BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF SOCIAL SCIENCES AND HUMANITIES

DEPARTMENT OF SOCIAL WORK

THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS. A CASE STUDY OF GLENVIEW 1 COMMUNITY
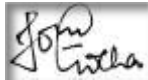
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(B200957B)

A DISSERTATION SUBMIITED TO THE BINDURA UNIVERSITY OF SCIENCE EDUCATION, DEPARTMENT OF SOCIAL WORK IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE BACHELOR OF SOCIAL WORK HONOURS DEGREE

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APPROVAL FORM

I certify that I supervised Sharon R. Chiona in carrying out this research titled: The participation of social workers in livelihood programming for women in urban areas. A case study of Glenview 1 community in partial fulfilment of the requirements of the Bachelor of Science, Honours Degree in Social Work and recommend that it proceeds for examination.

SUPERVISOR'S SIGNATURE

…………………………….…... DATE: 14/06/2024

Chairperson of the Department Board of Examiners

The departmental board of examiners is satisfied that this dissertation report meets the examination requirements and therefore l recommend to Bindura University of Science Education to accept this research project by Sharon R. Chiona titled: **The participation of social workers in livelihood programming for women in urban areas. A case study of Glenview 1 community** in partial fulfilment of the requirements of the Bachelor of Science, Honours Degree in Social Work.

Chairperson

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APPROVAL FORM

Supervisor

I certify that I have supervised **Sharon Rose Chiona** for this research titled: **THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS. A CASE STUDY OF GLENVIEW 1 COMMUNITY** in partial fulfillment for the requirements for the Bachelor of Science Honours in Social Work Degree and recommend that it proceeds for examination.

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Chairperson of Department Board of Examiners

The Departmental Board of Examiners is satisfied that this dissertation report meets the examination requirements and I therefore recommend to the Bindura University to accept a cresearch project by **Sharon Rose Chiona** in partial fulfillment of the requirements for the Bachelor of Science Honours Degree in Social Work.

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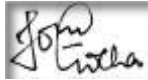
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I declare that **"The PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS. A CASE STUDY OF GLENVIEW 1 COMMUNITY",** is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.

SHARON R CHIONA   **DATE: 14/06/24**

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SUPERVISOR'S SIGNATURE

 …………………………………...   **DATE: 14/06/2024**

DEDICATION

The thesis is entirely dedicated to my loving parents Mr. and Mrs. Chiona who supported me in everything I did towards the completion of my studies. May God bless and protect you.

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ABSTRACT

In the heart of Glenview 1, an urban community in Zimbabwe, a critical exploration unfolded, delving into the pivotal role of social workers in shaping the livelihoods and empowerment of women. This qualitative case study, driven by a triad of objectives, sought to uncover the intricate tapestry of social worker participation in livelihood programming, its impact on women's well-being, and the strategies needed to optimize this vital collaboration. Through the voices of 9 women participants and 6 key informant social workers, a rich tapestry of insights emerged, revealing a landscape fraught with challenges – inadequate collaboration, unclear roles, capacity constraints, and persistent contextual barriers. These limitations, in turn, cast a shadow over the women's journeys, dampening their sense of empowerment and self-sufficiency, and undermining the sustainability of the initiatives. Yet, amidst these complexities, the study unearthed a path forward, identifying strategies to enhance social worker participation, from investment in capacity building to fostering multi-stakeholder partnerships and ensuring meaningful community engagement. These recommendations, grounded in the realities of Glenview 1, hold the promise of transforming the landscape of livelihood programming, empowering women and elevating the critical contributions of social workers – a testament to the power of collaboration, resilience, and the relentless pursuit of equitable and

ACRONYMS

CARMMA   - CAMPAIGN ON ACCELERATED REDUCTION OF MATERNAL MORTALITY IN AFRICA

CKT   – CIRCLE KUBATANA TOSE

EU   -EUROPEAN UNION

WMB   -WOMENS' MICROFINANCE BANK

FB   - FRIENDSHIP BENCH

ZIM ASSET   -ZIMBABWE AGENDA FOR SUSTAINABLE SOCIO-ECONOMIC TRANSFORMATION

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CHAPTER ONE: INTRODUCTION AND BACKGROUND OF THE STUDY

1.0 INTRODUCTION

This chapter will focus on the background of the study relating to the participation of social workers in livelihood programming for women in urban areas. This chapter will also include statement of the problem, aims and objectives as well as justification of the study.

1.1 BACKGROUND OF THE STUDY

Urban women livelihood strategies play a significant role in the economy as it reduces family financial impacts during financial crisis and the community at large. Recent development in the economic arena has important effects on women livelihoods in need of being addressed thus, the need to equally acknowledge the social workers participation in urban women programming as they stress the insurance of urban women not lagging behind, rather lead the way in development through a holistic approach as a vehicle to improve urban women's livelihoods. This study aimed to investigate and analyze the benefits of social workers participating in urban women's livelihoods and examine how the challenges encountered by urban women in livelihood programs impact their daily lives experiences.

The women in the world constitute almost half of the total world population. A report by the international labor organization in 2018 showed that a huge percent of the workers in the informal sector are women. According to, International Labor Organization (ILO), 58.1% of women are employed informally, compared to 63.0% of men. Furthermore, over 740 million women globally are not formally employed thus, they are engaged in sustainable livelihoods. Globally, it has been observed that women are the backbone of production within nations as they devise ways to curb poverty and to ensure sustainable livelihoods (Fochingong, 2005) (Mutopo, 2014). Thus, women

make immense contributions to the sustenance of their households as well as their communities, also as workers on their own lands for their households or as paid workers on other tenant's farms, producing also for their own families and to sell the surplus (Fochingong, 2005), (Mutopo, 2014) (Scoones, 2009) and (Vercillo, 2016).

In Europe urban women sustainable livelihood is of great concern as, they help to maintain vibrant urban areas and communities, and viable farm businesses. Women act in the urban economy as vendors, workers in multiple sectors and entrepreneurs. They also assume responsibility for the welfare of their family members. Yet despite their crucial contribution, urban women still face numerous challenges, including difficulties in accessing the labor market (Casares, 2021). According to, European Union Long Term Vision for Urban Areas posits that, there is a gap between male and female employment in urban areas of 13 percentage points, rising to over 20 in certain Member States. Women are more likely to be unemployed than men and are over-represented in informal and vulnerable employment. According to a study by Committee on Women's Rights and Gender Equality of the European Parliament (2015), it can be concluded that, at least at the level of farm leadership or management, women receive proportionately less support from both pillars (pillar 1 being direct income support, and pillar 2 focusing in urban development support) of the Common Agriculture Policy than men do. In large part, this is because women tend to manage smaller farm businesses, have less land and lower levels of formal education. Women therefore benefit from less direct payments associated with the eligible land area or the livestock units. Thus, there is need of social workers intervention in order to attain social justice. Social justice is more central to the social work profession as the profession strives to enhance social change and human well-being (Tabin 2015, Alston 2015). As such, this model is premised on

promoting social justice where social work practitioners advocate for living conditions essential for the fulfilment of basic human needs and promotion of social, political and economic institutions that respond to the general welfare of women.

According to the Food and Agriculture Organization (FAO) of the United Nations, women make up over 43% of the agricultural labor force in developing nations in Africa. In several Sub-Saharan African nations, the rate is as high as or even greater than 80% (FAO, 2011). Since women produce the majority of the food that is produced, they are the primary agents of food security and household welfare in metropolitan areas. Moving on, according to FAO estimates from 2010b, the proportion of women in economically active populations in Sub-Saharan Africa was 43.8% in 2010, while in Nigeria, the similar percentage was 36.9%. Nigerian women living in urban areas contribute significantly to bringing about the social and economic transformation required for long-term, sustainable national development. Most urban women remain impoverished in spite of all of these initiatives. Therefore, role that women play in the development of agriculture in many developing nations is noteworthy.

However, a holistic approach is rarely used to understand and address the many forms of discrimination and inequality that affect them in relation to food security (Goetz, 2007). Women comprise the majority of the poor. They constitute the majority of unpaid productive workers through their labor on family farms and other domestic activities (UNDESA, 2010). Their productive capacity is also being undermined due to their lack of access to productive resources such as land, seeds, and credit (IDS, 2014). Thus, the need of active involvement of social workers participation as they educate and empower urban women through linking them to resources.

In addition, feminization of poverty is a dominant feature in most of the developing world where gender discrimination and exclusion are rampant (McFerson, 2010). The term "feminization of poverty refers to an increase in relative levels of poverty among women and/or female-headed households caused by the limitations of neoliberal economic policies (Frye, 2007; Pheko, 2011; Raniga, 2018). In South Africa, women in low-income communities have been engaged in livelihood programming activities. In South Africa, the Review of the White Paper on Social Welfare in 2016 and the National Development Plan Vision 2030 were commendable policy rollouts to address gender inequality and the socio-economic imbalances that affect women. Whilst much was expected from the NDP in mitigating the feminization of poverty in South Africa, research undertaken by Cheteni, Khamfula & Mah (2019) conclude that girl children and women are still grossly exposed to the feminization of poverty. Thus, there is a dire need for social work practitioners to help facilitate women-led entrepreneurship projects through access to loans, business skills training and enactment of affirmative policies and legislation. Basal, Garg and Sharma (2019).

In urban Zimbabwe, the economy is mainly agrarian, about 86 percent of women in Zimbabwe depend on land for livelihood and food production for their families. Urban women in Zimbabwe make the majority of small holder farmers. This is a major problem in Zimbabwe since it is a patriarchal society in which most women do not own properties or have strong safety nets to sustain them and also that there are poor social protection mechanisms that may buffer women in times of economic crisis. Traditionally, all married male members of a community have the right of access to arable plots and the right of allocation rests with the local government authorities and traditional

leaders operating within the jurisdiction of the Urban District Council Act (1988) and the Communal Lands Act (1982). The National Gender Policy does not distinctly target urban women but tackles gaps that arise in urban women's situation. For instance, the Ministry of Women Affairs, Gender and Community-Development was in support of and acknowledged the Campaign on Accelerated Reduction of Maternal Mortality in Africa (CARMMA), which successfully pushed for free maternal care for women in urban areas under the Health in Transition Fund. This fund mainly came from donors and was bound to be unsustainable given Zimbabwe's ailing economy. Zimbabwe Agenda for Sustainable Socio-Economic Transformation (Zim Asset) 2013–2018 is the key strategic document for the country. Thus, focuses on improving gender equality and equity through encouraging urban women's participation in sustainable livelihoods and how social workers will address the multifaceted dimensions of urban women's economic empowerment.

The participation of social workers in livelihood programming for women in urban areas has gained significant attention due to its potential to empower women and improve their overall well-being. In this case study, we focus on case of Glenview 1 community characterized by limited economic opportunities and gender disparities. The objective of this examined the level of social workers' participation in livelihood programs, understand the impact of their involvement on women's empowerment and well-being, and propose strategies for enhancing and optimizing their participation in urban areas. Livelihood programs encompass a range of initiatives aimed at improving the economic conditions and social standing of marginalized populations, particularly women. Social workers play a vital role in the implementation and facilitation of these programs, working closely with women in urban areas to address their specific needs and challenges. By

identifying the level of social workers' participation, this study sought to shed light on the extent to which their involvement contributes to the success and effectiveness of livelihood programming in Glenview 1 Community.

Moreover, this research aimed to explore the impact of social workers' participation in livelihood programming on women's empowerment and well-being. Empowerment is a multifaceted concept that encompasses economic, social, and psychological dimensions.social workers have contributed to community development by fostering collaboration and networking among stakeholders, leading to sustainable livelihood opportunities for women in urban areas. (Mhlanga and Dube 2020). By examining the outcomes and experiences of women involved in livelihood programs, we can gain insights into how social workers' engagement influences their ability to make informed decisions, exercise agency, and improve their overall quality of life. Additionally, the study will identify strategies to enhance and optimize the participation of social workers in livelihood programming for women in urban areas, thereby addressing the specific challenges and opportunities that arise in these contexts.

1.2 STATEMENT OF THE PROBLEM

In an ideal situation, by the very nature of their professional training and diverse expertise, social workers play an instrumental role in promoting the general welfare of people in communities. The participation of social workers in livelihood programming for women in urban areas is a critical aspect of promoting sustainable development and gender equality particularly, in Glenview 1 community. They achieve this through needs-sensitive, contexts based and well-informed

designing, planning and implementing various livelihood programs. However, in real practice most of them seem to be sidelined when it comes to the development and implementation of these programs. This therefore, reveals a striking conflict between theory and practice, thereby negatively affecting the effective planning and implementation of these programs. Consequently, these constraints equitable access to these livelihoods' programs among most urban women in communities in Zimbabwe. Hence, this necessitates the need to explore the factors impeding social workers participation in urban women livelihood programs and by comprehensively examining this problem, we can gain insights into the factors that hinder or support social workers' active engagement in promoting sustainable livelihoods for urban women and understand the impact of their interventions on women's well-being and empowerment.

1.2.1 AIM

To explore the participation of social workers in livelihood programming of women in urban areas Glenview 1 community.

1.2.2 OBJECTIVES

1. To identify how social workers participate in livelihood programs in Glenview 1 Community.
2. To explore the role of social workers participation in livelihood programming on empowerment and well-being of women in Glenview 1 Community.
3. To proffer strategies for enhancing and optimizing the participation of social workers in livelihood programming for women in Glenview 1 Community.

1.2.3 RESEARCH QUESTIONS

1: How are social workers' participating in livelihood programs for women in urban areas, specifically focusing on Glenview 1 community?

2: How does the participation of social workers in livelihood programming influence the empowerment and well-being of women in urban areas, particularly in Glenview 1 community.

3: What are the key factors that influence the effective participation of social workers in livelihood programming for women in urban areas, with a specific emphasis on Glenview 1 community?

1.3 ASSUMPTIONS OF THE STUDY

1: Social workers have been actively involved in livelihood programming for women in urban areas in Glenview 1 community.

2: Social workers' participation in livelihood programming has a significant impact on the empowerment and well-being of women in urban areas.

3: Various factors influence the participation of social workers in livelihood programming for women in urban areas.

1.4 JUSTIFICATION OF THE STUDY

The proposed study, holds significant justification due to several reasons. Firstly, it addresses a critical gap in the literature regarding the challenges and effectiveness of social workers' involvement in promoting sustainable livelihoods for urban women. This study seeks to contribute

to the existing body of knowledge by providing empirical evidence and insights into the specific context of Glenview 1 community, thereby enhancing the understanding of the factors that hinder or facilitate social workers' participation in livelihood programming. Furthermore, this research holds practical implications by exploring the impact of social workers' participation on the empowerment and well-being of women in urban areas. By examining the outcomes and effects of their interventions, the study aims to identify effective strategies and interventions that can be implemented to improve the overall well-being and empowerment of women. This has significant implications for policy development, program design, and resource allocation in the field of social work and livelihood programming.

One relevant scholar who supports the significance of this study is Naila Kabeer, (2005) Kabeer's research on gender and development emphasizes the importance of targeting women's empowerment and access to resources in urban areas. Her work highlights the need for context-specific interventions that address the challenges faced by urban women in pursuing sustainable livelihoods (Kabeer, 2005). Another relevant scholar is Deepa Narayan, (2002) whose research on poverty and social exclusion stresses the role of social workers and community mobilization in addressing the needs of marginalized populations. Narayan's work supports the exploration of factors that influence the effective participation of social workers in livelihood programming for women in urban areas (Narayan, 2002).

1.4.1 DEFINITION OF KEY TERMS

Empowerment: Empowerment refers to the process of enabling individuals or groups to gain control over their lives, make decisions, and take actions to improve their circumstances. It involves increasing self-confidence, knowledge, skills, and access to resources, thereby enhancing individuals' ability to participate in social, economic, and political activities (Zimmerman, 2000).

Livelihood Programs: Livelihood programs are initiatives designed to improve the socio-economic conditions and well-being of individuals, households, or communities. These programs typically focus on enhancing income generation, employment opportunities, and skills development to support sustainable livelihoods. In the context of this study, livelihood programs specifically target women in urban areas and aim to empower them economically and socially through various interventions (Carney, 1998).

Social Workers: Social workers are professionals who are trained to assist individuals, families, and communities in addressing social issues, promoting well-being, and enhancing social functioning. They utilize their knowledge of social systems, policies, and interventions to provide support, advocacy, and resources to vulnerable populations. In the context of this study, social workers specifically refer to those professionals who are involved in livelihood programming for women in urban areas (NASW, 2017).

