constituency.
2. Assess the obstacles to women's empowerment initiatives in Bindura North Constituency.
3. Determine the strategies for enhancing women's empowerment initiatives in Bindura North Constituency.

## **1.5 Research questions or sub-problems**

1. How empowered are women in Bindura North Constituency?
2. What are the most critical obstacles to women's initiatives in Bindura North Constituency?
3. What strategies could be implemented to enhance women's initiatives in Bindura North Constituency?

## **1.6 Assumptions**

- The study assumes that the pertinent data and information regarding the level of women's empowerment, the initiatives in place, and the challenges and opportunities in the Bindura North Constituency will be encountered by the researchers.
- The study assumes that there is a responsive engagement from the government, civil society, and other partners toward the challenges and opportunities for women empowerment in Zimbabwe.

## **1.7 Significance of the study**

This study seeks to address the persisting gaps in gender inequality as well as the insufficient levels of women's empowerment in Zimbabwe which stands as a critical development problem. By analyzing the situation, issues, and prospects within the Bindura North Constituency, the study seeks to contribute towards the formulation and execution of more impactful women's empowerment programs. The findings and conclusions of this study would be particularly useful to the policymakers, government bodies, and development partners focused on women empowerment issues in Zimbabwe (Moyo, 2021). These information would aid in policy development, financing, and planning to adequately address the women empowerment programs in the country. The comprehensive study of the issues and prospects in the Bindura North Constituency would enable women's empowerment programs, not only in the region, but across Zimbabwe to be more responsive, impactful, and sustainable. The study enable the region and country to overcome barriers and maximize the impact of women's empowerment

initiatives. It is possible to design and implement more impactful programs by identifying the best practices and innovative approaches.

The research can enhance collaboration and coordination of different stakeholders as the government, civil society, the community, and women groups (Makombi, 2019). The importance of the research is that it can assist in informing policy decisions, improve the effectiveness of women's empowerment programs, and contribute to the realization of gender equality in Zimbabwe and other countries.

### **1.8 Limitations of the Study**

. There may be insufficient breadth for broader application of the findings of this case study beyond Zimbabwe's constituencies. Focusing on the 2018-2023 timeframe offers a snapshot of the situation, but risks missing out on longer-term trends and the dynamic evolution of women's empowerment initiatives. The analysis may be lacking in depth in relation to political, economic, and social changes that took place after 2023 (Chambers, 2017). There is a reliance on secondary sources, such as government documents, reports published by NGOs, and academic literature, which comes with the risks of a lack of completeness, accuracy, and timeliness. There are potential challenges in accessing primary data, such as interpersonal interviews with key stakeholders and community members, due to logistical, security, or other constraints. The study risks lack of generalizability, which in this case is the lack of representation of all relevant stakeholders, such as the marginalized voices within the Bindura North Constituency (Chipadze). There are potential biases or limitations in the selection and the participation of study participants. The study risks oversimplifying the complex socio-economic, political, and cultural contexts that influence the effectiveness of the women's empowerment initiatives in Zimbabwe.

Possible external shocks like natural catastrophes, geopolitical upheaval, or economic downturns, that could disrupt the implementation processes and the results of these initiatives. Possible predisposed notions of the researchers responsible for the study, which may affect the collection, analysis, and interpretation of the data (Chitiga, 2019). Gaps in the context and the dynamics of the Bindura North Constituency (Chipadze). The researchers need to define these gaps and aim to eliminate them through sound study beyond these gaps using careful

study design, rigorous data collection and analysis, and full disclosure of the methodology and results of the study.

## **1.9 Delimitations of the study**

The study area is still confined to the Bindura North Constituency in Chipadze. Other areas of Zimbabwe with distinct socio-economic and cultural characteristics may offer very different perspectives, but these will not be accommodated in the findings. The research focuses on women aged eighteen and above which captures the views of women who are empowered and motivated by the available initiatives. The study examines the factors and initiatives from 2010 to 2023 in order to understand the current trends of the women's empowerment paradigm in the constituency (Kabeer, 2018). The scope of the study is centered on certain forms of empowerment initiatives, like, community sensitization programs and economic initiatives which include microfinance and vocational training, but do not consider political initiatives or actions from international bodies (Mutopo, 2021). The study uses a quasi-experimental design and includes qualitative interviews and quantitative surveys. It does not include longitudinal or experimental designs, which may offer other perspectives. The research includes the known cultural practices and beliefs of the community but does not consider the wider historical or national cultural dimensions that may have shaped the women's empowerment analysis.

These restrictions are set with the intention of refining the scope of the inquiry with regard to the contextual setting of women's empowerment in Bindura North Constituency, so as to ensure the research within scope is within control and possible to competently manage.

## **1.10 Defining Important Concepts**

**Economic Empowerment:** Empowering women can alleviate poverty, increase financial independence, and drive sustainable development. Their participation in economic activities and funding is important. (Njugi, 2019)

**Political Participation:** Enhanced women's participation in decision making at the political and policy levels can enable effective and gender sensitive governance. (Aslop, 2019)

**Social and Cultural Transformation:** Women's development activities can help to challenge gender roles, norms and stereotypes, making it possible to move towards a more equal and fair society. (Longwe, 2019)

**Health and Education:** Empowering women positively affects the use of health, education, and family planning services which improves the health of mothers and children. (Chitiga, 2019)

**Disaster Resilience:** Women's involvement in the area of disaster risk reduction and management is essential in complementing community disaster resilience because women have a critical role in the family and community during and after disaster. (Malhotra, 2019)

## **1.11 Outline of the chapter**

### Chapter 1: Introduction

This chapter includes the background of the study. As the first chapter, it includes the information concerning the purpose of the study, study objectives and research questions. This chapter also ends with the assumptions and justifications of the study, followed by a glossary of the terms used.

### Chapter two: Review of literature and the conceptual framework

This outlines the concept of empowerment through the literature focused on women, their initiatives, and the concerns and possibilities that surround them.

### Chapter three: Research design and methodology

This chapter outlines the methods of the design, the research tools, the collection of the data, the analysis of the data, the presentation of the data, the population samples, the sampling methods, and the research ethics.

### Chapter four: Presentation of data, their analysis and discussion of the findings

This chapter addresses the research findings and their analysis, discussing the findings and providing analysis regarding the research conducted.

Chapter five: Overview, conclusion, recommendations and suggestions for future research

This chapter outlines the conclusions drawn from the findings discussed in chapter four and suggests strategies that can be implemented geared towards empowerment of women in efforts to improve their livelihoods.

## CHAPTER TWO

### 2.0 LITERATURE REVIEW AND THEORETICAL FRAMEWORK

#### 2.1 Introduction

Fostering development equality and social justice is crucial in relation to women's empowerment, especially in areas where disparities still exist. In Zimbabwe, women's empowerment is approached from both fronts of challenges and opportunities that underscore the lived realities of women in diverse social contexts. This chapter, which draws on the Bindura North Constituency, known as Chipadze, seeks to examine how a blend of traditional gender roles, socio-economic challenges, and new opportunities inform women's empowerment. In Chipadze, women's roles are mainly determined by culture, which is accompanied by a rigid domestic sphere and little to no engagement in economic activities (Longwe, 2019). This socio-cultural environment constrains many women's attempts to exercise their rights, pursue education, and engage in leadership activities, which is often viewed as unprecedented. Nevertheless, a number of both state and non-state initiatives have come to respond to these inequalities. The aim of these initiatives is to enable women by equipping them with the skills and resources that they require to thrive in an increasingly supportive environment.