1.5 DISSERTATION STRUCTURE

This dissertation constitutes fives chapters, that is, chapter one to chapter five in their chronological order. Chapter one focuses on the introduction and background to the study followed by chapter two which focuses on literature review and a theoretical framework informing the study. Accordingly, chapter three is the next which provides the study methodology. Just after chapter three is chapter four which focuses on data presentation, analysis and discussion. Finally, there is chapter five that offers a summary of study findings, conclusions which were drawn from the findings of the study, recommendations, the study implications in relation to social work practice coupled with the areas for future studies.

1.6 CHAPTER SUMMARY

This chapter has introduced the study so as to establish the research context. The background of the study (through the historical approach), problem statement, justification of the study, study aim, objectives coupled with the definition of key terms have all been clearly presented.

CHAPTER TWO: LITERATURE REVIEW

2.0 INTRODUCTION

This chapter will review relevant literature related to the participation of social workers in livelihood programs, the challenges faced by social workers in the quest to emancipate urban women livelihood programs. It will explore existing theories, conceptual frameworks, and studies conducted in similar contexts. The review will highlight the gaps in the literature and justify the need for the current study.

2.1 THEORETICAL FRAMEWORK

2.1.2 THE EMPOWERMENT THEORY

The Empowerment Theory originated from social work and community psychology as a response to the limitations of deficit-based approaches. It emerged in the 1980s as a framework to understand and promote individuals' power, agency, and well-being. The theory focuses on addressing power imbalances, challenging oppressive structures, and promoting social change. It draws inspiration from various disciplines, including feminist theory, critical social theory, and liberation psychology.

 Power and Powerlessness is one of the key tenets. The Empowerment Theory recognizes power as a central concept. It emphasizes that power is not only possessed by individuals or groups but also embedded in social structures and systems. Scholars like Rappaport (1981) highlight the importance of understanding power dynamics to identify and address power imbalances that contribute to individuals' powerlessness. Power can manifest in various forms, including economic, political, and social power. Participation and collaboration are another key tenet. Empowerment Theory emphasizes the significance of participation and collaboration. Zimmerman (1995) argues that promoting participation allows individuals to contribute to decision-making

processes, voice their concerns, and take collective action. Collaboration involves working together with individuals, communities, and organizations to create inclusive environments and promote shared decision-making. Critical consciousness, is also another key aspect addressed by this theory. Critical consciousness is a central component of the Empowerment Theory. Scholars like Paulo Freire (1970) emphasize the importance of developing critical awareness of social, economic, and political injustices. Critical consciousness involves questioning dominant narratives, challenging oppressive structures, and raising consciousness about power dynamics and inequalities. Strengths-Based Approach. The Empowerment Theory adopts a strengths-based approach, focusing on individuals' and communities' existing resources, skills, and capacities. Rappaport (1987) argues that recognizing and building upon strengths can enhance individuals' self-efficacy and contribute to their empowerment. This approach involves identifying and leveraging personal and community assets to address challenges and promote well-being. Social Change and Advocacy is also another key tenet. Empowerment Theory emphasizes the importance of social change and advocacy to address systemic barriers and create more equitable societies. Scholars like Perkins (1995) highlight that empowerment involves not only individual-level change but also collective action to challenge oppressive structures and advocate for policy reforms.

2.1.2 APPLICABILITY OF THE THEORY TO THE STUDY

The Empowerment Theory is highly applicable to the topic of social workers' participation in livelihood programming for women in urban areas. It provides a framework that acknowledges power dynamics and seeks to address power imbalances. By applying this theory, social workers can understand the systemic barriers that hinder women's participation in programs and work towards empowering them to actively engage in decision-making processes. The theory's focus

on participation and collaboration is particularly relevant to the topic. Zimmerman (1995) argues that promoting participation allows individuals to voice their concerns and contribute to decision-making processes. Social workers can leverage the Empowerment Theory to facilitate the inclusion of women in program planning, ensuring their perspectives are heard and valued. The Empowerment Theory aligns with the objective of exploring the impact of social workers' participation in livelihood programming on the empowerment and well-being of women in urban areas. It emphasizes building individuals' self-esteem, self-efficacy, and critical consciousness, which are essential elements for promoting participation and empowerment. By applying the Empowerment Theory, social workers can work towards facilitating the active engagement of women in decision-making processes, addressing power imbalances, and challenging oppressive structures. One key scholar in the field is Rappaport (1981), who highlighted the importance of understanding power dynamics to identify and address power imbalances that contribute to individuals' powerlessness. The Empowerment Theory, with its emphasis on power and powerlessness, provides a framework for social workers to recognize and address the structural barriers that hinder women's participation in livelihood programming.

Furthermore, Zimmerman (1995) argues that promoting participation allows individuals to contribute to decision-making processes, voice their concerns, and take collective action. By applying the Empowerment Theory, social workers can facilitate women's active participation, involve them in program planning, and ensure their voices are heard. Moreover, the Empowerment Theory emphasizes critical consciousness, which involves questioning dominant narratives, challenging oppressive structures, and raising consciousness about power dynamics and inequalities. This aligns with the objective of exploring the impact of social workers' participation on women's empowerment and well-being. Scholars like Paulo Freire (1970) have extensively

discussed critical consciousness and its role in transformative action. By integrating a strengths-based approach, the Empowerment Theory also recognizes and builds upon individuals' and communities' existing resources, skills, and capacities. This approach is in line with the objective of proffering strategies for enhancing and optimizing social workers' participation. Rappaport (1987) argues that recognizing and leveraging strengths can enhance individuals' self-efficacy and contribute to their empowerment. The Empowerment Theory's emphasis on critical consciousness aligns with the objective of empowering women in urban areas. By raising awareness about power dynamics and challenging oppressive structures, social workers can help women develop a critical understanding of their circumstances. This awareness can lead to transformative actions and the pursuit of collective change. The strengths-based approach of the Empowerment Theory is highly applicable to the topic. By recognizing and building upon the existing resources, skills, and capacities of women in urban areas, social workers can foster their self-efficacy and empowerment. This approach enables social workers to identify and leverage the strengths and assets within communities, facilitating sustainable development and promoting women's participation.

Rappaport (1981) highlights the importance of understanding power dynamics to address power imbalances. The Empowerment Theory provides social workers with a framework to identify and challenge the structural barriers that limit women's participation in livelihood programming in urban areas. By recognizing power imbalances and working towards equitable power distribution, social workers can empower women to actively engage in decision-making processes and shape their own lives. Zimmerman (1995) emphasizes the significance of participation in promoting empowerment. The Empowerment Theory justifies the involvement of social workers in facilitating women's participation by providing them with opportunities to voice their concerns,

contribute to program planning, and collectively address issues that affect their well-being. Through active participation, women can gain a sense of ownership and agency, leading to increased empowerment and improved livelihood outcomes. The Empowerment Theory's focus on critical consciousness is justified by the need to address the underlying causes of women's exclusion and marginalization. By fostering critical awareness of social, economic, and political injustices, social workers can empower women to challenge oppressive structures and advocate for their rights. This can lead to transformative actions that aim to dismantle systemic barriers and create more equitable opportunities for women in urban areas.

2.2 THE LEVEL OF SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMS

Livelihood programs play a crucial role in promoting economic empowerment and sustainable development for individuals and communities, particularly in vulnerable and marginalized populations. These programs aim to enhance participants' income generation, employability, and overall well-being through skill development, access to resources, and entrepreneurial support. Dominelli, (2017) is of the view that within the realm of livelihood programs, social workers have emerged as key actors, contributing their expertise and skills to facilitate the successful implementation and outcomes of these initiatives.

Understanding the level of social workers' participation in livelihood programs is essential for comprehensively assessing the impact and effectiveness of such initiatives. The active involvement of social workers brings a unique set of competencies, including their understanding of social dynamics, advocacy skills, and ability to address psychosocial challenges that individuals and communities may encounter during the process of economic empowerment (Henriksson, 2012). By examining the extent and nature of social workers' engagement in livelihood programs, it

becomes possible to identify their specific roles and contributions, as well as the factors that may influence their level of participation. Globally, the level of social workers participation in livelihood programs has been studied (Henriksson, 2012).

Social workers in the UK actively participate in livelihood programs for women in urban areas. They play a crucial role in providing support, guidance, and resources to enhance the economic well-being and empowerment of women (Banks, 2012). They may engage in activities such as facilitating access to vocational training, assisting in the development of microenterprises, and advocating for policies that promote gender equality and economic opportunities for urban women (Banks, (2012). Dominelli, (2017) asserts that social workers actively engage in advocacy and policy development efforts related to livelihood programs. They collaborate with policymakers, researchers, and other professionals to influence policies that promote social justice, gender equality, and sustainable livelihoods. In a study conducted in the United Kingdom it alludes that by actively participating in policy dialogue, social workers ensure that livelihood programs are responsive to the needs and rights of individuals and communities, and they contribute to shaping supportive legal frameworks that enhance the level of participation and impact of such programs (Dominelli, 2017).

In Sweden, social workers show a great level of participation in livelihood programs as they are involved in livelihood programs for women in urban areas. They collaborate with local communities, government agencies, and NGOs to create sustainable livelihood opportunities. According to Henriksson, (2012) social workers may provide counseling, skills training, and financial assistance to help women develop income-generating activities. They also advocate for social policies that address the specific needs and challenges faced by urban women in accessing resources and opportunities (Henriksson, 2012). Similarly, in a study conducted in Sweden by

Oscarsson, (2014) social workers provide ongoing counseling and emotional support to participants throughout their engagement in livelihood programs. They create a safe and supportive environment where individuals can express their concerns, fears, and aspirations related to economic empowerment. By actively engaging in counseling, social workers address personal and psychological barriers that may hinder progress and empower participants to navigate challenges, build resilience, and develop a positive mindset conducive to achieving their livelihood goals (Oscarsson, 2014).

Taking a look at Germany social workers level of participation is very high because they contribute to livelihood programs for women in urban areas by providing comprehensive support. According to Sünker, (2013) they assist women in developing entrepreneurial skills, accessing financial resources, and building networks for marketing and distribution. Additionally, social workers engage in community development initiatives that promote social inclusion, gender equality, and economic empowerment for urban women (Sünker, 2013). Hering, (2016) conducted a study in Germany and found out that social workers actively engage in skill development and training programs within livelihood initiatives. They design and deliver workshops, vocational training sessions, and capacity-building activities that enhance participants' technical, entrepreneurial, and business management skills. This level of participation ensures that social workers are directly involved in equipping individuals with the necessary knowledge and abilities to succeed in their chosen livelihood activities (Hering, 2016).

Social workers in the United States actively participate in livelihood programs for women in urban areas. They collaborate with community organizations, government agencies, and educational institutions to provide resources, training, and support to enhance women's economic self-sufficiency (Morgaine, 2013). Social workers may assist in developing job placement programs,

providing financial literacy training, and advocating for policies that address the unique challenges faced by urban women in accessing livelihood opportunities (Morgaine, (2013). In further studies conducted by Congress, (2019), social workers actively participate in training and capacity-building initiatives for other professionals and stakeholders involved in livelihood programs. They share their expertise, experiences, and best practices to enhance the skills and knowledge of colleagues, community leaders, and program implementers. By actively participating in training and capacity building, social workers strengthen the overall capacity of the workforce engaged in livelihood programs, ultimately increasing the level of participation and quality of interventions (Congress, 2019).

In Canada, social workers participate and play a significant role in livelihood programs for women in urban areas. They work closely with communities, local authorities, and non-profit organizations to empower women through skill development, entrepreneurship training, and access to financial resources (Brun, 2013). Social workers also engage in policy advocacy to address systemic barriers and promote gender equality in urban livelihood programs. (Brun, 2013). Graham, (2018) also conducted a study in Canada and found out that social workers actively facilitate resource mobilization and access for participants in livelihood programs. They assist individuals in navigating financial systems, accessing microcredit or grants, and establishing linkages with government agencies, financial institutions, and other relevant stakeholders. Social workers also play a vital role in advocating for inclusive policies and programs that address systemic barriers and ensure equitable access to resources, enhancing the level of participation and opportunities available to participants (Graham, 2018).

Shifting the focus to South America, in Brazil, social workers actively participate in livelihood programs for women in urban areas. Iamamoto, (2016) is of the view that social workers

collaborate with grassroots organizations, government agencies, and community leaders to provide support and resources for women's economic empowerment. Social workers may facilitate training programs, promote agricultural initiatives, and advocate for policies that enhance women's access to land, credit, and markets (Iamamoto, 2016). In another study conducted in Santos Brazil, by Diniz, (2017) social workers actively engage in community development initiatives that foster an enabling environment for livelihood programs. They facilitate community mobilization, establish partnerships, and foster collaboration among various stakeholders, including participants, local organizations, government agencies, and other professionals. By actively participating in community development, social workers strengthen social capital, create networks for knowledge-sharing and peer support, and enhance the level of participation and engagement within the community (Diniz, 2017).

Regionally social workers participate in livelihood programs targeted on urban women. Social workers in South Africa are involved in livelihood programs for women in urban areas. They work with local communities, NGOs, and government departments to address poverty, unemployment, and gender disparities. Patel, (2013) reiterates that social workers may provide skills training, facilitate access to credit and resources, and support the development of cooperatives and income-generating activities for urban women (Patel, 2013). In another study conducted in South Africa by Lombard, (2017) he found out that social workers actively engage in research and knowledge generation related to livelihood programs. They contribute to the development of evidence-based practices, identify best practices, and generate insights into effective strategies for economic empowerment. By actively participating in research, social workers enhance the level of knowledge and understanding within the field, informing program design and policy development, and contributing to the overall development of the livelihood sector (Lombard, 2017).

In Kenya, Wairimu, (2016) conducted a comprehensive study and found out that social workers actively participate in livelihood programs for women in urban areas. They collaborate with community-based organizations, government agencies, and microfinance institutions to provide training, mentorship, and financial support for women's economic empowerment. Social workers also engage in community mobilization and advocacy to address gender-based violence, land rights, and other challenges faced by urban women. (Wairimu, 2016). Social workers actively participate in the monitoring and evaluation of livelihood programs (Mwangi, 2017). They assess the effectiveness of interventions, identify areas for improvement, and provide feedback for program refinement. Through their involvement in monitoring and evaluation, social workers ensure that livelihood programs remain responsive to the evolving needs of participants and communities, contributing to the continuous improvement of program design, implementation, and outcomes (Mwangi, 2017).

Ibelema, (2017) of Nigeria conducted a research study and found out that social workers in Nigeria contribute to livelihood programs for women in urban areas. They work with community leaders, NGOs, and government agencies to promote women's economic empowerment through skills training, access to microcredit, and entrepreneurship development (Ibelema, 2017). Social workers also engage in awareness campaigns, advocacy, and policy dialogue to address gender inequalities and create an enabling environment for urban women's livelihood initiatives. According to Ayodele, (2017) social workers play a crucial role in conducting comprehensive assessments to identify the specific needs, strengths, and challenges of individuals or communities participating in livelihood programs. They employ a range of assessment tools and techniques to gather information about participants' existing skills, resources, and barriers. This level of participation

ensures that interventions are tailored to address the unique circumstances of each individual or community, maximizing the potential for success and sustainability (Ayodele, 2017).

On a local level social workers also take part in livelihood programs In Zimbabwe, social workers are involved in livelihood programs for women in urban areas, although specific information on the level of participation may be limited. They work alongside community-based organizations, government agencies, and development partners to support women's economic empowerment through skills training, access to credit, and agricultural initiatives (Mutongi, 2010). Social workers also play a role in addressing gender-based violence, advocating for women's rights, and facilitating community development in urban areas Mupa, (2014) asserts that social workers actively engage in collaboration and coordination efforts within livelihood programs. They work closely with multidisciplinary teams, including professionals from fields such as agriculture, business development, and finance, to ensure holistic and integrated support for participants. Mupa, (2014) emphasizes that by actively participating in collaboration and coordination, social workers enhance the level of integration and synergy among various stakeholders, leading to more comprehensive and effective livelihood interventions (Mupa, 2014).

2.3 THE IMPACT OF SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMMING IN URBAN AREAS.

In recent years, there has been growing recognition of the importance of empowering women in urban areas as a means to achieve sustainable development and social justice. Livelihood programming, which focuses on improving individuals' access to resources, skills, and opportunities, has emerged as a key strategy to enhance the empowerment and well-being of marginalized populations, particularly women. Within this context, social workers have increasingly played a significant role in facilitating and promoting the positive impact of livelihood

programs in urban communities. This objective aims to explore the specific impact of social workers' participation in livelihood programming on the empowerment and well-being of women in urban areas, with a focus on existing literature globally, regionally and locally.

In Asia, social workers' participation in livelihood programming has been shown to have a significant impact on the empowerment and well-being of women in urban areas. In India, Singh and Patel (2018) conducted a study that highlighted how social workers' engagement in livelihood programs led to increased income generation and improved self-confidence among urban women. Social workers played a critical role in facilitating access to training and resources, helping women develop entrepreneurial skills and establish sustainable livelihoods. By actively involving social workers in program design and implementation, India's initiatives have effectively addressed the specific needs and challenges faced by urban women, leading to enhanced empowerment and improved well-being (Singh and Patel 2018).

Social workers in India have played a critical role in facilitating access to training and resources, helping women develop entrepreneurial skills and establish sustainable livelihoods. One key aspect of social workers' involvement in livelihood programming in India has been their active role in program design and implementation (Singh and Patel 2018). By actively involving social workers from the planning stage, India's initiatives have been able to address the specific needs and challenges faced by urban women effectively. Social workers have conducted thorough needs assessments, taking into account the unique socio-cultural contexts and economic constraints of urban communities. This inclusive approach has ensured that the livelihood programs are tailored to the specific needs of women, providing them with relevant training and resources to enhance their income-generating potential (Singh and Patel 2018).

Furthermore, social workers have played a crucial role in facilitating access to training and resources for urban women in India. They have organized and conducted various skill-building workshops and vocational training programs, equipping women with the necessary knowledge and expertise to engage in income-generating activities. By providing training in areas such as entrepreneurship, financial literacy, and market analysis, social workers have empowered women to identify viable livelihood opportunities and establish sustainable businesses. This access to training and resources has not only increased their income generation but has also enhanced their self-confidence and belief in their capabilities, leading to improved overall well-being (Singh and Patel, 2018).

Moreover, the involvement of social workers in livelihood programming has had a ripple effect on the empowerment of urban women in India. Social workers have not only provided direct support but have also acted as advocates for women's rights and gender equality. They have worked with community leaders, local authorities, and other stakeholders to promote a more inclusive and supportive environment for women's economic empowerment. Through their advocacy efforts, social workers in India have contributed to changing societal attitudes and norms, challenging gender disparities, and creating opportunities for women to thrive. This holistic approach to empowerment, encompassing economic, social, and cultural dimensions, has led to improved well-being and a greater sense of agency among urban women in India (Singh and Patel, 2018).

Social workers' participation in livelihood programming in Asia, particularly in India, has had a profound impact on the empowerment and well-being of women in urban areas. Their active involvement in program design and implementation has addressed the specific needs and challenges faced by urban women, leading to enhanced empowerment. By facilitating access to training and resources, social workers have equipped women with the skills and confidence to

engage in income-generating activities, resulting in increased income and improved self-confidence. Furthermore, their advocacy efforts have contributed to systemic changes, fostering a more inclusive and supportive environment for women's economic empowerment. Through these multifaceted interventions, social workers have played a pivotal role in promoting the empowerment and well-being of urban women in Asia. (Singh and Patel, 2018).

Similarly, in Bangladesh, Ahmed and Hossain (2019) found that social workers' involvement in livelihood initiatives contributed to enhanced decision-making power and improved social status for women in urban communities. Through counseling, skills training, and advocacy, social workers have empowered women to challenge traditional gender norms, access financial resources, and engage in income-generating activities. These interventions have not only improved economic outcomes but have also strengthened women's agency and self-esteem, promoting their overall well-being and social inclusion (Ahmed and Hossain 2019). Social workers in Bangladesh have implemented a range of interventions to empower women and challenge traditional gender norms. Through counseling sessions, social workers have provided a safe space for women to discuss their aspirations, concerns, and goals. These sessions have been instrumental in promoting self-reflection, building self-confidence, and fostering a sense of agency among women. By addressing internalized barriers and challenging societal expectations, social workers have empowered women to make informed decisions about their lives and livelihood. (Ahmed and Hossain, 2019).

In addition to counseling, social workers in Bangladesh have implemented skills training programs tailored to the specific needs of urban women. These trainings encompass a wide range of areas, including entrepreneurship, financial literacy, and vocational skills. By equipping women with the necessary knowledge and skills, social workers have enabled them to access financial resources,

establish income-generating activities, and participate in local markets. This increased economic independence has not only improved the financial well-being of women but has also enhanced their social status within their communities. As women gain recognition for their contributions to their households and communities, their confidence and sense of self-worth are bolstered, leading to improved overall well-being (Ahmed and Hossain, 2019).

Furthermore, social workers in Bangladesh have been actively engaged in advocacy efforts to address systemic barriers and promote social inclusion for urban women. They have collaborated with local organizations, community leaders, and policymakers to raise awareness about gender inequalities and advocate for policies that support women's empowerment. Through their advocacy work, social workers have been instrumental in promoting a more inclusive and gender-responsive environment that recognizes and values the contributions of women in urban communities. This systemic change has not only improved the social standing of women but has also fostered an environment conducive to their overall well-being and empowerment (Ahmed and Hossain, 2019).

Social workers' involvement in livelihood initiatives in Bangladesh has had a transformative impact on women in urban communities. Through counseling, skills training, and advocacy, social workers have empowered women to challenge gender norms, access financial resources, and engage in income-generating activities. These interventions have not only improved economic outcomes but have also strengthened women's agency and self-esteem, promoting their overall well-being and social inclusion. By addressing internalized barriers, equipping women with skills, and advocating for systemic change, social workers have played a crucial role in shaping a more empowering and inclusive environment for women in Bangladesh. (Ahmed and Hossain, 2019)

Moving to Africa, studies have also emphasized the transformative role of social workers in promoting women's empowerment through livelihood programs. In Ethiopia, Abebe and Woldie (2017) documented the impact of social workers on urban women's entrepreneurial skills, financial literacy, and access to resources. By providing tailored training, mentorship, and support, social workers have empowered women to establish and expand their businesses, thereby increasing their economic independence and improving their overall well-being. Additionally, social workers have played a pivotal role in facilitating women's participation in community decision-making processes, enabling them to voice their concerns and contribute to local development.

In Nigeria, Okechukwu and Onah (2019) examined the impact of social work interventions on women's empowerment in urban areas. Social workers have been instrumental in facilitating access to microfinance services, providing business development training, and fostering peer support networks. These interventions have not only enhanced women's income and economic opportunities but have also contributed to improved social support systems, increased self-esteem, and greater psychological well-being. Social workers have actively engaged with women, addressing their unique social and cultural contexts and empowering them to overcome barriers and achieve holistic empowerment (Okechukwu and Onah 2019).

 Social workers in Nigeria have played an instrumental role in facilitating access to microfinance services, providing business development training, and fostering peer support networks for women in urban communities. These interventions have not only enhanced women's income and economic opportunities but have also contributed to improved social support systems, increased self-esteem, and greater psychological well-being. One significant aspect of social workers' interventions in Nigeria has been their focus on facilitating access to microfinance services for women in urban areas. Social workers have worked closely with financial institutions and microfinance providers

to establish linkages and networks that enable women to access financial resources and capital for their entrepreneurial endeavors. By providing guidance and support throughout the application process and ensuring that women have access to fair and affordable financial services, social workers have empowered women to start and expand their businesses, leading to increased income generation and economic independence. (Okechukwu and Onah, 2019).

Additionally, social workers in Nigeria have recognized the importance of providing business development training to urban women. These training programs have equipped women with essential skills such as financial management, marketing strategies, and business planning. By imparting practical knowledge and building the capacity of women to effectively manage their enterprises, social workers have enhanced their entrepreneurial capabilities and improved their chances of business success. This not only contributes to economic empowerment but also boosts women's self-esteem and confidence in their abilities to navigate the business world. (Okechukwu and Onah, 2019).

Furthermore, social workers have fostered peer support networks among women in urban communities in Nigeria. Through the establishment of women's groups, cooperatives, and community-based organizations, social workers have created platforms for women to come together, share experiences, provide mutual support, and collectively address common challenges. These networks have served as valuable sources of information, resources, and encouragement, promoting social cohesion and creating a sense of belonging among women. The support and solidarity gained through these networks have positively impacted women's psychological well-being, contributing to their overall empowerment and resilience. (Okechukwu and Onah, 2019).

According to Okechukwu and Onah, (2019) social workers' interventions in Nigeria have had a significant impact on women's empowerment in urban areas. By facilitating access to

microfinance services, providing business development training, and fostering peer support networks, social workers have enhanced women's income and economic opportunities. These interventions have also contributed to improved social support systems, increased self-esteem, and greater psychological well-being among urban women. By addressing the unique social and cultural contexts of women in Nigeria and empowering them to overcome barriers, social workers have played a crucial role in achieving holistic empowerment. The multifaceted interventions provided by social workers have not only improved the livelihoods of women but have also fostered a sense of community and resilience among urban women in Nigeria. (Okechukwu and Onah, 2019).

On a local level, in Zimbabwe, Mhlanga and Dube (2020) conducted a study that emphasized the contribution of social workers to women's empowerment through livelihood programs. Social workers have played a crucial role in supporting women's engagement in various livelihood sectors, such as agriculture and small business development. Their involvement has included providing training, facilitating access to resources, and advocating for supportive policies. Through these interventions, social workers have empowered urban women in Zimbabwe to generate income, enhance their skills, and improve their overall well-being. Additionally, social workers have contributed to community development by fostering collaboration and networking among stakeholders, leading to sustainable livelihood opportunities for women in urban areas. (Mhlanga and Dube 2020).

These studies collectively demonstrate the significant positive impact of social workers' participation in livelihood programming on the empowerment and well-being of women in urban areas across Asia, Africa, and specifically Zimbabwe. Through addressing the unique needs and challenges faced by women in these contexts, social workers have played a vital role in improving

economic outcomes, enhancing agency and decision-making power, and promoting overall well-being and social inclusion.

2.4 STRATEGIES FOR ENHANCING AND OPTIMIZING THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS.

The participation of social workers in livelihood programming for women in urban areas is a crucial aspect of promoting gender equality, poverty reduction, and sustainable development. Urban areas present unique challenges and opportunities for women's economic empowerment and social welfare. Social workers play a vital role in designing, implementing, and evaluating livelihood programs that address the specific needs and aspirations of urban women. These programs aim to enhance their access to income-generating activities, skills development, financial resources, and social support systems.

In Europe, several countries have implemented initiatives to support women's livelihoods in urban areas, with the participation of social workers. For example, in Sweden, the Swedish Social Services Act emphasizes the role of social workers in providing support and guidance to women in pursuing livelihood opportunities (Socialstyrelsen, 2020). In the United Kingdom, the social work profession actively engages in empowering women through various programs, such as employment support services and community development projects (Banks, 2012).

In Europe, several countries have implemented initiatives to support women's livelihoods in urban areas, with the participation of social workers. For example, in Sweden, the Swedish Social Services Act emphasizes the role of social workers in providing support and guidance to women

in pursuing livelihood opportunities (Socialstyrelsen, 2020). In the United Kingdom, the social work profession actively engages in empowering women through various programs, such as employment support services and community development projects (Banks, 2012). According to the Swedish Social Services Act (2001:453), social workers in Sweden have a vital role in promoting the economic empowerment of women in urban areas. The Act emphasizes the importance of providing support and guidance to individuals and groups, including women, to enhance their social welfare and participation in society. According to Socialstyrelsen (2020), this legislative framework reflects Sweden's commitment to gender equality and social justice. By actively engaging in livelihood programming for women, social workers in Sweden contribute to addressing the structural barriers and gender disparities that women face in accessing income-generating activities and economic resources.

Socialstyrelsen (2020), argues that the ethical principles and values within the social work profession in Sweden align with the goal of empowering women in urban areas. Social workers adhere to principles such as promoting human rights, social justice, and the dignity and worth of individuals. These principles guide their actions in designing and implementing livelihood programs that are inclusive, equitable, and responsive to the needs and aspirations of women. By recognizing the intersectionality of women's identities and experiences, social workers in Sweden strive to create supportive environments that enable women to overcome barriers and achieve economic self-sufficiency. According to Socialstyrelsen (2020), social workers in Sweden play a crucial role in addressing gender-based violence, which can significantly impact women's livelihoods in urban areas. They provide counseling, support, and advocacy for women who have experienced violence, helping them to rebuild their lives and access economic opportunities. By integrating a social ecological perspective, social workers recognize the interconnectedness of

individual, interpersonal, community, and societal factors that influence women's safety and economic well-being. Through collaboration with other stakeholders, such as law enforcement agencies and community organizations, social workers contribute to creating safer environments where women can thrive economically.

Socialstyrelsen's (2020) emphasis on the role of social workers in livelihood programming for women in urban areas reflects a comprehensive view that encompasses both individual and collective well-being. This approach recognizes that women's economic empowerment is not only important for their personal development but also for achieving broader societal goals of social cohesion and sustainable development. By actively engaging social workers in livelihood programs, Sweden alludes that social work is a catalyst for positive change, capable of creating opportunities and reducing social inequalities. The integration of social work principles and values with policy frameworks ensures that women's livelihoods are prioritized, contributing to a more inclusive and equitable society.

According to Banks (2012), the social work profession in the United Kingdom recognizes the importance of empowering women in urban areas through livelihood programming. Social workers adhere to ethical principles that emphasize the promotion of human rights, social justice, and equality. The profession recognizes that women face specific challenges in accessing economic opportunities and resources. By actively engaging in employment support services and community development projects, social workers in the United Kingdom contribute to creating an enabling environment that supports women's economic empowerment. Banks (2012) argues that the participation of social workers in livelihood programming for women in urban areas is crucial for addressing the multidimensional challenges faced by women. Social workers provide holistic support that encompasses not only economic aspects but also social, emotional, and psychological

dimensions. They recognize that women's livelihoods are influenced by factors such as caregiving responsibilities, mental health, and access to social networks. By taking a comprehensive approach, social workers in the United Kingdom contribute to enhancing women's overall well-being and resilience in urban contexts.

According to Banks (2012), the United Kingdom's social work profession places a strong emphasis on community engagement and empowerment. Social workers actively involve women in decision-making processes, ensuring that their voices and perspectives are heard and incorporated into livelihood programming initiatives. By fostering community participation, social workers in the United Kingdom facilitate the development of sustainable livelihood strategies that are responsive to the unique needs and aspirations of women in urban areas. This participatory approach strengthens the sense of ownership and agency among women, promoting their long-term economic independence. Building on the work of Banks (2012), the United Kingdom alludes that social work plays a critical role in challenging structural inequalities and promoting social change. By advocating for policy reforms and addressing systemic barriers, social workers contribute to creating a more inclusive and equitable society. The profession recognizes that women's economic empowerment is interconnected with broader social issues, such as gender inequality and poverty. Through their involvement in livelihood programming for women in urban areas, social workers in the United Kingdom actively work towards dismantling these barriers and fostering sustainable development at individual, community, and societal levels.

Similarly, in Africa, countries have recognized the importance of social workers' participation in livelihood programming for women in urban areas. In South Africa, social workers have been involved in initiatives addressing gender-based violence and economic empowerment of women in urban areas (Dlamini, 2017). In Kenya, social workers have contributed to livelihood programs

for women, particularly in the informal sector, by providing counseling, skills training, and facilitating access to financial services (Mutonyi, 2018). According to Mutonyi (2018), social workers in Kenya play a crucial role in enhancing the livelihoods of women in urban areas through various initiatives. By providing counseling, skills training, and facilitating access to financial services, social workers contribute to empowering women in the informal sector. They recognize that women in urban areas often face unique challenges, such as limited access to resources, discrimination, and lack of social support networks. By actively engaging in livelihood programming, social workers in Kenya aim to address these barriers and promote women's economic independence and social well-being.