#### 2.2 Theoretical framework

Bronfenbrenner's Ecological Systems Theory (1979).

In examining the Women's empowerment initiatives in Bindura North Constituency (Chipadze), To utilize a singular set of theoretical frameworks. There is the Ecological Systems Theory (Bronfenbrenner, 2019). This theory pays attention to the individual, community, and societal context—and the complexities of factors involved, which makes women's empowerment possible. It also looks at the multilevel context of women's initiatives in empowerment in Bindura North Constituency (Chipadze). There is also the Sustainable Livelihoods Framework (Scoones, 2017). This theory also is concerned with the connections to various forms of capital (natural, physical, human, social, and financial) and enables women

to attain an enhanced livelihood and economic empowerment. This framework will guide the analysis of the economic aspects of women's empowerment initiatives in Bindura North Constituency (Chipadze). There is also the participatory development theory (Chambers, 2017). This theory focuses on the community and women's involvement in the planning, implementation, and evaluation stages of the empowerment initiatives. It will be used to assess the women's empowerment initiatives in Bindura North Constituency (Chipadze) to determine the level of participatory approaches incorporated.

Several researchers have highlighted the entrenched gender disparities that curb the empowerment of women in Zimbabwe. Some of the barriers are economic, such as restricted access to land, credit, and other resources, as documented by Mutopo in 2021 and Makombe in 2019. Also, the prevailing sociocultural norms and traditions disparage women's decision making and their leadership capabilities (Chimedza & Mutambara, 2018; Muparamoto 2020). There are also disparities with women and girls in the educational sector with lowered enrollment and completion rates as highlighted by Chireshe in 2019 and Kapingura in 2019.

## **2.3 Literature Review**

### **2.3.1 Understanding the role of women empowerment initiatives**

As a multi-dimensional concept, women empowerment has an economic, social and even a political and cultural angle. There have been some empowerment initiatives aimed at improving the status of women and addressing gender imbalance in rural parts of Zimbabwe, like Bindura North Constituency (Chipadze). This is the focus of the literature review, the women empowerment initiatives in Zimbabwe and more specifically the Chipadze context. Women in Zimbabwe have faced systemic disadvantages owing to colonial policies, patriarchal policies, and socio-economic hardships strung out after (Chitiga, 2019). After the country gained independence, there were some policies introduced like the 1997 National Gender Policy and the 2013 Constitution that granted gender equality. These policies, however, have created unequal access to education, healthcare, and economic opportunities for women owing to their inconsistent implementation. In Chipadze, there are deeply entrenched traditional norms that define women's and men's roles and responsibilities in the family and the community. Women are mostly viewed as community and household caregivers, which

severely restrict their participation in economic activities. This cultural setting greatly hinders efforts to empower women and increase their public and economic life participation.

The Zimbabwean government, along with numerous non-governmental organizations, actively pursues initiatives aimed at empowering women through microfinance, vocational training, and awareness programs (Chikoto, 2018). However, it is documented that these works often fail due to lack of funding, lack of prioritization, and limited resource access.

Women's empowerment in Zimbabwe is multifaceted and devising an effective strategy entails delving deep into the literature pertaining these topics. With this in mind, the goal of this chapter is to bring together the research on women's empowerment initiatives in it, especially in Bindura North Constituency (Chipadze), focusing on the women's issues and the socio-economic realities. With the intent of providing a solid foundation for the analysis of maximally effective initiatives, this chapter integrates the literature with the socio-economic and cultural frame of Chipadze. As defined by Murungaru (2024), women's empowerment is the ability to make choices, access resources, and influence substantial decisions in their lives. The importance of a woman's empowerment is brought to the forefront by Zimbabwe's economic growth, improvement of the communities, and gender equity. Zimbabwe's government and other stakeholders have sought to actively construct new frameworks for aiding women in the rural areas of Chipadze.

The history behind women's empowerment in Zimbabwe is defined by colonial history, socio-political changes, and economic development. Policies enacted after gaining independence sought to enhance the status of women, though not without challenges. Compliance of constitutional gender equality clauses is sparingly practiced, and further ignored in the context of outdated customs, which is predominantly the case in rural regions.

## **2.4 Historical Context of Women's Empowerment in Zimbabwe**

The policies of the colonial period deeply affected the socio-economic development of women's empowerment in Zimbabwe. The exclusion of women from employment opportunities and the lack of avenues available to them to access positions of power entrenched societal discrimination. After gaining independence, the Zimbabwean government formulated

policies to promote women's empowerment and gender equality. Important milestones in the development gender equality policy framework include the adoption of the National Gender Policy in 1997 and the promulgation of the 2013 Constitution. However, these policies are not always adhered to, which is the case in rural regions such as Chipadze.

## **2.5 Setbacks Encountered by Women's Empowerment Initiatives**

In Chipadze, limited entrepreneurial and informal economic activities for women pose a significant challenge because of a lack of resources which constrains women's informal economic activities. Research indicates that women lack the necessary support and training resources that, hold them back from attaining economic independence. Empowerment through education remains crucial for women. While there have been some strides, the educational disparities still exist, with girls in Chipadze facing cultural biases and early marriage. Literature suggests that there is a need for more educational initiatives that support women in education and higher education. Empowering women in the context of not only Chipadze, but of the whole world is influenced by cultural norms and expectations. The combination of cultural biases and gender-based violence in Chipadze creates a GBV discriminatory landscape that hinders women's agency. Societal issues need to be addressed in order to succeed in any empowerment initiatives.

## **2.6 Possibilities for Women's Empowerment**

Women's empowerment can be facilitated through community engagement. Women's groups and organizations at the local level often serve as support systems and networks for collaboration and resource mobilization. Research indicates that community-based initiatives can improve women's self-confidence and agency. The rise of technology also brings new opportunities for women's empowerment. In Chipadze, women can now participate in online businesses and access information and digital markets through mobile phones and the internet. These opportunities can be best harnessed through targeted initiatives aimed at improving digital literacy. Critical support for women's empowerment initiatives can come from partnerships with NGOs and international organizations. These types of organizations tend to aid in the development of sustainable programs by offering aid, training, resource, and funding.

Research shows the strategic combination of local communities and external partners strengthens the effectiveness of empowerment initiatives.

### A Structure for Analyzing Women Empowerment Initiatives

There are specific challenges that women face in Chipadze. An integrative approach is needed that is economic, educational, and social in nature, addressing the multi-faceted layers of empowerment to foster a supportive ecosystem for it. Addressing multiple facets of empowerment in a singular program is always more effective. Women empowerment programs are more effective when there is cooperation from different sectors, including government, NGOs, community, and the women themselves. When women take part in the planning and execution of the initiatives, their insights and needs are more likely to be met. Women empowerment programs should have ongoing strategies for evaluation and adjustment. Initiatives which include regular evaluations of program effectiveness and then adaptation based on that feedback are more likely to be sustained.