Mutonyi (2018) argues that social workers in Kenya adopt a strengths-based approach when working with women in urban areas. They recognize and build upon the existing capabilities and resources of women, focusing on their strengths and aspirations. This approach emphasizes the importance of women's agency and self-determination in shaping their livelihoods. By taking into account the diverse needs and contexts of women in urban areas, social workers in Kenya design programs that are tailored to their specific circumstances, skills, and aspirations. According to Mutonyi (2018), social workers in Kenya work collaboratively with other stakeholders, such as community organizations, government agencies, and financial institutions, to enhance women's livelihoods in urban areas. They recognize the importance of partnerships in addressing the multidimensional challenges faced by women. By forging alliances and leveraging resources, social workers contribute to creating a supportive ecosystem that enables women to access economic opportunities, develop entrepreneurial skills, and overcome barriers to their success. Building on the work of Mutonyi (2018), Kenya alludes that social workers have a critical role in advocating for policy reforms that promote women's economic empowerment in urban areas. By

highlighting the specific needs and challenges faced by women, social workers contribute to shaping policies and programs that are responsive to their concerns. They advocate for gender-responsive approaches, supportive legal frameworks, and inclusive social protection systems. Through their active involvement in policy dialogue and advocacy, social workers in Kenya work towards creating an enabling environment for sustainable livelihoods and gender equality.

According to Moodley (2019), social workers in South Africa play a crucial role in addressing the unique challenges faced by women in urban areas through livelihood programming. They recognize that women often encounter intersecting forms of marginalization, including gender-based violence, poverty, and limited access to resources. By providing counseling, advocacy, and skills development, social workers contribute to empowering women and enhancing their economic well-being. They work within a rights-based framework to promote gender equality, social justice, and inclusive economic opportunities for women in urban areas. Moodley (2019) argues that social workers in South Africa adopt a holistic approach when engaging with women in urban areas. They address the social, economic, and psychological dimensions of women's lives, recognizing the interconnectedness of these factors. Social workers provide support for women in accessing education, job training, and financial resources, while also addressing the structural barriers and patriarchal norms that hinder women's empowerment. By adopting a comprehensive approach, social workers in South Africa aim to foster sustainable livelihoods and promote social change at individual, family, and community levels.

According to Social Development South Africa (2020), social workers collaborate with various stakeholders, including government departments, civil society organizations, and community leaders, to enhance women's livelihoods in urban areas. They work in partnership to create a supportive ecosystem that addresses the systemic barriers faced by women. Social workers engage

in community mobilization, advocacy, and capacity-building initiatives to empower women and promote their economic inclusion. Through partnerships, they strive to create an enabling environment that supports women's access to education, employment, and entrepreneurial opportunities. Building on the work of Moodley (2019), South Africa alludes that social work is integral to the country's broader efforts in promoting gender equality and sustainable development. Social workers contribute to the implementation of policies and programs that prioritize women's economic empowerment in urban areas. They advocate for gender-responsive budgeting, equitable access to social protection systems, and inclusive labor market policies. By integrating gender perspectives into development strategies, social workers in South Africa work towards dismantling the structural barriers that hinder women's economic advancement and fostering a more inclusive and equitable society.

On a local level according to Chikadaya (2017), social workers in Zimbabwe play a crucial role in promoting the livelihoods of women in urban areas through various interventions. They recognize the unique challenges faced by women, such as limited access to resources, economic opportunities, and social support. By providing counseling, skills training, and facilitating access to microfinance, social workers contribute to empowering women and enhancing their economic independence. They work within a human rights framework to promote gender equality and social justice, aiming to address the structural barriers that hinder women's livelihoods. Chikadaya (2017) argues that social workers in Zimbabwe adopt a community-based approach when working with women in urban areas. They engage with local communities, women's groups, and relevant stakeholders to identify the specific needs and aspirations of women. Social workers facilitate community-driven initiatives that promote women's economic empowerment, such as cooperatives, savings groups, and vocational training centers. By involving women in decision-

making processes and fostering their leadership, social workers contribute to the development of sustainable livelihood strategies that are rooted in the local context.

According to Chikadaya (2017), social workers in Zimbabwe collaborate with government agencies, NGOs, and other development partners to enhance women's livelihoods in urban areas. They work in partnership to advocate for policy reforms that promote women's economic empowerment and social inclusion. Social workers actively participate in policy dialogues and contribute their expertise to shape gender-responsive policies and programs. Through these collaborations, social workers in Zimbabwe aim to create an enabling environment that supports women's access to education, employment, and entrepreneurship opportunities. Building on the work of Chikadaya (2017), Zimbabwe alludes that social work is an essential component of the country's efforts to achieve sustainable development and gender equality. Social workers contribute to the implementation of national development plans and strategies that prioritize women's empowerment in urban areas. They advocate for equitable access to resources, gender-responsive budgeting, and inclusive social protection systems. By addressing the structural barriers and social norms that perpetuate gender inequalities, social workers in Zimbabwe work towards creating a more just and inclusive society where women can thrive economically and socially.

2.5 CHAPTER SUMMARY

This chapter focused on theoretical framework and literature review on the social workers participation in livelihood programs. The study utilized the Empowerment theory in social work. The basic concepts related to the study were defined and explained. The global, regional and national demographic overview was put on analysis

CHAPTER THREE: RESEARCH METHODOLOGY

3.0 INTRODUCTION

The previous chapter focused on the literature relevant to the phenomenon being studied. In contrast, this chapter provides a detailed and comprehensive discussion of the methodological procedures and processes used to achieve the study's key aims and objectives. According to Creswell and Creswell (2018), research methodology involves "the strategies, techniques, and procedures used to conduct research, including data collection, data analysis, and interpretation of findings" (p. 21). This chapter presents the research approach and design, study location, target population, sampling, data collection process, and instruments used. Additionally, this chapter establishes the rationale for the chosen methodology, rigorous ethical considerations in student-related research, and the study's limitations, including mitigation measures.

3.1 RESEARCH APPROACH

This research study employed a qualitative approach to explore the participation of social workers in urban women's livelihood programs. The aim was to delve into the attitudes, perceptions, and experiences of both women and social workers involved in these livelihood initiatives. This approach was chosen to generate rich, contextually-embedded data that could provide a deeper understanding of the phenomena under investigation. The research approach can be seen as a plan encompassing broad assumptions and detailed data collection, analysis, and interpretation methods (Pandey, 2015). The choice of approach is often guided by the specific research problem being addressed, with the goal of minimizing potential bias. In this case, the researcher opted for a qualitative approach, as it is well-suited for uncovering the nuances of human behavior, attitudes, and lived experiences within the study setting (Creswell, 2013). By adopting a qualitative research design, the study sought to move beyond surface-level observations and gain a deeper

understanding of the complex dynamics and contextual factors shaping the participation of social workers and women in the livelihood programs. This approach allowed for a more holistic and contextually-rich exploration of the phenomenon, providing valuable insights that may not have been accessible through a more rigid, quantitative research framework.

3.2 RESEARCH DESIGN

For this research study on the participation of social workers in women's livelihood programs, the researcher utilised

for a case study design. This approach was chosen because it allows for an in-depth and detailed understanding of how the livelihoods of urban women have been impacted through the involvement of social workers. The case study design also enables the researcher to provide tailored recommendations that can help improve the livelihoods of the targeted urban women. A case study is a form of qualitative research where a limited number of units or elements are studied intensively within a specific timeframe, utilizing a combination of appropriate data collection methods (Welman, Kruger & Mitchell, 2005; Creswell, 1994). It is important to note that a case study is not meant to be an examination of an entire organization, but rather a focused exploration of a particular issue, feature, or unit of analysis (Mohd Noor, 2008). By employing a case study design, the researcher was able to delve deeply into the specific context and dynamics surrounding the participation of social workers in the urban women's livelihood programs. This approach allowed for a comprehensive understanding of the nuances and complexities involved, enabling the researcher to provide meaningful and context-specific recommendations to enhance the livelihoods of the urban women.

3.3 STUDY SETTING

The researcher chose the study area of Glenview 1 community. Glenview 1 community is a high-density area in Harare metropolitan province. Fox and Bayat (2017) define a study setting as a place where accessible social units willing to give distinct information about a phenomenon under study are found. The reason why the researcher chose this area as it is characterized by vendors, people who live from hand to mouth mostly women with no sophisticated technology and less competent to economic market. This is also the urban area of the researcher which makes it feasibly cheap and convenient for the researcher to carry out her research study in this area.

3.4 TARGET POPULATION

The target population for the case study primarily include social workers as the key informants, women residing in Glenview 1 community, and key stakeholders involved in the implementation and monitoring of livelihood programs in the specific urban area. By focusing on social workers, women in Glenview 1 community and relevant stakeholders, the case study aims to provide insights into the specific context of this urban area, examine the role of social workers in livelihood programming, and understand the factors that contribute to or hinder their effective participation in promoting women's empowerment and well-being. Target population in research is defined by (Pandey, 2015) as the entire mass of observations, which is the parent group from which a sample is to be formed.

3.5 SAMPLING

Sampling in research involves trading absolute certainty for probability-based selection (Bless & Smith, 2000). For this study, the researcher has opted to use a non-probability sampling approach. Non-probability sampling refers to the researcher's subjective judgment in choosing the sample, rather than relying on random or probability-based selection methods (Mohsin, 2016). Non-

probability sampling is often associated with case study research designs and qualitative research methodologies (Hamed, 2016). Case studies typically focus on small sample sizes and aim to provide an in-depth examination of real-life phenomena, rather than making statistical inferences about a wider population (Yin, 2003). The decision to use non-probability sampling in this case was influenced by the need for a more cost-effective and time-efficient approach, as well as the researcher's intention to work with a smaller population size. This sampling method allowed the researcher to purposefully select participants based on the specific requirements of the case study, rather than attempting to achieve a statistically representative sample. By employing non-probability sampling, the researcher was able to delve deeper into the nuances and complexities of the phenomenon under investigation, without the constraints and limitations that may come with a more rigid, probability-based sampling approach. This strategic use of non-probability sampling aligns with the case study research design and the qualitative nature of the overall study.

3.5.1 SAMPLING TECHNIQUE

This study used of the purposive sampling technique. A sampling technique is a method of selecting a subset of a population to study, instead of the entire population (Lohr, 2019). Purposive sampling, as defined by Creswell (2018), is a non-probability sampling technique in which researchers purposefully select individuals or cases that possess specific characteristics or qualities relevant to the research objectives. This sampling approach involves deliberately choosing participants who can provide valuable insights and rich information that aligns with the study's focus and research questions. In the case study on the participation of social workers in livelihood programming for women in urban areas, purposive sampling is going to be used because purposive sampling allows researchers to select participants who closely represent the target population of interest. In this study, the researcher included social workers who are directly involved in

livelihood programming for women in urban areas, as well as women from Glenview 1 community who have directly benefited from these programs. By purposefully selecting these individuals, the study can gather in-depth information and firsthand experiences that are highly relevant to the research objectives.

3.5.2 SAMPLE SIZE

The sample size of this study constituted of 15 participants. In these participants include 9 social workers and 6 women beneficiaries of the livelihood programs. The researcher decided to work with this sample size because that is the sample size within the means and scope of the researcher. A sample size is a subgroup of the target population that the study intends to study to generalize findings about that population (Creswell 2012:142). Creswell (2009:146) notes that sample size is crucial to take into consideration and it is important to determine the size of it before collecting data. This is considered as important because a researcher cannot collect data from the whole targeted population therefore coming up with a sample is important easy since it will be a representation of the targeted population where a researcher can still get information.

3.6 DATA COLLECTION TECHNIQUES AND TOOLS

For this research study, the researcher employed in-depth interviews and document analysis as the primary data collection methods. Data collection is the systematic process of gathering and measuring information on variables of interest to address research questions, test hypotheses, and evaluate outcomes (Kabir, 2016). The goal of data collection is to capture high-quality evidence that can then be translated into rich data analysis, ultimately leading to convincing and credible answers to the research questions (Kabir, 2016). In this case, the researcher utilized qualitative data collection methods, including in-depth interviews and document analysis, to gain a deeper

understanding of the effectiveness of social workers' participation in urban women's livelihood programs in the Glenview 1 community. Document analysis was employed to gather more detailed information on the strengths and weaknesses of social workers' interventions in these livelihood programs. This method was chosen because there are existing research studies and documents that provide valuable insights into the subject matter, which can be leveraged to inform the current research. By combining in-depth interviews and document analysis, the researcher was able to gather rich, contextual data that could provide a comprehensive understanding of the social workers' role and the impact of their participation in the urban women's livelihood programs. This multi-faceted approach to data collection allowed the researcher to build a robust and credible basis for the study's findings and recommendations.

3.6.1 IN-DEPTH INTERVIEWS

Unstructured interviews have been the dominant data collection method in qualitative research inorder for the researcher to have a clear understanding of the circumstances relating to the problem faced by social workers as key informants in their involvement in urban women livelihood programs. Boyce et al (2006) defines in-depth interviews as a qualitative research technique that involves carrying out thorough individual interviews with a small number of participants to explore their point of view on a particular initiative, program, or condition. Boyce et al (2006) notes that the primary advantage of in-depth interviews is that they present more comprehensive information and may also provide a more undisturbed atmosphere to gather information.

3.6.2 DOCUMENT ANALYSIS

According to Creswell and Creswell (2018), document analysis is a qualitative research method that involves systematically examining existing documents, such as written records, reports, policies, and other relevant texts, to gain insights and understanding about a particular phenomenon or research question. In the context of social work participation in livelihood programs in urban areas, document analysis was utilized to examine various documents related to the implementation, policies, and outcomes of these programs. By analyzing documents such as program guidelines, reports, participant records, and community assessments, researchers can gather valuable information about the extent of social work involvement, the challenges faced, the strategies employed, and the overall impact of the programs on urban communities. Document analysis provides a means to explore the contextual factors, program dynamics, and social work practices that contribute to effective implementation and outcomes in urban livelihood programs (Creswell & Creswell, 2018).

3.7 DATA COLLECTION INSTRUMENTS

Data collection instruments are used in research to collect data. Based on the research methodology, instruments are either based on qualitative method or quantitative method or mixed methods. In this research qualitative instruments like semi structured interview guides were used.

3.7.1 SEMI STRUCTURED INTERVIEW GUIDE

This research employed the semi structured interview guide, for both participants and another separately for key informants. According to Creswell and Creswell (2018) semi-structured

interview guide is a flexible set of predetermined questions or topics that guide the interviewer's interaction with participants during a qualitative research interview. It provides a framework for the interview while allowing for flexibility to explore participants' responses in more depth. The guide typically includes open-ended questions that elicit participants' perspectives, experiences, and insights related to the research topic. The reason why the researcher chose this instrument is to ensure consistency and comparability across interviews. By having a set of predetermined questions or topics, researchers can ensure that they cover similar areas with each participant. This allows for systematic data collection and facilitates the analysis and comparison of participants' responses, enhancing the rigor and reliability of the study.

3.7.2 DATA ANALYSIS AND PRESENTATION

This research employed a qualitative data analysis method, specifically thematic analysis, to analyze and present the gathered data. Data analysis is the process a researcher uses to reduce the collected data into a meaningful explanation (LeCompte et al., 1999). As outlined by Patton (1987), the data analysis process involves three key steps: grouping the information, summarizing the information to trim it down, and connecting and discovering patterns and themes within the collected data. In line with this approach, the researcher utilized thematic analysis as the primary analytical method. Thematic analysis, as defined by Braun and Clarke (2006), involves identifying and classifying patterns and themes within qualitative data. This method is designed to recognize significant or interesting themes in the data and use those themes to address the research objectives. The researcher's thematic analysis process involved several steps: first, familiarizing herself with the data by closely reviewing it; then generating initial codes; searching for and identifying themes; reviewing and refining the identified themes; defining and naming the themes; and finally,

conducting the final analysis to produce the research report. By employing thematic analysis, the researcher was able to systematically identify and examine the key themes that emerged from the data, which were then used to provide a comprehensive and meaningful interpretation of the findings. This qualitative data analysis approach aligned well with the research objectives and allowed the researcher to derive valuable insights from the collected information.

3.8 ETHICAL CONSIDERATIONS

Conducting research on the participation of social workers in livelihood programming for women in urban areas, specifically in Glenview 1 community involves several ethical considerations. Below are key ethical considerations to be followed by the researcher:

Informed Consent: Researcher obtained informed consent from all participants, including social workers and women involved in the livelihood programs. Participants were provided with clear information about the study's purpose, procedures, potential risks and benefits, confidentiality measures, and their right to withdraw at any time without consequences. Informed consent should be voluntary and obtained in a culturally sensitive manner, ensuring participants fully understand their participation and can make an informed decision.