## **2.8 Overview**

To summarize, this chapter outlines the mapping initiatives focusing on women's empowerment in Zimbabwe with specific reference to Bindura North Constituency (Chipadze). In as much as there are encouraging opportunities in active community participation, technology, and favorable partnerships, there are major constraining factors such as economic challenges, educational inequities, and entrenched sociocultural norms. This chapter contributes the synthesis of these findings towards building a more nuanced understanding of the issues involved and argues the need for strategic approaches that would enable effective empowerment for women in Chipadze. There is need for further research and initiatives that explore these opportunities to address the challenges in a more enduring manner.

## CHAPTER THREE

### RESEARCH DESIGN AND METHODOLOGY

#### 3.1 Introduction

This chapter outlines the scope of women's empowerment initiatives relative to the whole country of Zimbabwe, focusing on the Bindura North Constituency, especially the Chipadze region. This chapter aims to analyze the initiatives undertaken toward women's empowerment in Chipadze, considering the region's social, economic, and cultural complexities. It aims to pose and answer critical questions on the relationship between local and national policies, civil society, and women's lives in the constituency. It intends to draw some critical insights and impact the policies on women's empowerment in Zimbabwe by studying the case of Bindura North Constituency. The case study is intended to be part of the discourse on women's strategic and transformative integration in development processes that affect their lives (Njuki 2019).

#### 3.1 Research design

Through a case study strategy, one is able to grasp fully the Bindura North Constituency (Chipadze) women's empowerment challenges and opportunities by looking at the broader historical, social, and political context of the region (Longwe, 2019). There is a need, where applicable, to draw parallels with other case studies and research on women's empowerment initiatives in Zimbabwe and incorporate them in the analysis of Bindura North Constituency (Chipadze) findings.

This can aid in highlighting recurrent motifs, frameworks, and distinctive features that might contribute to shaping the understanding of Zimbabwe within its specific framework.

By adopting qualitative methods, the research is able to study the multifaceted and contextual aspects of women's empowerment initiatives. The qualitative approach provides insight into the women's life experiences in the community, and its complexities and subtleties. This form of qualitative research is based on constructivism, which supports the socialization of the realities and highlights the role of the participants in the research. To comprehensively analyze women's empowerment initiatives in Bindura North, a case study design will be utilized (Mutonhori, 2021). This approach is effective in analyzing particular instances of

empowerment and the corresponding community changes. This approach allows for the study of the local culture, social and political factors and how these relate to the success of the initiatives.

## **3.2 Methodology**

This chapter presents the methods used to study the women's empowerment initiatives in Zimbabwe, and the specific challenges and opportunities in the Bindura North constituency (Chipadze). The study relies on qualitative methods to gather information and insights which enables thorough understanding of the social, cultural, and economic dynamics of women's empowerment in the region (Chambers, 2017).

## **3.3 Research Design**

This study will use a case study design because it captures intricate social phenomena within particular settings. Bindura North Constituency is the study site because of its distinctive socio-economic profile and the active engagement of multiple women's empowerment programs. This design is suitable to document women's lived realities, community initiatives, and the local socio-cultural frameworks (Conway, 2017).

## **3.4 Population, sample, and sampling strategies to be utilized in the study**

The sample was created in relation to the study looking into women's empowerment programs in Zimbabwe and Bindura North Constituency (Chipadze). The socio-demographic profile of the participants is important in understanding the many facets of women empowerment in the region and around (Aslop, 2019).

### **3.4.1 Population**

The study population is defined as women aged 18 and older within Bindura North Constituency. This population was selected as it includes women who are participants to women empowerment activities. In Bindura North, women aged 18 and above constitute

around 51% of the population as captured by the Zimbabwe National Statistics Agency (ZIMSTAT). This affirms their importance as participants and actors in development.

### **3.4.2 Sample Size**

This study will select a sample of fifty women, which will be sufficient for a quantitative assessment and for conducting interviews to provide qualitative insights. This sample size is particularly important to ensure representativeness across the sample and, at the same time, capture the data needed without excessive burden in collection and analysis.

### **3.4.3 Sampling Techniques**

In order to meet the requirements of a representative sample, a mixture of stratified and purposive sampling will be used. The sample frame was first stratified based on age groups, education, and socio-economic status. This is important to ensure that all the relevant sub-groups within the population are proportionately represented in the sample, which is important in addressing the women's multidimensional view and experiences of empowerment initiatives. Within each category, purposive sampling was used to include women who are participants of community empowerment programs and those who were not. This approach helps to understand all the perspectives related to women empowerment programs and their impact, both positive and negative, on different groups. The aim is to provide in-depth qualitative data on the diverse experiences and outcomes of women by narrowing the population to the focus subjects.

## **3.5 Data Collection and ethical consideration**

In the context of the Bindura North Constituency and the Chipadze region, this study adopts a mixed-methods approach to capture the multifaceted data related to the women's empowerment programs. The key data collection techniques include surveys, interviews, and focus group discussions.

## Surveys

A structured questionnaire comprising both open-ended and closed-ended questions was designed to assess the perception of empowerment programs, the challenges, and the potential growth opportunities among the surveyed women. The questionnaire was administered to a sample of women from Chipadze. As women surveyed came from various age and educational and socio-economic groups, the sample was slightly heterogeneous. We surveyed 50 women.

## Interviews

Along with the focus group discussions, in-depth interviews with key stakeholders, including government and NGO representatives, as well as community leaders, involved in women's empowerment were conducted. The interviews were meant to gather in-depth opinions on the effectiveness of the programs and the existing gaps. Participants were selected through purposive sampling because they possess the knowledge and experience regarding the women's issues.

## Focus Group Discussions

Focus groups of women from different walks of life were organized to foster discussions and to understand different experiences with regard to empowerment. This qualitative strategy helped to understand the social and cultural dynamics that shape women's empowerment in the community.

The data collection was strategically scheduled to ensure that enough time was set aside for the recruitment and retention of the participants. Blending qualitative and quantitative data paints a comprehensive picture of the issues as well as the opportunities women encounter in relation to empowerment initiatives.

### **3.5.2 Ethical Considerations**

Ethics is a critical component in any area of research, more so in the case of studying women in Zimbabwe as a vulnerable group. The following ethical considerations were observed.

## Informed Consent

All participants were fully debriefed concerning the study's aims, methodologies, and possible risks. Before taking part in surveys, interviews, or focus groups, participants made informed decisions to opt in or out and in case of change of mind, were assured of no repercussions.

## Privacy

All identifying information was removed to ensure the anonymity of participants. Gathering the information was done in such a way that only the research team had secure access to it. The information will only be utilized for scholarly purposes. Participants were assured that the responses they provided would be kept confidential.

## Honor and Compassion

Gaining the information needed was approached with special regard to ensure that the participants deemed the atmosphere as warm and welcoming. This particularly applied to the participants who were discussing gender issues. They were provided with information and services to help them in case they found the information emotionally challenging.

## Involvement of the Community

Trust was built by involving the community and community leaders prior to the study. These respondents assisted in creating the research design which ensured that it was appropriate and relevant to the culture of the community.

## Ethics Approval

In conducting research with human subjects, the sponsor submitted the study to the IRB for ethical review as a safeguard in obtaining and protecting the dignity and rights of the participants.

These ethical standards were put in place so that the research will open opportunities to further the understanding of women empowerment programs in Zimbabwe.

### **3.6 Validity and reliability of research instruments**

While carrying out the research on the women's empowerment initiatives in the Bindura North Constituency (Chipadze) of Zimbabwe, the credibility and accuracy of the research findings were dependent on the validity and reliability of the research instruments used. This chapter explains the methods that were employed to determine both the validity and reliability of the research instruments in this study.

Validity is defined as the accuracy of a measuring instrument and whether the claimed outcomes are achieved. In the case of this research, there are measures put in place to ensure the instruments used are valid. All research instruments such as surveys and interview guides were constructed from the literature concerning women's empowerment initiatives. To increase content validity, some scholars on gender and development were consulted. Their contribution pertained to the validity and meaningfulness of the constructs of the instruments (Scoones, 2017). In order to determine whether the instruments measure the constructs of women empowerment theory, a pilot testing with a few members of the targeted population was done. This step was useful in resolving any uncertainties or contradictions the instruments had. Some stakeholders from the community such as women's groups and NGOs also gave their appraisal on the instruments. Their feedback was important in ensuring that the instruments used were culturally applicable and relevant to the women's particular concerns in Bindura North.

Reliability is defined as the degree to which a measure is consistent across different times and situations. For this particular study, the reliability of the research instruments was verified in different ways. Some participants were given the same measure to complete two weeks apart. The degree of correlation within the two sets of responses was analyzed in order to assess the instrument's temporal stability. A high correlation coefficient was indicative of good test-retest reliability. For those surveys which include several items designed to measure a single concept, Cronbach's alpha was computed. An alpha of 0.70 or higher was considered as an acceptable level, suggesting that the items consistently measure the same concept of women's empowerment. In the qualitative interviews, several researchers coded the same responses to the interviews independently (Mutopo, 2021). The level of agreement among researchers was

quantitatively assessed in order to determine whether the responses were consistently interpreted. A strong consensus maximized the reliability of the qualitative data collected.

### **3.7 Data presentation and analysis**

The information gathered regarding women's empowerment initiatives focused on the Bindura North constituency, specifically Chipadze. The analysis is intended to show both the difficulties women encounter in trying to access and benefit from these initiatives and the avenues available to improve their empowerment. The information is organized and presented in the form of quantitative and qualitative analyses such as surveys, interviews, and secondary data. The study adopted a mixed-methods design, consisting of quantitative surveys and qualitative interviews. Quantitative surveys were conducted with a sample of 50 women from various communities within Bindura North, while qualitative in-depth interviews were carried out with 20 local leaders and stakeholders active in the women's empowerment programs. This strategy allowed for a richer understanding of the women's empowerment initiatives in the constituency.

In Zimbabwe, initiatives for women's empowerment include microfinance, vocational training, and specific agricultural projects aimed at enhancing women's socio-economic standing. In Bindura North, multiple NGOs, community-based organizations, and some government initiatives are already working towards the realization of these projects. Microfinance is becoming a common means of helping women to be financially independent. A good number of respondents indicated that having access to micro loans enabled them to engage in small-scale entrepreneurship, which improved income at the household level. It is, however, shocking that only 35% of those sampled reported access to such services. The information gathered in this research brings out the multifaceted nature of women's empowerment initiatives in Bindura North. Even though there are obstacles, the identified opportunities provide a pathway for improving the lives of women in the constituency. It is important that stakeholders come together to remove barriers and utilize existing initiatives to improve the conditions for women's empowerment.

### **3.8. Summary**

This is the last chapter of the dissertation covers the case study of women empowerment initiatives in Bindura North focusing more on Bindura and Chipadze. It discusses the women's history in Zimbabwe which has had both advancements and challenges.

The chapter outlines important stakeholders in women's empowerment, which include government bodies, NGOs, and social community organizations. One of the central issues is the multiple challenges these initiatives face. These challenges include socio-culture, limited funding, and restricted educational and healthcare services. The chapter demonstrates the impact of traditional gender roles on women's access to decision making and resources, as well as how deeply-seated socio-economic challenges greatly impact entrepreneurial initiatives. In spite of these challenges, the chapter points out the areas of potential for women's empowerment in Chipadze. It provides evidence of innovative community-driven projects that have changed the lives of local women, enabling them to overcome the constraints placed on them. The chapter also discusses the impact of education and skills training on women's empowerment, particularly how education fosters economic independence. Finally, the chapter emphasizes the importance of coordinated action and collaboration among different stakeholders to improve the women's empowerment ecosystem and provide adequate support to women. It provides policy suggestions that take into consideration the distinct obstacles and opportunities that women face in Chipadze.

The foundation work that's been done here will enable us to continue building on it in Chapter 4, where I will explore more specific actionable insights and approaches on how to promote sustainable women's empowerment in the region.

## CHAPTER FOUR

### DATA PRESENTATION AND ANALYSIS

#### **4.0 Introduction**

As we know, empowerment of women in the context of sustainable development is of great importance, especially in a country like Zimbabwe, which is facing socio-economic challenges. This chapter focuses on women empowerment in the Bindura North Constituency, Chipadze, and examines the extent to which these programs seek to improve women's lives in the economic, social, and political spheres. The chapter commences with a description of the initiatives, first providing the overview of the initiatives with special focus on both the governmental and non-governmental attempts towards tackling the gender gap and development issues. It further discusses the major socio-economic and political obstacles that compromise the effectiveness of these initiatives, including the socio-culture, economic, political underrepresentation, and lack of active structures. Regardless of these challenges, the chapter identifies some of the remarkable factors that can be harnessed to enhance women empowerment in Chipadze. By analyzing these issues, the chapter seeks to broaden the discourse on women's empowerment in Zimbabwe and put forward the needed strategic initiatives to strengthen the supports.

#### **4.1 Demographic Profile of Respondents**

The data collection exercise aimed at enhancing women's roles in socio-economic development in Bindura North Constituency (Chipadze) had a total of 50 participants. The response rate was 100% since all the targeted participants were available.