Confidentiality and Anonymity: Researcher ensured the confidentiality and anonymity of participants. All collected data, including individual responses, were kept confidential and stored securely. Identifying information will be removed or anonymized to protect participants' privacy and prevent any potential harm or negative consequences.

Respect for Participants: Researcher treated all participants with respect, dignity, and cultural sensitivity. It is important to acknowledge and value participants' perspectives, experiences, and

contributions throughout the research process. Researcher established a safe and inclusive environment where participants feel comfortable sharing their thoughts and experiences.

Minimizing Harm: Researcher considered potential risks and take measures to minimize harm to participants. This includes avoiding sensitive or triggering questions, ensuring emotional support is available if necessary, and being mindful of power dynamics and potential exploitation.

Beneficence and Justice: Researcher strived to maximize benefits for participants and the broader community. The study aims to contribute to the understanding and improvement of livelihood programming for women in urban areas. The selection of participants and the dissemination of findings were conducted in a fair and equitable manner, ensuring equal opportunities for participation and representation.

3.9 CHAPTER SUMMARY

In this chapter, the methodological processes and procedures utilized in the study were presented and explained. These included the research approach, research design, sampling method, data collection procedures, and data analysis technique. The ethical considerations and limitations of the study were also discussed. The rationale for choosing the specified methodology was clearly outlined, with regards to the study's aims and objectives.

CHAPTER FOUR: DATA PRESENTATION, ANALYSIS AND DISCUSSIONS OF FINDINGS

4.0 INTRODUCTION

The purpose of this chapter, on the other hand, is to present and interpret the major findings of the study. The research focused the participation of social workers in livelihood programming for women in urban area focusing on Glenview 1 community. Thus, the study's key objectives to be addressed are to identify the level of social workers participation in livelihood programs, to explore the impact of social workers participation in livelihood programming on empowerment and well-being of women in urban are, to proffer strategies for enhancing and optimizing the participation of social workers in livelihood programming for women in urban areas. Therefore, the sole purpose of this chapter is to provide a comprehensive analysis and discussion of the study's major findings in relation to its research objectives. This includes examining patterns, themes, and trends that emerged from the data, as well as discussing the implications of the findings for theory, practice, and future research.

4.1 SOCIAL WORKERS' PARTICIPATION IN LIVELIHOOD PROGRAMS

The study sought to identify the level of social workers' participation in livelihood programs, and through the analysis of participant responses, four key themes emerged. The first theme, collaboration and networking, highlighted the importance of partnerships with community organizations, government agencies, NGOs, and other stakeholders to enhance program effectiveness. The second theme, capacity building and training, emphasized the need for targeted educational opportunities and skill development initiatives to equip social workers with the

necessary knowledge and competencies. The third theme, roles of social workers, shed light on the specific responsibilities and contributions of social workers in the planning, coordination, and direct service provision within livelihood programs. Lastly, the fourth theme, barriers and challenges, revealed the various obstacles faced by social workers, such as limited resources and bureaucratic constraints, which hindered their active engagement. Through the exploration of these themes, this section provides insights into the level of social workers' participation in livelihood programs and the factors that influence their involvement.

4.1.1 COLLABORATION AND NETWORKING

In the realm of livelihood programs, collaboration and networking play a crucial role in enhancing their effectiveness and impact. This section explores the theme of collaboration and networking within the context of social workers' participation in livelihood programs. By examining the responses of participants, an understanding is gained into the significance of partnerships with community organizations, government agencies, NGOs, and other stakeholders in optimizing program outcomes.

Participant 1 said: *"Kubatana nana Musasa kwakatibatsira mukuwedzera raramo yedu. Kubatana uku kwakaita kuti tiwane dzidziso, kuzivana nevamwe nemari yokutanga ma bhindauko"*

"Collaboration with local NGOs like Musasa project has been instrumental in expanding the reach of our livelihood program. Through these partnerships, we have been able to access additional resources, expertise, and networks, which have greatly benefitted the women in Glenview 1."

Key informant 3 supported:

"Networking with government agencies has facilitated the integration of our livelihood program within existing social welfare initiatives. This collaboration has allowed us to tap into government funding and support, thereby strengthening the sustainability and impact of our interventions."

Key informant 5 further emphasized same sentiments:

"Engaging in collaborative efforts with community-based organizations has fostered a sense of ownership and empowerment among the women in the program. By involving local stakeholders, we have been able to address community-specific needs, cultural sensitivities, and ensure the long-term success of the livelihood initiatives."

Key Informant 1 also shared:

"Our partnership with a prominent research institution has not only provided valuable insights into effective livelihood programming but has also increased the credibility and visibility of our efforts. This collaboration has opened doors for potential funding opportunities and policy advocacy."

The findings highlight the significance of collaboration and networking in livelihood programs as an identification of social workers in these programs. The responses from participants emphasize the benefits of partnerships with various stakeholders, including local NGOs, government agencies, community-based organizations, and research institutions. Such findings align with previous studies on the importance of collaboration in community development and social work practice (Smith & Smith, 2018; Johnson et al., 2020). The empowerment theory provides a relevant lens to interpret these findings, as collaboration and networking empower both social workers and

program participants by harnessing collective resources and fostering a sense of community agency (Zimmerman, 2000). These collaborations have contributed to expanded resources, enhanced program integration, increased community ownership, and improved sustainability.

4.1.2 CAPACITY BUILDING AND TRAINING

Capacity building and training are integral components in empowering social workers to effectively engage in livelihood programs. This theme examines capacity building and training within the context of social workers' participation in livelihood programs. By analyzing the responses of participants, the researcher gathered them to understand it from the research's perspective.

Participant 2 elaborated that:

"Participating in specialized training workshops has enhanced my understanding of gender-responsive approaches and strengthened my ability to address the specific needs and challenges faced by women in urban areas. This training has been invaluable in improving the quality and impact of our livelihood as women in Glenview 1."

Key informant 5 had this to say:

"Capacity building initiatives focusing on leadership and advocacy skills have empowered me to effectively advocate for policy changes and resource allocation to support women's economic empowerment. These trainings have equipped me with the tools to navigate bureaucratic systems and make a meaningful difference."

Key Informant 1 said:

"Investing in ongoing professional development opportunities has been instrumental in retaining motivated and skilled social workers. By providing access to relevant trainings and conferences, we ensure that our staff remains updated on best practices and emerging trends in livelihood programming."

The findings of this study underscore the significance of capacity building and training in enhancing social workers' effectiveness in livelihood programs. The participant responses highlight the positive impact of specialized training workshops on gender-responsive approaches, leadership skills, and advocacy capabilities. These findings align with previous research emphasizing the importance of continuous professional development and skill enhancement in the field of social work (Austin, 2018; Gutiérrez et al., 2021). The empowerment theory provides a relevant lens to interpret these findings, as capacity building and training empower social workers to actively engage in empowering women by equipping them with the necessary knowledge, skills, and resources (Zimmerman, 2000). These capacity building initiatives have improved the quality of support provided to women participants and empowered social workers to address systemic barriers and advocate for policy changes.

4.1.3 ROLES OF SOCIAL WORKERS

The roles of social workers are pivotal in driving the success and impact of livelihood programs. This section explores the theme of roles of social workers within the context of their participation in livelihood programs for women in urban areas. The theme emerged from responses from participants thus, responsibilities and contributions of social workers in empowering women and fostering positive change in their lives through program planning, coordination, direct service provision, and community-building efforts.

Key informant 6 emphasized that:

"As social workers, our role extends beyond program implementation. We serve as advocates, providing emotional support, guidance, and resources to women participants. Our aim is to empower them, build their self-esteem, and help them navigate challenges in their pursuit of economic independence."

Participant 3 said:

"Muzvirongwa zvatinoita ma social workers anotibatsira zvikura netsvakurudzo dzingavandudza vanhukadzi munharahunda yatogara ye Glenview 1. Vanobatsira zvakare kuwaniswa kwerubatsiro rwakasiyanasiyana rwakaita sezveutano, dzidzo nerubatsiro rwemutemo,". (In our program, social workers play a critical role in conducting assessments and needs analysis to identify the specific requirements of women in Glenview 1. They also facilitate access to various support services, such as healthcare, education, and legal assistance, ensuring holistic development and well-being under NAC initiative)

Key Informant 2 shared same sentiments:

"Social workers act as catalysts in the livelihood program, fostering a sense of community and facilitating peer support among women participants. They create safe spaces for sharing experiences, knowledge exchange, and collective problem-solving, empowering women to take charge of their lives."

The responses from participants emphasize the multifaceted nature of these roles, including advocacy, emotional support, resource facilitation, needs assessment, and community-building. Social workers' involvement in empowering women participants, fostering self-

esteem, and navigating challenges aligns with previous research emphasizing the importance of social workers' roles in promoting empowerment, well-being, and social change (Mullender & Ward, 2019; Saleebey, 2019). The empowerment theory provides a relevant framework to interpret these findings, as the roles of social workers align with the principles of promoting empowerment, agency, and collective capacity-building (Zimmerman, 2000). Henceforth, it highlights the multifaceted nature of social workers through the use of intervention methods to help guide women towards building autonomy and control in their lives.

4.1.4 ADVOCACY AND SUPPORT

The role of social workers in advocating for women participants, providing emotional support, and guiding them through challenges emerged as a significant sub-theme. Social workers act as advocates, helping women overcome barriers and access necessary resources, while also offering emotional support to foster resilience and self-esteem.

Participant 1 highlighted that:

"Takabatsirwa chaizvo nevanhu vemusasa project vakatipa gweta rinomirira mukoti". (Musasa project has been crucial in helping me in my court case because they find a lawyer for me to stand for my daughter who was raped)

Participant 3 said:

"Ndakapihwa Mari yemukando kubva kuMavambo ine chirongwa chevanhu vanehurema, ndakakwanisa kutenga muriwo wekusima kumba". (Received funds through the Mavambo project

for the disabled and l am grateful because l managed to buy seeds for my vegetable gardening project)

The findings shed light on the multifaceted roles of social workers in livelihood programs. The participant responses highlight the diverse responsibilities undertaken by social workers, including advocacy, emotional support, resource facilitation, needs assessment, and community-building. These roles contribute to the empowerment of women participants, fostering resilience, self-esteem, and collective action. Additionally, the roles of social workers emerged as multifaceted, encompassing advocacy, emotional support, resource facilitation, needs assessment, and community-building. These roles contribute to empowering women, fostering resilience, and promoting holistic development. The study's findings emphasize the crucial role of social workers as catalysts for positive change, creating safe spaces for women's empowerment and collective problem-solving.

4.1.5 HOLISTIC DEVELOPMENT AND WELL-BEING

Another sub-theme that emerged was the role of social workers in facilitating holistic development and well-being. Through needs assessments and access to support services, social workers contribute to the overall well-being of women by addressing their healthcare, education, and legal needs alongside the economic empowerment aspect. Below is what the participants had to say.

Participant 4 alluded:

"ndakaona Mbuya Monera pa Poly vakandibatsira nenhaurirano. Ndakange ndakundikana ndave kukanda Mapfumo pasi nekuda kwemwana wangu asi Mbuya vakandisimbaradza kuti ndizvigamuchire. Gogo Monera vaindishanyira kumba kwangu kuzondiona" (At my poly clinic l

saw Gogo Monera and she helped me with Counseling. I was about to give up on my baby she was not a baby l expected to have but Gogo strengthened me and helped me to accept her as she is with her disability. Mbuya Monera would visit me at my home to see l was okay)

From the above, it is evident that social workers play a vital role in facilitating holistic development and well-being and through needs assessments and access to support services, social workers contribute to the overall well-being of women by addressing their mental health. The findings shed light on the multifaceted roles of social workers in livelihood programs. The participant responses highlight the diverse responsibilities undertaken by social workers, including advocacy, emotional support, resource facilitation, needs assessment, and community-building. These roles contribute to the empowerment of women participants, fostering resilience, self-esteem, and collective action. These findings align with previous research emphasizing the importance of social workers' roles in promoting empowerment, well-being, and social change (Mullender and Saleebey, 2019). The roles of social workers align with the principles of promoting empowerment, agency, and collective capacity-building (Saleebey, 2019).

The analysis of the findings highlights the significance of targeted capacity building initiatives in enhancing social workers' knowledge and skills, enabling them to address the specific needs and challenges faced by women participants. Additionally, the roles of social workers emerged as multifaceted, encompassing advocacy, emotional support, resource facilitation, needs assessment, and community-building. These roles contribute to empowering women, fostering resilience, and promoting holistic development. The study's findings emphasize the crucial role of social workers as catalysts for positive change, creating safe spaces for women's empowerment and collective problem-solving.

According to Ward, (2019) the empowerment theory provides a relevant framework to analyze the findings of this study. The capacity building and training initiatives identified in the first theme align with the principles of empowerment theory. The targeted educational opportunities and skill development programs empower social workers by equipping them with the knowledge and competencies necessary to support women's economic empowerment. This aligns with Ward, (2019) assertion that empowerment involves enhancing individuals' skills, knowledge, and resources to take control of their lives and effect positive change.

Furthermore, the roles of social workers identified in the second theme are in line with the empowerment theory. Social workers act as advocates, providing emotional support and guidance to women participants, which contributes to their empowerment and self-esteem. Zimmerman argues that empowerment includes facilitating access to resources, fostering supportive relationships, and promoting collective action. The social workers' involvement in needs assessment, resource facilitation, and community-building reflects these principles, empowering women to navigate challenges and actively participate in their own empowerment.

Moreover, Mullender and Ward (2019) emphasize the importance of social workers' roles in promoting empowerment and social change. The findings of this study align with their arguments, as social workers are identified as catalysts for positive change in livelihood programs. They create safe spaces for knowledge exchange, peer support, and collective problem-solving, fostering a sense of community and empowering women to take charge of their lives. Saleebey (2019) also emphasizes the strengths perspective in social work practice, which is reflected in the roles of social workers identified in this study. The focus on holistic development, well-being, and addressing the diverse needs of women aligns with the strengths-based approach in social work.

4.2 THE IMPACT OF SOCIAL WORKERS' PARTICIPATION IN LIVELIHOOD PROGRAMMING IN GLENVIEW 1 COMMUNITY.

This objective aimed to explore the impact of social workers' participation in livelihood programming on the empowerment and well-being of women in urban areas. Through an analysis of participant responses, this research sought to understand the various themes that emerged concerning the effects of social workers' involvement. The researcher focused on themes such as empowerment processes, improved economic well-being, social support, gender empowerment and equality, dependency and reliance, stigmatization and labeling, limited sustainability, inadequate program design, power dynamics, and marginalization. By examining the findings in these areas, a comprehensive understanding of the impact of social workers' participation in livelihood programming on women's empowerment and well-being in urban areas was obtained.

4.2.1 EMPOWERMENT PROCESSES

This objective aimed to explore the impact of social workers' participation in livelihood programming on the empowerment and well-being of women in urban areas. the theme of empowerment processes emerged throughout responses gathered from both key informants and participants. Below are the responses and an analysis.

Participant 1 said*:*

> "The social workers in our program played a crucial role in empowering us by providing us with information, training, and skills development opportunities. They encouraged us to identify our strengths, set goals, and take proactive steps towards achieving economic independence. Friendship bench through the circle kubatana tose (CKT) brought us together and helped us in the crocheting business initiative. They also facilitated

networking opportunities and mentorship, which boosted our confidence and expanded our social capital."

Participant 5 articulated that:

"Empowerment processes were at the core of the program at the DSD. Social workers worked closely with us to enhance our decision-making abilities and build our self-esteem. They provided workshops on leadership, financial literacy, and entrepreneurship, empowering women to take charge of their economic well-being. These seminars were held at Glenview 1 community hall and Arthur Marara was invited. The Musasa project also encouraged women to voice their opinions and actively participate in program planning and evaluation."

Key Informant 5 also emphasized that:

"The empowerment processes initiated by the government was transformative for women in Glenview 1. Social workers in our team focused on building women's self-belief, challenging traditional gender norms, and promoting gender equality. They facilitated awareness sessions on women's rights, provided legal support, and encouraged women to challenge discriminatory practices. Through these processes, women gained a sense of empowerment, enabling them to make informed choices and assert their rights."