### Ages of Women

Category	Participants	Percentage
18-30	15	30%
31-40	16	32%
41-50	5	11%
51-60	8	18%
61+	6	14%
Total	50	100%

*Table 4.1 Respondents' Age*

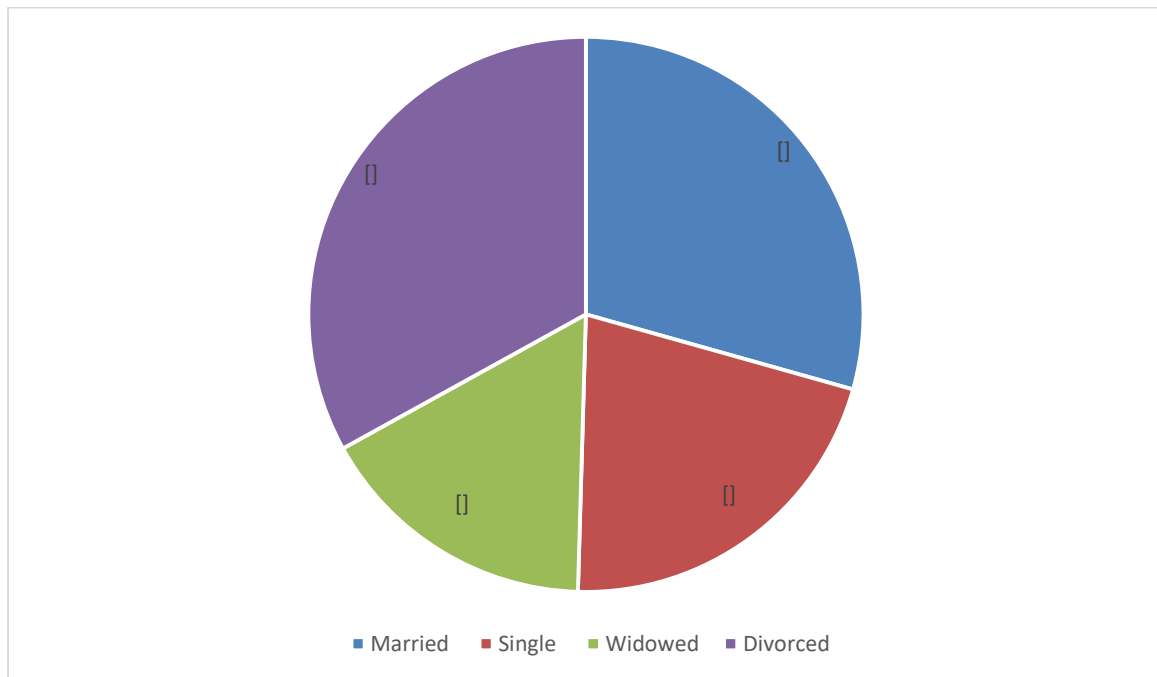
The participants were 18 years and older. The largest age group was 31-40 with 16 participants (32%). Those from the 18-30 age group were 15 (30%). Respondents from the 51-60 age group were 8 (18%), those from 61+ were 6 (14%), and the 41-50 age group had 5 (11%) participants.

### Status Assignments of Participants

#### Marital Status of Participants

Out of a total of 44 respondents, 14 were married, making up 28% of the total. The second highest response were divorced individuals, totaling 18, which is 36%. The single category, while lower than divorced participants, was still significant at 10 respondents (20%). The lowest response was widowed participants, which accounted for 8 respondents at approximately 16%.

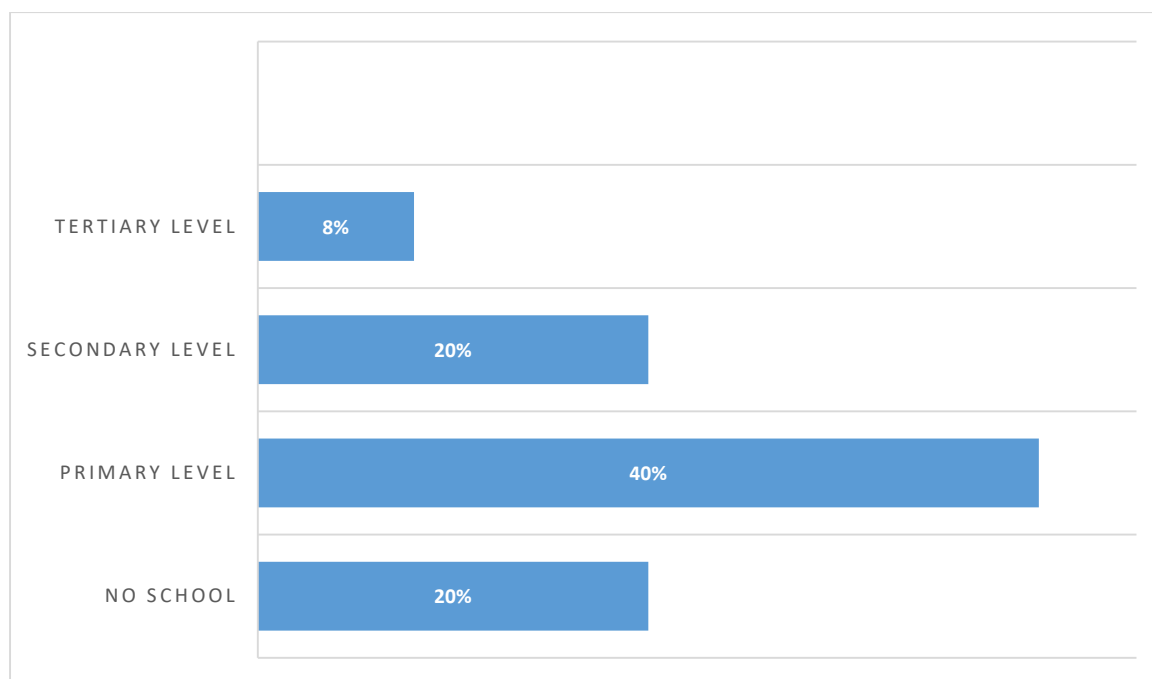
### Educational Achievements of Participants



*Figure 4.3*

Primary school education had the highest number of participants along with 16 respondents (32%). The no school category surpassed other educational levels with 20 participants (40%). Secondary school participants came in third with 10 (20%), with tertiary participants lagging far behind at 4 (8%).

### Visual Representation of the Collected Data



#### *4.2 Analysis of the 2023 Bindura North Constituency Women's Empowerment Program*

Women's empowerment is a key pillar in the quest for gender balance and sustainable development in a country. Initiatives for women empowerment in Zimbabwe, especially in Bindura Constituency, seem to be on the rise in the past few years, focusing on trying to mitigate the unusually long and structural discriminations and inequalities women have undergone. This research aims to understand the women's empowerment situation in Bindura constituency focusing on the far you've come, the problems you've faced, and the prospects. One of the responded remarked,

Women's empowerment and development is and has been a global and national concern, influenced by diverse sociopolitical contexts.

Women have always endured the brunt of patriarchal norms and socio-economic constraints. The colonial history and socio-economic policies like gender inequalities have deep roots. Many women have fought to gain equal opportunities to education, economic resources, and political representation in areas like Bindura and throughout Zimbabwe.

There have been some programs established to aid women's empowerment in the Bindura constituency. Such programs have been initiated by the government, NGOs, and the communities themselves. Chambers 2017 points out, "Microfinance schemes have been introduced to provide women with access to capital, enabling them to start their own businesses." Other programs like the Women's Development Fund strive to fill the fiscal women's gaps. Women's vocational training aids in tailoring, agriculture, and crafts handicrafts. These programs aid women to gain employability and entrepreneurship.

Respondents incorporated, "These policies have the potential to transform economic and social structures." Having education access have been aided by numerous scholarships alongside community awareness programs to motivate families to advocate for their daughter's education. Such policies and programs are essential for the long-term social and economic empowerment of women.

With the goal of promoting women's representation in local politics, new initiatives have been launched. Specialized training programs promoting leadership and advocacy aim to prepare women to participate in the decision-making processes at various levels. Even with all this effort, there is still a substantial gap in women's participation in politics. Looking at the state of women's empowerment within the Bindura constituency, the picture is somewhat paradoxical, with areas of achievement still mixed with challenges and barriers (Manuere, 2023). There has been progress in the economic, educational, and political initiatives, but strong cultural traditions coupled with economic obstacles have slowed down progress. There is a need to improve local community structures, use technology to promote community engagement, and sprout enabling legislation to support these women. Addressing these gaps and the existing gaps in these frameworks within the Bindura constituency could transform the socio-economic dynamics and enable women to participate and get more involved in their communities and the society as a whole.

#### **4.2.1 The Issues Impacting Women's Empowerment Initiatives In The Bindura North Constituency.**

Women empowerment initiatives in the Bindura constituency of Zimbabwe faces many issues. The issues impact social and economic development. In addition, women faces various issues. In the region, women empowerment issues are largely ignored.

Bindura struggles the most with the bias/silencing and non-supporting of women empowerment work. Patriarch ideologies couples with social systems in Bindura still believe and practice the inferior place of women in power, thus bringing great work conflict.

With the deepen love for", women agricultural supportive work, community members are most likely to resist project plans, viewing them as threats to women empowerment. The economic problems relating to the women's empowerment issues of these women spend with violence against women, deeply reinforce the notion for and against social based violence. Women's economic problems restrain progress. Without access to credit, social and financial services, it is almost impossible for women to start and sustain any form of venture. Initiatives in this regard like micro finance banks face issues of impact and coverage.

The persistent high unemployment rates in the region deeply affect the economic empowerment of women, including the ability to pursue education or entrepreneurial activities. One of the respondents stated,

Regardless of measures that have been put in place to encourage women's political participation, their representation in politics is still very low. Women face discriminatory policies and a lack of cooperation from their male counterparts, which constitutes a major hindrance to their progress. Current arrangements may not sufficiently consider the interests of women and, therefore, their ability to promote gender equity and women empowerment is limited.

Education is very important in the process of empowering women. However, a number of other obstacles still exist. There have been some positive changes regarding the enrollment of girls in schools, but there are still many girls that drop out due to high economic hardship. Families may, due to limited resources, only prioritize the education of boys. Even the education of girls is in many cases not of a reasonable standard because of lack of proper infrastructure, trained teachers, and other relevant school materials. One of the respondents stated.

Most women do not know how to access programs that are meant for them. Poorly designed communication systems can make this worse. Advocacy for the rights and empowerment of

women is often poorly advertised, which diminishes community engagement and support for these initiatives.

Rural women may encounter additional hurdles as compared to urban women, including greater social isolation and more difficult access to social services. Women from lower classes may find even greater challenges participating in empowerment programs. The issues obstructing women's empowerment programs in the Bindura constituency are cultural, economic, political, educational, and within these contexts Kulika (2018) outlines them as multifaceted in nature. Several elements converge to create problems in the assessment, engagement, and implementation of women focused programs. Women targeted programs and initiatives are more effective when community ownership, policy changes, and women focused assistance are incorporated. Stakeholders are able to foster an environment that enables women to actively engage in empowerment initiatives, which will further social and economic progress in the region, when these factors are integrated.

This reinforces the worldview of participatory social ecological systems as the frameworks of women experience in empowerment programs within the context of house hold and workplace responsibilities and bias restrict engagement to an extreme. Additionally, long standing and more recent belief systems and cultural structural paradigms will adopt and adapt norms, values, and behaviors which reinforce empowerment vigilance.

#### **4.2.3 Recommendations to enhance the women empowerment initiatives in Bindura North Constituency**

The constituent Bindura in question can implement programs using available community resources, enhance community participation, and remove power imbalances.

Several opportunities remain unexplored that may increase the effectiveness of these initiatives. As noted by one of the respondents.

Advocating for the formation of cooperatives helps women economize by combining resources, knowledge, and efforts for collective economic engagement. Constructing networks of support groups enable women to advocate for themselves and assist one another in sharing their experiences more efficiently.

Women can be equipped with practical skills through the expansion of vocational training in tailoring, agriculture, and technology. Encouraging girls to pursue STEM (Science, Technology, Engineering and Mathematics) subjects can diversify the female workforce and reduce gender disparity in these fields (Moyo, 2021). Providing tailored microfinance products strengthens women's access to microcredit and empowers them to initiate and grow businesses. Providing them with financial education enables women to manage their finances, make sound investments, and strengthen their economic position. Another respondent stated,

The use of ICT can increase women's access to information, markets, and other necessary resources. Training women in ICT improves their job and business opportunities. Awareness campaigns for women's rights and empowerment can be conducted through social media and other digital platforms.

Promoting the adoption and enforcement of gender-sensitive policies can aid in the creation of an environment that enables women's power. Changing local perception can be accomplished by incorporating local leaders into advocacy campaigns, and this can change the perception and image of women in the community (Murungaru, 2024). Non-governmental organizations can assist by providing the necessary resources and expertise for the empowerment initiatives. Involving the private sector in the empowerment of women can create jobs, offer mentorship, and invest in women-owned ventures. One other participant remarked.

Access to healthcare, especially reproductive health, helps women to be more active in the economy and society, improving every aspect of their lives. Offering wellness resources can strengthen women's ability to deal with the psychological challenges that they bear, helping them to develop more positive or optimistic attitudes, thereby empowering them.

Holding awareness campaigns to inform communities about women's rights and empowerment initiatives can foster more support and participation. Actively engaging young people in advocacy and empowerment programs can help foster a culture of gender equity for future generations. The prospects for advancing women's empowerment initiatives in Bindura constituency are broad and encouraging (Chakanyuka, 2019). Through community-based approaches, improving education and training, better access to financial services, and partnerships, women's needs can better be served. Addressing these fundamental obstacles will

improve the situation of women and simultaneously enhance the socio-economic development of the Bindura constituency and Zimbabwe at large.

This situation relates to the theory of ecological systems, which states that implementing educational programs that equip women with relevant skills and knowledge alongside economic participation. There is also the consideration of executing policies through partnerships with the local government and community advocates to help establish women's advocacy and support networks.

### **4.3 Chapter Summary**

The specific focus of the chapter is on the efforts directed towards women's empowerment in the Bindura North Constituency (Chipadze) of Zimbabwe. It analyzes the situational obstacles as well as the socio-political and economic windows of opportunities regarding the enhancement of women's empowerment. The chapter describes several women's empowerment activities such as community leadership training, microfinance projects, and vocational training, which are aimed at improving women's socio-economic and political participation. The chapter ends with recommendations aimed at improving the effectiveness of empowerment strategies which include the collaboration of government, NGOs, and community leaders. This chapter illustrates the women's empowerment situation in Chipadze and the interwoven challenges and opportunities.

## CHAPTER FIVE

### SUMMARY, CONCLUSIONS, RECOMMENDATIONS AND AREAS FOR FURTHER RESEARCH

#### 5.0 Introduction

The empowerment of women has become one of the most important issues of concern in the development efforts across the globe, including the effort in addressing the development imbalances in all sectors. This is the case study of some of the efforts being made to empower women in the Bindura North Constituency, which is referred to as Chipadze, focusing on the problems which have been encountered as well as the possible solutions. This chapter is a case study of these problems together with these solutions to show how the existing efforts have performed and how they can be made to perform better in the future.