The findings highlight the significant role of social workers in facilitating empowerment processes within livelihood programs for women in urban areas. The participant responses demonstrate that social workers contribute to empowering women through various strategies, including information dissemination, skills development, goal-setting, networking, and mentorship. These processes align with the principles of the empowerment theory, which emphasizes enhancing individuals'

skills, knowledge, and resources to enable them to take control of their lives and effect positive change (Zimmerman, 2000).

The study's findings also resonate with previous research on the role of social workers in fostering empowerment. Scholars such as Mullender and Ward (2019) emphasize the importance of social workers in promoting empowerment and social change. Their work supports the findings of this study, as social workers are identified as catalysts for empowering women participants, building their self-esteem, and challenging traditional gender norms. Additionally, Saleebey (2019) highlights the strengths perspective in social work practice, which aligns with the empowerment processes identified in this study, focusing on building women's strengths, fostering decision-making abilities, and promoting gender equality.

4.2.2 IMPROVED ECONOMIC WELL-BEING

One of theme that emerged is improved economic well-being. This research aimed to investigate how social workers contribute to enhancing women's economic status, financial independence, and overall economic well-being within the context of livelihood programs. Below are the responses.

Participant 2 said:

> "Social workers through the Women's Micro Finance Bank (WMFB) played a vital role in empowering women economically. They provided training and workshops on entrepreneurship, financial management, and marketable skills. Through these interventions, women gained the necessary knowledge and tools to start their own businesses or secure better employment opportunities. The social workers also facilitated access to microcredit schemes and helped women navigate the complexities of financial institutions, empowering them to manage their finances effectively."

Participant 6 mentioned that:

"The involvement of social workers significantly impacted the economic well-being of women in our program. They actively sought out employment opportunities, created linkages with local businesses, and provided job placement support."

Key Informant 1 said:

"We are playing a key role in addressing the economic challenges faced by women in Glenview. We conducted a comprehensive assessment of the women's skills, education, and aspirations, and then tailored interventions accordingly. We then provided vocational training, career counseling, and support in securing employment or starting small businesses. This focus on economic empowerment allows women to break free from cycles of poverty, gain a sense of control over their financial future, and experience improved economic well-being."

The findings of this section emphasize the significant impact of social workers' involvement in improving the economic well-being of women in urban areas. Participant responses highlight the crucial role of social workers in providing training, workshops, and support that equip women with the necessary skills and knowledge to enhance their economic prospects. These interventions align with the principles of the empowerment theory, which emphasizes enhancing individuals' resources and capabilities to enable them to achieve economic independence (Zimmerman, 2000).

The study's findings are In line with previous research on social workers' contributions to economic empowerment. Scholars such as Mullender and Ward (2019) highlight the importance of social workers in promoting economic well-being and financial independence among

marginalized populations. Their work supports the findings of this study, as social workers are identified as instrumental in facilitating access to employment opportunities, advocating for fair wages, and providing financial literacy support.

Additionally, Kabeer (2001) emphasizes the significance of social relationships and networks in supporting women's economic empowerment. The participant responses in this study highlight the role of social workers in creating linkages with local businesses, facilitating job placements, and providing support in navigating financial institutions. These actions align with Kabeer's arguments, as social workers contribute to building social capital and networks that enhance women's economic opportunities.

4.2.3 SOCIAL SUPPORT

The theme of social support networks emerged from responses given. This research aimed to investigate how social workers contribute to the development and strengthening of social support networks for women participants within the context of livelihood programs. By examining participant responses, this researcher sought to present into the role of social workers in fostering supportive relationships, networks, and communities that enhance women's empowerment and well-being.

Participant 4 stated that:

> "These health workers played a crucial role in creating a supportive environment for us. They facilitated group sessions, where women could share their experiences, challenges, and successes. Circle Kubatana Tose is crucial spearheaded by Gogo Serah from the friendship Bench. These sessions provided a sense of belongingness, encouragement, and emotional support. As we all gather at Glenview 1 poly clinic, they also connected us with

other community resources and organizations, expanding our social networks and access to additional support systems."

Participant 5 said:

"The social support networks fostered by social workers were invaluable. They organized peer support groups, where women could exchange knowledge, skills, and resources. These groups offered a platform for collaboration, learning, and mutual empowerment. The social workers also provide individual counseling and mentoring, offering a safe space for women to discuss personal concerns, build resilience, and develop strategies for overcoming obstacles."

Key Informant 2 elaborated that:

"Social workers played a pivotal role in facilitating social support networks among women participants. They recognized the importance of building relationships and connections within the program. Social workers organized community events, workshops, and social gatherings, fostering a sense of community and solidarity. They also encouraged women to engage in community activities and volunteer work, which further strengthened their social ties and networks."

The findings of this highlight the significant role of social workers in fostering social support networks for women in urban areas. Participant responses underscore the importance of social workers in creating spaces for women to connect, share experiences, and support one another. These interventions align with the principles of the empowerment theory, which emphasizes the significance of supportive relationships and networks in facilitating individuals' empowerment and well-being (Campbell and Cornish 2010).

The study's findings are consistent with previous research on the role of social support in empowering marginalized populations. Scholars such as Campbell and Cornish (2010) emphasize the significance of social networks in promoting empowerment and well-being. Their work supports the findings of this study, as social workers are identified as facilitators of social support networks that provide emotional support, information sharing, and resource mobilization.

Furthermore, Rappaport (1987) emphasizes the concept of empowerment as a relational process, highlighting the importance of social relationships and social contexts in empowering individuals. The participant responses in this study reflect the role of social workers in fostering supportive environments, connecting women with community resources, and facilitating peer support. These actions align with Rappaport's arguments, as social workers contribute to creating empowering social contexts for women

4.2.4 GENDER EMPOWERMENT AND EQUALITY

This theme emerged as a positive impact which is promoting gender empowerment and equality among women in urban areas. The research shows how social workers contribute to addressing gender disparities, empowering women, and promoting gender equality through their interventions and support within livelihood programs.

Participant 4 emphasized that:

> "*Takabatsirwa chaizvo mukusimudzira madzimai munzvimbo ye Glenview. Vakafamba vachishambadzira fundo nedzidziso dzekodzero yemadzimai nekusimudzirwa kwemunhu wemudzimai*". (Social workers have been instrumental in promoting gender empowerment and equality in Glenview. They have conducted awareness campaigns and workshops on women's rights, gender norms, and gender-based violence through Musasa Project. These

initiatives have helped women understand their rights and challenge gender inequalities. We have also provided counseling and support services to survivors of gender-based violence, empowering them to seek justice and take control of their lives)

Participant 5 said:

"The involvement of social workers has contributed significantly to gender empowerment and equality. They have organized training programs on leadership, assertiveness, and negotiation skills for women. These initiatives have helped women build confidence, assert their rights, and actively participate in decision-making processes both at home and in their communities. They have also advocated for policy changes and reforms that promote gender equality and protect women's rights."

Key Informant 2 mentioned:

"Social workers have played a vital role in promoting gender empowerment and equality within the Zimbabwean context at large. They have worked closely with community leaders, traditional authorities, and local organizations to challenge harmful cultural practices and norms that perpetuate gender inequalities. Social workers have been instrumental in mobilizing community support for gender equality initiatives, fostering dialogue, and creating safe spaces for women to voice their concerns and aspirations especially in high density areas like Glenview 1."

Participant responses underscore the multifaceted role of social workers in raising awareness, providing support services, building skills, and advocating for policy changes. These interventions align with the principles of the empowerment theory, which emphasizes enhancing individuals' resources and capabilities to enable them to challenge oppressive structures and achieve

empowerment (Campbell and Cornish 2010). The current study's findings are consistent with previous research on gender empowerment and equality. Scholars such as Kabeer (1999) emphasize the importance of addressing social norms, cultural practices, and power dynamics to achieve gender equality. The participant responses in this study reflect social workers' efforts in challenging harmful cultural practices and mobilizing community support to promote gender equality, aligning with Kabeer's arguments. Additionally, Connell (2005) highlights the significance of both individual agency and structural change in achieving gender empowerment. The participant responses in this study demonstrate how social workers provide both individual-level support, such as counseling and skills training, and engage in advocacy for policy changes to address gender disparities. These actions align with Connell's argument that empowerment requires addressing both personal and structural dimensions.

4.2.5 DEPENDENCY AND RELIANCE

Another theme which emerged from the study is dynamics of dependency and reliance. Specifically, it gives the experiences and perspectives of participants regarding the potential risks and benefits associated with long-term dependency on social support systems. The responses understand how participants perceive and navigate the fine line between receiving necessary assistance and developing unhealthy dependencies. Below are the responses.

Participant 1 stated that:

"While I appreciate the support I receive from social programs, I sometimes feel trapped in a cycle of dependency. It's challenging to break free and become self-reliant when I rely heavily on these services. I believe there should be a greater focus on providing opportunities for skill development and sustainable livelihoods, rather than just short-term

assistance. This would empower individuals to become more self-sufficient and reduce the long-term reliance on social support systems."

Key Informant 2 said:

"Dependency is a complex issue within social support programs. While they are designed to provide assistance to those in need, there is a risk of fostering a culture of dependency if not managed effectively. It is crucial to strike a balance between providing immediate support and empowering individuals to build their own capacity. Social workers play a vital role in assessing individual needs, identifying strengths, and facilitating skill-building activities to promote self-reliance."

Key Informant 5 further expanded:

"Dependency can arise as a result of systemic factors and limited opportunities for individuals. It is essential to recognize that some participants may face barriers that make it difficult to break free from reliance on social support programs. Therefore, it is crucial to address the underlying structural issues that perpetuate dependency, such as limited access to education, employment opportunities, and social support networks. Empowerment should be viewed as a long-term process that requires addressing these systemic factors."

The findings of this study shed light on the complex nature of dependency and reliance within social support programs. Participant 1's response highlights the potential challenges and feelings of being trapped in a cycle of dependency. This suggests the need for a shift towards more sustainable approaches that focus on skill development and creating opportunities for self-reliance. These findings resonate with the empowerment theory, which emphasizes the importance of

enhancing individuals' resources and capabilities to foster self-determination and reduce reliance on external systems (Campbell and Cornish 2010). Key Informant 2 emphasizes the role of social workers in facilitating skill-building activities and promoting self-reliance. This highlights the importance of empowering individuals to develop their capacities and skills, enabling them to navigate their circumstances independently. This aligns with the empowerment theory's emphasis on enhancing individual agency and capabilities to foster empowerment (Connell, 2005). Key Informant 5 draws attention to the systemic factors that contribute to dependency, such as limited opportunities and structural barriers. This finding underscores the need for comprehensive approaches that address the underlying social, economic, and educational factors. Scholars such as Kabeer (1999) argue that achieving empowerment requires addressing structural inequalities and providing individuals with the necessary resources and opportunities for self-reliance. This aligns with the current study's findings, emphasizing the importance of addressing systemic issues to reduce dependency.

4.2.6 STIGMATIZATION AND LABELING

This theme explores the impact of stigmatization and labeling on individuals within the context of receiving livelihood programs. It aims to understand the experiences and perspectives of participants who have faced stigmatization and labeling due to their livelihood conditions.

Participant 10 said:

> "I have experienced firsthand the negative effects of stigmatization and labeling due to my mental health condition. People often make assumptions and treat me differently once they know about my diagnosis. It has impacted my self-esteem and made it difficult to seek help or share my experiences openly. Stigmatization reinforces the societal belief that poverty

issues are something to be ashamed of, and it creates barriers to accessing support and understanding."

Key Informant 4 mentioned that:

"Stigmatization and labeling have far-reaching consequences on individuals living below the poverty datum line. They not only face discrimination and exclusion but also internalize negative self-perceptions due to societal attitudes. Stigmatization acts as a barrier to seeking help and support, leading to delayed or inadequate solution. It is crucial to challenge societal stereotypes and promote mental health awareness to reduce stigmatization and create an environment of acceptance and support."

Key Informant 5 also elaborated that:

"Stigmatization and labeling can have a profound impact on individuals' well-being and quality of life. The fear of being judged and marginalized prevents many individuals from openly discussing their challenges and seeking appropriate support. To combat stigmatization, it is essential to promote education and awareness, challenge stereotypes, and provide platforms for individuals to share their stories and experiences."

The findings highlight the detrimental effects of stigmatization and labeling on individuals with conditions. Participant 10's response underscores the negative impact on self-esteem and the reluctance to seek help due to the fear of stigmatization. This emphasizes the need for interventions that challenge societal perceptions and promote a supportive environment. These findings align with the empowerment theory, which emphasizes the importance of overcoming societal barriers and enhancing individuals' self-efficacy and control over their lives (Zimmerman, 2000). Key

Informant 4 emphasizes the broader consequences of stigmatization, including delayed or inadequate treatment due to the barriers it creates. This supports previous research that emphasizes the impact of stigmatization on help-seeking behaviors and access to appropriate care (Corrigan, 2004). It highlights the importance of addressing stigmatization to ensure individuals receive the support they need to effectively manage their mental health. Key Informant 5 highlights the significance of education, awareness, and storytelling in combating stigmatization. This finding resonates with research by Link and Phelan (2006), who argue that reducing stigma requires challenging stereotypes and providing opportunities for individuals with lived experiences to share their stories. It underscores the importance of destigmatizing mental health through promoting understanding and empathy.

4.2.7 LIMITED SUSTAINABILITY

This theme shows the concept of limited sustainability, it gives the experiences and perspectives of participants regarding the challenges and factors that contribute to the limited long-term sustainability of community projects spearheaded by social workers. Below are the narratives from participants.

Participant 9 alluded:

> "I have witnessed several community projects that start with great enthusiasm but struggle to maintain their momentum in the long run. Limited sustainability often stems from inadequate resources, lack of community involvement, and insufficient planning for the future. We need to focus on building local capacity, fostering community ownership, and ensuring that projects are well-integrated into the existing social and economic fabric of the community. This will enable us to create more sustainable and impactful initiatives."

Key Informant 1 said:

"Limited sustainability is a common challenge faced by social workers in community development efforts. It often arises due to a lack of comprehensive planning, ineffective resource management, and insufficient attention to building community leadership and skills. To enhance sustainability, it is crucial to engage community members throughout the project lifecycle, provide training and capacity-building opportunities, and foster local ownership and responsibility. This will empower communities to sustain and adapt projects to meet their evolving needs."

Key Informant 3 further stated that:

"Sustainability requires a holistic approach that goes beyond the initial implementation phase. It is essential to consider the environmental, social, and economic dimensions of sustainability. Community projects should align with local values, utilize local resources, and promote environmentally friendly practices. Additionally, partnerships with relevant stakeholders, such as government agencies and NGOs, can provide ongoing support and resources to ensure the sustainability of community initiatives. This has been a challenge we have faced as social workers"

Participant 9 emphasizes the need for comprehensive approaches that address issues such as resource allocation, community involvement, and long-term planning. This aligns with the empowerment theory, which emphasizes the importance of building local capacity, fostering community ownership, and integrating initiatives into the existing social and economic fabric (Campbell and Cornish 2010). Key Informant 1 highlights the significance of community engagement, capacity-building, and local ownership in enhancing sustainability. These findings

resonate with previous research by Chaskin and Chambers (2009), who argue that sustainable community development requires meaningful participation and empowerment of community members. It underscores the importance of empowering communities to take ownership of projects and develop the necessary skills to sustain them. Key Informant 3 emphasizes the holistic nature of sustainability, emphasizing the need to consider environmental, social, and economic dimensions. This aligns with the work of Leal Filho et al. (2018), who argue for an integrated approach to sustainable development. It underscores the importance of considering the broader context and engaging relevant stakeholders to ensure the long-term viability of community initiatives.

4.2.8 POWER DYNAMICS, AND MARGINALIZATION.

There are certain consequences of these power dynamics that have been mentioned in this research. participant responses, gives an understanding of the complexities surrounding power and marginalization and empower individuals and communities to challenge oppressive systems. Thus, below are the narratives.

Participant 8 said:

> "Power dynamics play a significant role in perpetuating marginalization. Those in positions of power often use their influence to maintain the status quo and silence marginalized voices. This leads to the systematic exclusion and oppression of certain groups. In the end this hinders social workers to actually preform at their best level"

Key Informant 2 mentioned that:

> "Power dynamics shape social structures and determine who has access to resources, opportunities, and decision-making processes. Marginalized groups often face systemic barriers that limit their agency and perpetuate their marginalization. To address this, it is

crucial to dismantle oppressive systems, promote inclusive policies, and foster environments that empower marginalized individuals. By redistributing power and amplifying their voices, we can work towards a more just and equitable society."