#### 5.1 Overview

Chapter 1 discusses the initiatives aimed towards women's empowerment in the context of Zimbabwe and more specifically in Bindura North Constituency (Chipadze). It lays the groundwork by discussing essential concepts pertaining to women empowerment and highlights the Zimbabwean socio-economic and political framework. It highlights the cultural norms and practices which have historically dominated women's roles and therefore hindered their participation in governance and leadership. Some of the comprehensive initiatives aimed for the empowerment of women include: state policies, community initiatives, and NGO's programs. These initiatives include the provision of skills, microcredit, advocacy for women's rights, and increased women's welfare.

In Chapter 2, the focus shifts to discussing the concepts and women empowerment action models in Zimbabwe and Bindura North Constituency (Chipadze). It introduces important terms such as: gender, empowerment, and agency to articulate the concepts. The chapter analyzes multiple global and domestic strategies, the most important of which are CEDAW and

Zimbabwe's National Gender Policy. These documents are crucial as they steer local action and policy.

The intertwined social and economic issues such as class, ethnicity, as well as the rural-urban divide, are examined in relation to the complexity of women's experiences.

Chapter 3 delves into the women's empowerment initiatives focusing on the specific programs developed in Bindura North Constituency (Chipadze) and critically evaluates the comprehensive drive of the initiatives regarding their design, implementation, and outcomes. The chapter opens by discussing the primary participants which include government bodies, NGOs, and community based organizations (CBOs) and their contributions as primary stakeholders to the promotion of gender equity. The chapter classifies the various initiatives into three primary categories: economic empowerment, education and training, as well as active political participation. This program seeks to improve women's entrepreneurial skills through the provision of microcredit and skills training. The chapter also discusses the local governance and political representation of women on the local governance and political representation structures.

Chapter 4 discusses the gaps and the issues impacting women's empowerment initiatives in Bindura North Constituency (Chipadze). It discusses the socio-economic, cultural, and institutional gaps in relation to the implementation and sustainability of these initiatives. It discusses the lack of resources such as income as well as economic works like employment which are, in most cases, women's issues.

The strong cultural beliefs within a society pose challenges towards women's empowerment initiatives, making it easy for initiatives to face obstacles within the community. The challenges of a systematic nature bring out the problems around policy enforcement, collaboration gaps between the funders, and the gaps between the implementing stakeholders.

In Chapter 5, the author attempts to consolidate the results of the previous chapters to provide insights towards the gaps and constraints towards women's empowerment initiatives focusing on Chipadze, the North Constituency of Bindura. Directly addressing the women's economic empowerment gaps, expanding educational and vocational training geared specifically towards women can greatly improve women's economic empowerment. Encouraging women to pursue

education are especially emphasized. Greater access to microcredit and microfinance services can enhance women's economic empowerment in the region. To conclude, Chapter 5 focuses on women's empowerment in Chipadze, while underscoring community collaboration and innovation, emphasizing the need for women-led initiatives to drive real change.

## **5.2 Summary of findings**

This research focused on women's empowerment initiatives in Zimbabwe and the challenges and opportunities within Bindura. Bindura women face numerous challenges such as low representation of women in leadership and employment roles, preponderance of voluntary seclusion, restricted resource access, entrenched patriarchal norms, and pervasive economic hardships. Women's opportunities in Chipadze included active community participation, increased vocational training opportunities, participation in the conduction of training sessions, awareness campaign participation, and policy advocacy and implementation.

## **5.3 Conclusions**

1. Evaluate the level of women's empowerment in Bindura north constituency.

The results of the assessment demonstrate that there is progress in the education of girls in Bindura as there are some NGOs that are partnering with women in Bindura. Although there have been some improvements in the education of girls in Bindura North in the past few years, many girls still face numerous challenges. For example, girls attending Johane Marange Apostolic church are more likely to stop going to school for reasons including financial difficulties, early marriages, and pre-defined cultural norms.

2. Evaluate the effectiveness of the women empowerment initiatives in Bindura North constituency.

The results revealed that women empowerment initiatives in Bindura North constituency face difficulties because of the prevailing patriarchal norms. In most societies, a woman is expected to assume a passive role in a family and the broader society which imposes these norms with little or no educational, employment, or leadership opportunities. Other women experience

some form of violence which cultivates an atmosphere of intimidation that discourages women from engaging in social or economic activities. There are also some women who have little education and as a result, these women are unable to obtain basic financial services which are critical for economic independence and entrepreneurship.

Women's lack of representation in governance and politics at the local level limits their ability to make decisions that impact their lives and communities.

#### 4. Understand the gaps in women's empowerment initiatives in the Bindura North Constituency

The study highlights gaps in the girls' and women's education infrastructure particularly in STEM, creating opportunities to promote and expand programs. Local institutions can partner with organizations to develop scholarship and mentorship programs. The establishment and promotion of vocational training centers that help women develop relevant skills can enable and empower them to enter diverse examinations such as agriculture, service, and crafts. For the gaps in women's empowerment initiatives in Bindura North Constituency, collaborations as well as partnerships with local and international women focused NGOs that can further local initiatives and provide more resources, skills, and funding are possible.

### 5.4 Recommendations

Following the insights gained from the study on the women's empowerment programs in Bindura North Constituency (Chipadze), the subsequent recommendations are tailored to suit different stakeholders.

#### 1. Government Agencies

Policy Reform: Develop and implement a tailored gender equity policy that resolves the barriers women face whilst safeguarding and advancing their rights. Funding Allocation: Increase the budget for women empowerment programs to scale their impact and effectiveness. Funding Allocation. Enhanced impact and effectiveness with the implementation of limited budget monitoring and evaluation.

#### 2. Non-Governmental Organizations (NGOs)

Cultivate collaboration with local people to ensure that the programs are appropriate and address local needs. Finance training in entrepreneurship, leadership, financial management, and other relevant fields for women. Advocacy Campaigns: Mobilize to advocate for the rights of women and for gender equity in the communities for the performance of gender equity.

### 3. Community Leaders

They should embrace and advocate for women to sit at the local decision making levels. Set and utilize local fora to educate the local people on the relevance women's participation. Develop networks to enable women to connect and exchange experiences, resources, and opportunities to build community and solidarity.

### 4. Educational Institutions

Incorporate gender studies and awareness campaigns into the school curriculum to sensitize youths on gender issues at an early age. Increase vocational training programs aimed at women for those professions which have high demand in the local market.

### 5. Private Sector

Adopt and enforce gender balance and equality workplace diversity policies. Support women's empowerment initiatives in the community, including mentorship programs and scholarships for female students.

### 6. International Organizations

Help fund and provide some expertise for local projects aimed at women's empowerment. Provide aid in the form of information and successful models of women's empowerment programs from other countries to strengthen local projects.

If stakeholders implement the given recommendations, they will be able to work together to enhance women's empowerment initiatives in Chipadze, which will subsequently drive

sustainable socio-economic development and improve the quality of life for women in the community.

### 5.5 Area of further research

To broaden the scope of women's empowerment initiatives in Zimbabwe, specifically within the Bindura North Constituency (Chipadze) focus on the challenges and opportunities regarding the women's empowerment.