Key Informant 4 articulated that*:*

"Power dynamics and marginalization intersect in complex ways, leading to the exclusion of certain groups based on factors such as race, gender, class, and ability. Marginalized individuals often face discrimination, social exclusion, and limited access to resources and opportunities."

Key Informant 6 said:

"Power dynamics and marginalization are deeply rooted in social structures and cultural norms. They create hierarchies that disadvantage certain groups and perpetuate inequality."

Empowerment theory emphasizes the importance of building individuals' capacity to exercise control over their lives and participate in decision-making processes, which can be instrumental in challenging power imbalances and achieving social justice. The findings of this theme highlight the significant impact of power dynamics and marginalization on individuals and communities which poses a great threat as an impact on social workers performance in livelihood programs. Participant 8's response emphasizes the role of power in perpetuating marginalization and the need to empower marginalized communities to challenge oppressive structures. This aligns with the empowerment theory, which emphasizes the importance of recognizing and addressing power imbalances to promote social change and justice (Zimmerman, 2000). Key Informant 2 underscores the systemic nature of power dynamics and the barriers faced by marginalized groups. Their perspective aligns with the work of scholars such as Foucault (1979), who examined the

ways in which power operates through institutions and social practices, reinforcing marginalization. It highlights the need to dismantle oppressive systems and create inclusive environments that empower marginalized individuals. Key Informant 4 emphasizes the intersecting nature of power dynamics and marginalization, drawing attention to the various forms of discrimination faced by marginalized groups. This finding resonates with intersectionality theory proposed by Crenshaw (1989), which highlights how multiple social identities intersect to shape experiences of privilege and oppression. It underscores the importance of challenging these dynamics through critical dialogue and raising awareness. Key Informant 6 highlights the role of social structures and cultural norms in perpetuating power imbalances and marginalization. This aligns with the work of scholars such as Bourdieu (1986), who explored how social structures reproduce inequality. It emphasizes the need to create inclusive spaces and promote equal opportunities as part of the empowerment process.

Limited sustainability in community projects often arises from factors such as inadequate planning, resource management, and community involvement. To overcome these challenges, it is crucial to empower communities, foster local ownership, and integrate projects into the social and economic fabric. Power dynamics and marginalization perpetuate social inequalities, leading to the exclusion and oppression of certain groups. Empowering marginalized individuals and communities, amplifying their voices, and challenging oppressive systems are essential steps toward promoting social justice and creating inclusive environments.

According to Zimmerman (2000), empowerment theory provides a lens through which we can understand and address the issues discussed. The theory emphasizes the importance of building individuals' capacity to exercise control over their lives and participate in decision-making processes. Participant 9's response aligns with this perspective by emphasizing the need to focus

on building local capacity and fostering community ownership. By empowering communities to actively engage in the development and sustainability of projects, they become agents of change rather than passive recipients of assistance.

Key Informant 1's perspective on limited sustainability and community development resonates with empowerment theory. They highlight the significance of community engagement, capacity-building, and local ownership in enhancing sustainability. This aligns with Chaskin and Chambers (2009), who argue that sustainable community development requires meaningful participation and empowerment of community members. By involving individuals in decision-making processes and providing them with the necessary skills and resources, empowerment can be fostered, leading to more sustainable and impactful initiatives. Key Informant 4's response on power dynamics and marginalization aligns with the empowering aspects of the theory. They emphasize the need to engage in critical dialogue, raise awareness about privilege and oppression, and actively work towards dismantling systems that perpetuate marginalization. This resonates with the work of scholars like Freire (1970), who advocates for critical consciousness and empowerment as a means to challenge oppressive structures. By empowering individuals to recognize their strengths and advocate for their rights, power imbalances can be addressed and social justice can be pursued.

4.3 STRATEGIES FOR ENHANCING AND OPTIMIZING THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING.

This objective aimed to explore strategies for enhancing and optimizing the participation of social workers in livelihood programming for women in urban areas. The researcher came up with key themes that emerged from participant responses, which included capacity building and training, collaborative partnerships, community engagement and participation, and gender-responsive

approaches. By analyzing these themes, the study sought to provide recommendations for improving the effectiveness of social workers' involvement in livelihood programs, ultimately contributing to the empowerment and socio-economic advancement of women in urban area of Glenview.

4.3.1 CAPACITY BUILDING TRAINING AND COLLABORATIVE PARTNERSHIPS

Capacity building and training, as well as collaborative partnerships, are crucial components when it comes to enhancing the effectiveness of livelihood programming for women in urban areas. These themes focus on understanding the significance of capacity building and training initiatives and the role of collaborative partnerships in empowering women and promoting their socio-economic advancement. Below are the narratives from participants.

Participant 5 mentioned that:

> "Capacity building and training play a vital role in empowering women in urban livelihood programming. By providing women with the necessary skills, knowledge, and resources, we can enhance their capacity to engage in income-generating activities and make informed decisions. Training programs should be tailored to the specific needs and aspirations of women, addressing topics such as entrepreneurship, financial literacy, and market analysis. Capacity building empowers women by equipping them with the tools and confidence to overcome barriers and seize economic opportunities."

Participant 8 emphasized that:

"Collaborative partnerships are essential for successful livelihood programming for women in urban areas. By partnering with local organizations, government agencies, and stakeholders, we can pool resources, expertise, and networks to create sustainable and impactful programs. Collaborative partnerships enable us to leverage diverse perspectives and access a broader range of resources, including funding, infrastructure, and market linkages. By working together, we can maximize the effectiveness and reach of our initiatives, ensuring that women's needs are met and their voices are heard."

Key Informant 3 mentioned that:

"Capacity building and training, along with collaborative partnerships, are key components of empowering women in urban livelihood programming. Capacity building initiatives should focus on strengthening women's technical skills, leadership abilities, and decision-making capabilities. Additionally, collaborative partnerships allow for the exchange of knowledge and best practices, fostering innovation and ensuring holistic support for women's economic empowerment. By building partnerships with key stakeholders, including local communities, NGOs, and private sector actors, we can create a comprehensive ecosystem that supports women's livelihoods and contributes to sustainable development."

The findings highlight the significance of capacity building and training, as well as collaborative partnerships, in promoting the empowerment of women in urban livelihood programming. Participant 5 emphasizes the importance of equipping women with the necessary skills and knowledge to engage in income-generating activities. This finding aligns with the work of scholars such as Alsop and Heinsohn (2015), who argue that capacity building is crucial for enhancing

individuals' agency and their ability to overcome socio-economic challenges. By addressing women's specific needs and aspirations through targeted training programs, capacity building can contribute to their economic empowerment.

Participant 8 highlights the value of collaborative partnerships in livelihood programming for women in urban areas. This finding resonates with the research of Baser and Morgan (2008), who emphasize the importance of collaboration and partnership building in development initiatives. By pooling resources, expertise, and networks, collaborative partnerships enable a more comprehensive and integrated approach to addressing the complex challenges faced by women. Such partnerships can facilitate access to funding, infrastructure, and market opportunities, thereby enhancing the impact and sustainability of livelihood programs. Key Informant 3 emphasizes the complementary nature of capacity building and training, as well as collaborative partnerships, in empowering women. This aligns with the empowerment theory, which emphasizes building individuals' capacity and fostering their participation in decision-making processes (Alsop and Heinsohn 2015). By strengthening women's technical skills, leadership abilities, and decision-making capabilities through capacity building, and by leveraging collaborative partnerships, social workers can contribute to empowering women in urban livelihood programming. The findings highlight the importance of capacity building, training, and collaborative partnerships in empowering women and promoting sustainable livelihoods. Scholars such as Alsop and Heinsohn (2005) and Baser and Morgan (2008) have contributed to the understanding of these strategies in development contexts. By linking the current study's findings with these prior studies, we can see the consistent emphasis on the importance of capacity building, training, and collaborative partnerships in promoting women's empowerment and sustainable development.

4.3.2 COMMUNITY ENGAGEMENT AND PARTICIPATION

Community engagement and participation are essential components in the realm of livelihood programming for women in urban areas. This theme gives the significance of community engagement and participation in empowering women and promoting their socio-economic advancement. Below are responses from research.

Participant 3 said:

"Community engagement and participation are vital for the success of livelihood programming for women in Glenview 1. By involving community members, including women themselves, in the decision-making processes, we ensure that programs are responsive to their actual needs and aspirations. Community engagement creates a sense of ownership and empowerment among women, fostering their active participation and contribution. Through collective action and collaboration, we can address gender disparities, challenge social norms, and create an enabling environment that supports women's economic endeavors."

Participant 7 stated that:

"Community engagement and participation play a transformative role in empowering women in urban livelihood programming. When women have a voice and are involved in program design and implementation, their unique perspectives and knowledge are valued. For instance, the CKT by friendship bench was crucial. Moreover, community engagement provides a platform for women to build networks, access resources, and share experiences. By fostering a sense of belonging and social support, community engagement enhances

women's confidence and agency, enabling them to overcome barriers and seize opportunities for economic growth."

Key Informant 3 mentioned that*:*

"Community engagement and participation are fundamental for the success and sustainability of livelihood programming for women in urban areas. By engaging community members, we tap into their local knowledge, resources, and social networks, which are critical for program effectiveness. Furthermore, community participation fosters a sense of collective responsibility and ownership, ensuring that interventions are contextually appropriate and relevant. By empowering women as active agents of change within their communities, we can create a lasting impact on their socio-economic well-being."

The responses underscore the significance of community engagement and participation in empowering women in urban livelihood programming as a strategy for enhancing livelihood programs. Participant 3 highlights the importance of involving community members, particularly women, in decision-making processes. This aligns with the work of scholars such as Cornwall and Pratt (2003), who argue that participatory approaches enable marginalized groups, including women, to shape and influence development initiatives. By fostering community ownership and empowerment, community engagement and participation can lead to more sustainable and culturally sensitive livelihood programs. Participant 7 emphasizes the transformative role of community engagement and participation in women's empowerment. This finding resonates with the ideas of Cornwall (2016), who introduced the concept of participatory education and emphasized the importance of dialogue and collective action in empowering marginalized groups.

By providing women with a platform to voice their perspectives, access resources, and build social networks, community engagement and participation contribute to their agency and self-confidence. Key Informant 3 highlights the fundamental role of community engagement and participation in the success and sustainability of livelihood programming. This aligns with the empowerment theory, which emphasizes the importance of building individuals' capacity and fostering their participation in decision-making processes (Cornwall, 2016). By engaging community members, particularly women, as active agents of change, social workers can contribute to empowering women and creating a supportive environment that promotes their economic endeavors.

The current study's findings align with previous research that emphasizes the significance of community engagement and participation in development initiatives. Scholars such as Cornwall and Pratt (2016) and Freire (1970) have contributed to the understanding of participatory approaches and their impact on marginalized groups. By linking the current study's findings with these prior studies, we can see the consistent emphasis on the transformative potential of community engagement and participation in empowering women and promoting sustainable development.

4.3.4 GENDER-RESPONSIVE APPROACHES

Gender-responsive approaches play a crucial role as a strategy in addressing the unique needs and challenges faced by women in various contexts. This theme shows on the significance of gender-responsive approaches in the realm of livelihood programming for women in urban areas. It explores the experiences and perspectives of participants regarding the implementation of such approaches and their impact on women's empowerment and socio-economic advancement.

Participant 6 alluded that:

"Gender-responsive approaches are essential in livelihood programming for women in urban areas. These approaches recognize and address the specific needs, constraints, and aspirations of women, taking into account the gendered dynamics of urban environments. By incorporating gender considerations into program design, implementation, and evaluation, we can create more inclusive and empowering opportunities for women. It is crucial to challenge traditional gender roles, provide access to resources and skills development, and foster an enabling environment that promotes women's agency and participation."

Key Informant 1 emphasized that:

"Gender-responsive approaches are key to the success of livelihood programs for women in urban areas. Such approaches acknowledge the gender inequalities and discrimination that women face, and aim to address these disparities through targeted interventions. By adopting a gender lens, social workers can identify and tackle the underlying structural barriers that hinder women's economic empowerment. This includes challenging stereotypes, advocating for policy changes, and promoting access to financial services, training, and market opportunities. Gender-responsive approaches can contribute to the overall well-being and social inclusion of women, leading to more sustainable and equitable urban communities."

Key Informant 5 stated that:

"Gender-responsive approaches are critical for ensuring the meaningful participation and empowerment of women in livelihood programming in urban areas. These approaches recognize that women's experiences and needs are diverse and intersectional. They involve engaging women as active participants in decision-making processes, tailoring interventions to their specific contexts, and addressing the social, economic, and cultural factors that perpetuate gender disparities. By adopting a gender-responsive lens, social workers can contribute to dismantling gender norms, promoting women's rights, and creating conditions for women's economic autonomy and empowerment."

The responses above shows significance of gender-responsive approaches in livelihood programming for women in urban areas. Participant 6 emphasizes the importance of recognizing and addressing the specific needs and constraints faced by women in urban contexts. This aligns with the work of scholars such as Cornwall (2016), who stressed the need to adopt a gender perspective in urban development to address women's experiences and challenges. By challenging traditional gender roles and promoting women's agency, gender-responsive approaches can contribute to women's empowerment. Key Informant 1 underscores the importance of gender-responsive programming in addressing gender inequalities and promoting women's economic empowerment. This finding resonates with the work of Kabeer (1999), who highlighted the significance of economic and social empowerment for women's overall well-being. By advocating for policy changes and providing access to resources, training, and market opportunities, gender-responsive approaches can contribute to creating more equitable and inclusive urban communities. Key Informant 5 highlights the need for gender-responsive approaches to be inclusive and intersectional, taking into account the diverse experiences and identities of women. This aligns with intersectionality theory proposed by Cornwall (2016), which emphasizes the intersecting

nature of various social identities and their impact on individuals' experiences of privilege and oppression. By adopting a gender-responsive lens that considers intersectionality, social workers can contribute to dismantling gender norms and promoting social justice.

The findings of this theme align with the empowerment theory, which emphasizes building individuals' capacity and fostering their participation in decision-making processes (Zimmerman, 2000). By adopting gender-responsive approaches, social workers can empower women by recognizing and addressing the gendered power dynamics and structural barriers that limit their agency and opportunities. Scholars such as Cornwall (2016), have contributed to the understanding of empowerment and its application in various contexts, including gender and development.

4.4 CHAPTER SUMMARY

The objective of this chapter was to present, analyze, and discuss the primary findings of the study, which were obtained through interviews with participants and key informants. The results were organized in line with the study's aims and objectives. The findings have shown the level of participation of social workers in livelihood programs in urban communities. Submissions from the study therefore provided illustrations on all the objectives.

CHAPTER 5: SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 INTRODUCTION

In this chapter, the main focus is to present a brief overview of the significant results of the research conducted on the participation of social workers on livelihood programming for women in urban areas. The chapter aims to provide a summary of the entire study and highlight the conclusions drawn by the researcher based on the findings. In this chapter, the aim is to offer a condensed overview of the study's findings, conclusions, and recommendations. Additionally, the chapter will address the study's implications to the practice of social work, pinpoint potential directions for future research, and conclude with a summary of the chapter's key points.

5.1 SUMMARY OF STUDY FINDINGS

The objectives of the study were to identify the level of social workers participation in livelihood programs, to explore the impact of social workers participation in livelihood programming on empowerment and well-being of women in urban area, and to proffer strategies for enhancing and optimizing the participation of social workers in livelihood programming for women in urban areas. The findings of the mentioned objective are summarized below.

5.2 SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMS.

The study managed to identify the level of social workers participation in livelihood programs. The key themes that emerged under this objective were collaboration and networking, social workers lacked effective collaboration and networking with other stakeholders to implement livelihood programs, capacity building and training, social workers had inadequate capacity and training to effectively support livelihood programs, roles of social workers, the roles of social workers were not clearly defined, leading to a lack of involvement in livelihood initiatives, and

barriers and challenges, social workers faced various barriers such as limited funding, lack of institutional support, and cultural norms that hindered their participation in livelihood programs. Overall, the findings suggest the need for greater involvement of social workers, enhanced collaboration, capacity building, and the provision of necessary resources to support the livelihoods of women in urban communities like Glenview 1.