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## LIST OF APPENDENCIES

### APPENDIX 1: RESEARCH CONSENT FORM

#### **Informed Consent Form**

**Title:** Women's empowerment initiatives in Zimbabwe including challenges and opportunities in Bindura north constituency

**Name of Researcher:**

**Affiliation:** Bindura University of Science Education (BUSE)

**Contact Information:**

**Procedures:**

If you agree to participate, you will be asked to engage in a one-on-one interview with the researcher. The interview will be conducted either in person, via phone, or through a video call, based on your preference and availability. The interview will last approximately 15 minutes, during which you will be asked a series of questions related to the research objectives and questions outlined in the interview guide. The interview will be audio-recorded for accurate transcription and analysis purposes. All audio recordings will be kept confidential and securely stored.

**Voluntary Participation:**

Participation in this interview is entirely voluntary. You have the right to refuse to participate or withdraw from the study at any time without providing a reason, and this will not have any negative consequences for you. Your decision regarding participation will not affect your current or future relationship with the researcher or the affiliated institution.

**Confidentiality:**

Your privacy and confidentiality will be strictly maintained throughout this study. All information provided during the interview will be treated as confidential and will only be accessible to the researcher and authorized research personnel. Any identifying information will be anonymized or pseudonymized to ensure your anonymity. The audio recordings will be

securely stored and will only be used for transcription and analysis purposes. In any publications or presentations resulting from this study, your identity will remain anonymous.

**Risks and Benefits:**

Participating in this interview carries minimal risks. However, some questions may touch upon sensitive topics related to Zimbabwe's gender equality. If you feel uncomfortable answering any question, you have the right to decline or skip it. The benefits of participating include contributing to a better understanding of gender equality in Zimbabwe.

**Contact Information:**

If you have any questions or concerns about the study, at any point, please feel free to contact the researcher on the contacts provided above.

**Consent:**

By proceeding with this interview, you indicate that you have read and understood the information provided in this consent form. You voluntarily agree to participate in the interview and provide your responses based on your own experiences and insights. You understand that your participation is entirely voluntary, and you are free to withdraw from the study at any time without penalty. You also consent to the audio recording of the interview for accurate transcription and analysis purposes.

**Please indicate your agreement by signing below:**Participant's Signature:

Date:

**By signing above, you acknowledge that you have provided a copy of this consent form to the participant: Thank you for considering participation in this study. Your contribution is greatly appreciated.**

## APPENDIX 2: INTERVIEW GUIDE

I B212811B, a student at Bindura University of Science Education (BUSE), carrying out a study on, women's empowerment initiatives in Zimbabwe including challenges and opportunities in Bindura north constituency, in fulfilment of the Bachelor of Science Honours Degree in Peace and Governance. You are kindly being requested to contribute to the study by answering the questions on this form. Please note that the findings will be strictly used for academic and research purposes. Confidentiality and anonymity are guaranteed. Your participation and co-operation will be greatly appreciated. Your participation and co-operation will be greatly appreciated. This study will not collect information that can be used to identify you as an individual. You are free to participate or to choose not to participate in this research. If at any time during the interview you feel you no longer want to continue with the interview, please inform the researcher and the interview will stop at that moment. You are free not to answer questions that you are not comfortable in answering. The interview will take approximately 25-30 minutes.

Interviewer Name: \_\_\_\_\_

Date: \_\_\_\_\_

Location: \_\_\_\_\_

Interviewee Name (optional): \_\_\_\_\_

Position/Role: \_\_\_\_\_

Contact Information (if applicable): \_\_\_\_\_

### 1. Demographic Information

Age: \_\_\_\_\_

Education Level: \_\_\_\_\_

Occupation: \_\_\_\_\_

1. What women's empowerment initiatives have you heard about in your community?
2. Have you participated in any of these initiatives? If yes, please describe your experience.
3. How have these initiatives impacted your life or the lives of women in your community?
4. What challenges do you face in accessing these initiatives?
5. Are there societal attitudes or norms that hinder women's empowerment in your area?
6. What positive changes have you observed as a result of these initiatives?
7. What improvements do you think could be made to existing programs?
8. Are there any new initiatives you believe would benefit women in your community?
9. Is there anything else you would like to share regarding women's empowerment in your community?

## APPENDIX 3: SURVEY GUIDE

### 1. Demographic Information

Please provide the following information:

#### 1. Age:

☐ Under 18

☐ 18-24

☐ 25-34

☐ 35-44

☐ 45 and above

#### 2. Education Level:

☐ No formal education

☐ Primary education

☐ Secondary education

☐ Tertiary education

☐ Other: \_\_\_\_\_

#### 3. Occupation:

☐ Student

☐ Employed

☐ Unemployed

☐ Self-employed

☐ Other: \_\_\_\_\_

4. Community Involvement:

☐ Active participant in community groups

☐ Occasionally involved

☐ Not involved

5. Have you heard of any women's empowerment initiatives in your community?

☐ Yes

☐ No

6. If yes, please specify which initiatives you are aware of:

---

7. Have you participated in any women's empowerment initiatives?

☐ Yes

☐ No

8. If yes, please indicate which initiatives you have participated in:

---

9. How would you rate your overall experience with these initiatives?

☐ Very positive

☐ Positive

☐ Neutral

☐ Negative

☐ Very negative

10. How have these initiatives impacted your life? (Select all that apply)

☐ Improved access to education

☐ Increased income or financial stability

☐ Enhanced confidence and self-esteem

☐ Better health and well-being

☐ Other: \_\_\_\_\_

11. What challenges do you face in accessing women's empowerment initiatives? (Select all that apply)

☐ Lack of information

☐ Financial constraints

☐ Cultural barriers

☐ Limited availability of programs

☐ Other: \_\_\_\_\_

12. Are there societal attitudes that hinder women's empowerment?

☐ Yes

☐ No

If yes, please explain:

---

13. What improvements would you suggest for existing programs?

---

14. Are there any new initiatives you believe would benefit women in your community?

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15. Do you have any additional comments or suggestions regarding women's empowerment in your community?

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## APPENDIX 4: FOCUS GROUP DISCUSSIONS

Facilitator Name: \_\_\_\_\_

Date: \_\_\_\_\_

Location: \_\_\_\_\_

Participants: (List names or keep anonymous)

### Introduction

Welcome and Purpose: Briefly introduce yourself and explain the purpose of the focus group. Emphasize the importance of participants' insights.

Each participant shares their name and a brief personal story related to women's empowerment, such as an inspiring experience or a role model.

### INTERVIEW QUESTIONS FOR THE COMMUNITY MEMBERS

1. What women's empowerment initiatives are you aware of in your community?
2. How did you learn about these initiatives?
3. Have you participated in any of these initiatives? Please share your experiences.
4. What motivated you to participate?
5. In what ways have these initiatives impacted your life or the lives of women in your community?
6. Can you share any specific success stories or positive changes resulting from these initiatives?
7. What challenges have you encountered in accessing or participating in these initiatives?
8. Are there societal attitudes or cultural beliefs that hinder women's empowerment in your community?
9. What improvements would you suggest for existing empowerment programs?
10. Are there new initiatives or support systems that you believe could enhance women's empowerment?

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