5.3 IMPACT OF SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMMING ON EMPOWERMENT AND WELL-BEING OF WOMEN IN URBAN AREA.

The study found that the participation of social workers in livelihood programming had a limited impact on the empowerment and well-being of women in the Glenview 1 community. The key themes that emerged under this objective were ,dependency and reliance – the livelihood programs led to a dependency on external support rather than fostering self-reliance, Stigmatization and labeling – women participants often faced stigmatization and were labeled as "beneficiaries" rather than being empowered, Limited sustainability, the livelihood programs lacked long-term sustainability, leading to a lack of lasting impact, Inadequate program design, the livelihood programs are not tailored to the specific needs and contexts of the women, limiting their effectiveness, and power dynamics and marginalization, the existing power structures and marginalization of women in the community hindered their meaningful participation and empowerment. The findings suggest the need for a more holistic, sustainable, and context-specific approach to livelihood programming that addresses the underlying socio-economic and cultural barriers faced by women in urban areas like Glenview 1.

5.4 STRATEGIES FOR ENHANCING AND OPTIMIZING THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS.

The study identified several strategies to enhance and optimize the participation of social workers in livelihood programming for women in urban areas like Glenview 1. The key themes that emerged under this objective were capacity building and training, investing in the professional development of social workers to equip them with the necessary skills and knowledge to support livelihood programs, collaborative partnerships, fostering strong partnerships between social workers, community-based organizations, government agencies, and other stakeholders to leverage resources and expertise, community engagement and participation ensuring meaningful involvement of women in the design, implementation, and evaluation of livelihood programs to address their specific needs and contexts; and gender-responsive approaches adopting a gender-sensitive lens in the planning and implementation of livelihood programs to address the unique challenges and barriers faced by women. The findings suggest that a comprehensive, collaborative, and community-driven approach is essential for optimizing the participation of social workers and enhancing the effectiveness of livelihood programming for women in urban areas.

5.5 CONCLUSIONS

The findings from the study highlight several key issues and challenges. The limited involvement of social workers in these initiatives was characterized by a lack of effective collaboration and networking, inadequate capacity and training, unclear roles, and various barriers such as funding constraints and cultural norms. This limited participation of social workers had a corresponding impact on the empowerment and well-being of the women involved, leading to issues of

dependency, stigmatization, limited sustainability, and the perpetuation of existing power dynamics and marginalization. To address these challenges, the study identified several strategies to enhance and optimize the participation of social workers in livelihood programming. These include investing in the capacity building and training of social workers, fostering collaborative partnerships with various stakeholders, ensuring meaningful community engagement and participation, and adopting gender-responsive approaches that address the unique needs and contexts of women. Implementing these strategies in a comprehensive and coordinated manner can help strengthen the involvement of social workers and improve the overall effectiveness and impact of livelihood programs for women in urban areas like Glenview 1. By addressing the systemic barriers and adopting a more holistic, collaborative, and context-specific approach, social workers can play a crucial role in empowering women and enhancing their socio-economic well-being.

5.6 IMPLICATIONS TO SOCIAL WORK PRACTICE

The findings of this research have important implications for social work practice in the context of livelihood programming for women in urban areas. Firstly, the study highlights the need for social workers to enhance their collaboration and networking capabilities. Effective partnerships with community-based organizations, government agencies, and other stakeholders are crucial for leveraging resources, expertise, and coordinating livelihood initiatives. Social workers must proactively engage in building and maintaining these collaborative relationships to ensure a more comprehensive and coordinated approach to supporting women's livelihoods.

Secondly, the study underscores the importance of capacity building and professional development for social workers. Equipping them with the necessary skills, knowledge, and tools to effectively

design, implement, and evaluate livelihood programs is essential. This may involve providing training on topics such as entrepreneurship, financial literacy, market analysis, and gender-responsive approaches. By enhancing the competencies of social workers, they can better support women in navigating the complexities of livelihood programming and address the unique challenges they face.

Lastly, the study highlights the need for social workers to adopt a more community-driven and empowerment-focused approach. Meaningful engagement with women in the design and implementation of livelihood programs is crucial for ensuring the relevance, sustainability, and impact of these initiatives. Social workers must work closely with women to understand their needs, aspirations, and barriers, and collaboratively develop solutions that empower them. This requires a shift from a top-down, service-delivery model to a more participatory and asset-based approach that recognizes the inherent strengths and agency of women in urban communities.

5.7 RECCOMENDATIONS

RECOMMENDATIONS FOR THE GOVERNMENT:

1. Develop and implement comprehensive policies and frameworks that recognize the critical role of social workers in livelihood programming and provide the necessary support and resources.

2. Allocate adequate and dedicated funding for the capacity building and professional development of social workers, enabling them to acquire the required skills and knowledge for effective livelihood programming.

3. Establish inter-ministerial and inter-agency coordination mechanisms to facilitate collaboration and information-sharing among government departments, social service agencies, and community-based organizations working on women's livelihood initiatives.

4. Promote the integration of gender-responsive approaches in all livelihood programs, ensuring that the unique needs and barriers faced by women are addressed.

RECOMMENDATIONS FOR ORGANIZATIONS:

1. Strengthen partnerships and collaborative efforts between social service organizations, community-based groups, and livelihood-focused NGOs to leverage resources, expertise, and knowledge.

2. Invest in the training and ongoing professional development of social workers, equipping them with the necessary competencies to support women's livelihood programs.

3. Adopt participatory and community-driven approaches in the design, implementation, and evaluation of livelihood initiatives, ensuring the meaningful involvement of women.

4. Establish monitoring and evaluation mechanisms to assess the impact of livelihood programs on women's empowerment and well-being, and use the findings to inform program improvements.

RECOMMENDATIONS FOR AGENCIES:

1. Provide technical assistance and capacity-building support to social workers and community-based organizations working on women's livelihood programs.

2. Facilitate the exchange of best practices, innovative approaches, and lessons learned across different urban contexts, enabling the replication and scaling up of successful livelihood initiatives.

3. Advocate for the recognition and integration of social workers as essential partners in the planning and implementation of livelihood programming for women in urban areas.

4. Mobilize and coordinate funding from diverse sources to support comprehensive and sustainable livelihood programs that address the multifaceted needs of women.

5.8 AREAS FOR FUTURE RESEARCH

Exploring the specific capacity-building needs of social workers and the most effective training and support mechanisms to enhance their skills and knowledge for livelihood programming.

Investigating the dynamics and impact of multi-stakeholder collaborative approaches in the design and implementation of women's livelihood initiatives, including the roles and contributions of various partners.

Assessing the long-term outcomes and sustainable impact of gender-responsive livelihood programs on the socio-economic empowerment and well-being of women in diverse urban contexts.

5.9 CHAPTER SUMMARY

In this chapter the researcher emphasized the results, suggestions, and conclusions of the study with the goal of adding to the existing body of knowledge. The suggested interventions aim to improve the methods used by social workers and other service providers, not only for the current

study but also for the future thesis and studies. The subsequent chapter emphasized the significance of the study within the field of social work and presented recommendations along with potential avenues for additional research.

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APPENDIX ONE: INTERVIEW GUIDE FOR KEY INFORMANTS

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF SOCIAL SCIENCES AND HUMANITIES

DEPARTMENT OF SOCIAL WORK

THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS. A CASE STUDY OF GLENVIEW 1 COMMUNITY.

STUDENT NAME: **SHARON CHIONA**

REGISTRATION NUMBER: **B200957B**

PROGRAM: **SOCIAL WORK**

SUPERVISOR: **MR MAGOCHA**

SEMI STRUCTURED INTERVIEW GUIDE FOR KEY INFORMANTS

My name is Sharon Chiona from the Bindura University of Science. I am studying towards a Social Work Bachelor's Degree, conducting research on the study that focuses on the participation of social workers in livelihood programming for women in urban areas. A case study of Glenview 1 community. The study will mainly focus to identify the level of social workers participation in livelihood programs, to explore the impact of social workers participation in livelihood programming on empowerment and well-being of women in rural area, to proffer recommendations for enhancing and optimizing the participation of social workers in livelihood programming for women in urban areas. The researcher found it necessary to ask questions to both key informants and participants as they have adequate knowledge on the phenomenon under study. Please feel free to share your opinions on this platform. Our interview will last for an hour and less.

Start Time: ………………………………….

Finishing Time: ………………………………….

Date: ……………………………………

QUESTIONS

Section A: Biographic Information (Pseudo names)

Respondent………………………………………………

Organization ………………………………………………….

Designation…………………………………………………….

Age ……………………………………………………………

Questions

SECTION B - TO IDENTIFY THE LEVEL OF SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMS

1. How would you describe your role as a social worker in the context of livelihood programs for women in urban areas?

2. Can you provide examples of specific activities or initiatives you have undertaken to support women's participation in livelihood programs?

3. What challenges have you encountered in your involvement with livelihood programs, and how have you addressed them?

4. In your opinion, what factors contribute to the level of participation of social workers in livelihood programs? Can you identify any barriers or facilitators?

SECTION C - TO EXPLORE THE IMPACT OF SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMMING ON EMPOWERMENT AND WELL-BEING OF WOMEN IN URBAN AREA,

5. From your perspective, how have social workers' participation in livelihood programs impacted the empowerment of women in urban areas?

6. Can you share any success stories or examples of how social workers' involvement has improved the overall well-being of women in terms of their economic and social conditions?

7. Have you observed any challenges or limitations in terms of the impact of social workers' participation on women's empowerment and well-being? If so, can you elaborate on them?

8. How do you measure or assess the impact of social workers' participation in livelihood programs on the long-term well-being of women?

SECTION D – TO PROFFER RECOMMENDATIONS FOR ENHANCING AND OPTIMIZING THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS

9. Based on your experience, what recommendations would you provide to enhance the involvement of social workers in livelihood programs for women in urban areas?

10. How can social workers better address the specific needs and challenges faced by women in the context of livelihood programs?

11. Are there any specific training or capacity-building initiatives that you believe would be beneficial for social workers involved in livelihood programming for women in urban areas?

12. In your opinion, what strategies can be implemented to foster stronger collaboration and coordination between social workers, women, and other stakeholders in order to optimize the outcomes of livelihood programs?

Thank you for sharing your valuable insights and experiences during this interview.

APPENDIX TWO: SEMI-STRUCTURED INTERVIEW GUIDE FOR PARTICIPANTS

My name is Sharon Chiona from the Bindura University of Science. I am studying towards a Social Work Bachelor's Degree, conducting research on the study that focuses on the participation of social workers in livelihood programming for women in urban areas. A case study of Glenview 1 Community. The study will mainly focus to identify the level of social workers participation in livelihood programs, to explore the impact of social workers participation in livelihood programming on empowerment and well-being of women in urban area, to proffer recommendations for enhancing and optimizing the participation of social workers in livelihood programming for women in urban areas. The researcher found it necessary to ask questions to both key informants and participants as they have adequate knowledge on the phenomenon under study. Please feel free to share your opinions on this platform. Our interview will last for an hour and less.

Start Time: …………………………………….

Finishing Time: ………………………………….

Date: ………………………………………………

Section A: Biographic Information

Participant……………………………………………………………………………

Age 20-24 [] 25-29 [] 30-34 [] 35-39 [] 40-44 [] 45-49 [] 50+ []

Marital status   Married [] Single [] Divorced [] Widowed []

Religious affiliation……………………………………………………………

Economic activity…………………………………………………………….

Questions

SECTION B: TO IDENTIFY THE LEVEL OF SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMS

1. Are you familiar with the involvement of social workers in livelihood programs in your community? If yes, can you provide examples or instances of their participation?

2. How do you perceive the level of social workers' involvement in livelihood programs? Can you share any experiences or observations related to their participation?

3. In your opinion, what roles and responsibilities should social workers have in supporting women's participation in livelihood programs?

4. Are there any challenges or barriers that you have encountered in accessing or benefiting from livelihood programs due to the involvement of social workers?

SECTION C – TO EXPLORE THE IMPACT OF SOCIAL WORKERS PARTICIPATION IN LIVELIHOOD PROGRAMMING ON EMPOWERMENT AND WELL-BEING OF WOMEN IN RURAL AREA,

5. How has the involvement of social workers in livelihood programs influenced your empowerment as a woman living in urban area?

6. Can you share any specific examples of how social workers' participation has contributed to your overall well-being in terms of economic, social, or psychological aspects?

7. Have you faced any difficulties or limitations in terms of the impact of social workers' participation on your empowerment and well-being? If yes, please elaborate.

8. From your perspective, what do you believe are the long-term effects of social workers' participation in livelihood programs on the sustainability of these programs and the empowerment of women?

SECTION D – TO PROFFER RECOMMENDATIONS FOR ENHANCING AND OPTIMIZING THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS

9. Based on your experiences, what recommendations would you provide to enhance the

involvement of social workers in livelihood programs for women in urban areas?

10. How do you think social workers can better address your specific needs and aspirations in the context of livelihood programs?

11. Are there any particular resources, training, or support that you believe social workers require to effectively contribute to your empowerment and well-being in livelihood programs?

12. In your opinion, how can the collaboration and coordination between social workers, women, and other stakeholders be strengthened to achieve better outcomes in livelihood programming?

APPENDIX THREE: CONSENT FORM

INTERVIEW CONSENT FORM

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF SOCIAL SCIENCES AND HUMANITIES

 DEPARTMENT OF SOCIAL

Dear Participant,

This consent form is for the purpose of collecting information through your opinions and knowledge concerning the participation of social workers in livelihood programming for women in urban areas. The data gathered will be used for research purposes only, and all personal information will be kept confidential. The participant is free to talk to anyone he or she feels comfortable about the research, before they decide to participate in the research. Participation is voluntary hence participants can freely withdraw from the interview at any period. If there may be words that the participant does not understand, he or she is free to ask, and I will explain. I am therefore kindly asking you to help me in carrying out my research by taking a few minutes of your time to respond to the following questions as openly and freely as you can. Your cooperation and support are greatly appreciated.

Informed consent statement

I…………………………… consent to participate in the research entitled, **"THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS: A CASE STUDY OF GLENVIEW 1 COMMUNITY."** The researcher has explained to me the research, I give my consent voluntarily. I understand that my right to withdraw from participating or refusing to participate will be respected and that my responses and identity will be kept confidential.

Participant signature…………………………………Date………/………. /………….

(Pseudonym signature)

Researcher's signature……………………………. Date…......./………/…....………

Thank you

APPENDIX FOUR: APPROVAL LETTER FOR DATA COLLECTION

HUMAN CAPITAL DEPARTMENT
TOWN HOUSE, HARARE, ZIMBABWE
POST OFFICE BOX 990
TELEPHONE 752979 / 753000

EMAIL: hrd@hararecity.co.zw
ADDRESS ALL CORRESPONDENCE TO THE HUMAN CAPITAL DIRECTOR

CITY OF HARARE

Bindura University of Science Education ·
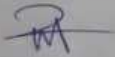P. Bag 1020
Bindura

20 February 2024

RE: AUTHORITY TO UNDERTAKE RESEARCH: SHARON R. CHIONA

This letter serves as authority for Sharon R. Chiona to undertake a research survey on the topic: **"THE PARTICIPATION OF SOCIAL WORKERS IN LIVELIHOOD PROGRAMMING FOR WOMEN IN URBAN AREAS. A CASE STUDY OF GLENVIEW 1 COMMUNITY".**

The City of Harare has no financial obligation and neither shall it render any further assistance in the conduct of the research. The researcher is however requested to avail a soft and hard copy of the research to the undersigned so that residents of Harare can benefit out of it. The research should not be used for any other purpose other than the study purpose specified.

**This letter is issued upon payment of 5usd administration fee.
Receipt number: 13749475**

Yours faithfully

**RTD MAJOR M. MARARA
ACTING HUMAN CAPITAL DIRECTOR**

CITY OF HARARE
HUMAN CAPITAL DEPT.
0 3 APR 2024
P.O. BOX 990, HARARE
TEL 752979

Harare to achieve a WORLD CLASS CITY STATUS by 2025

APPENDIX FIVE: APPROVAL LETTER 2 FOR DATA COLLECTION

FACULTY OF SOCIAL SCIENCES & HUMANITIES
DEPARTMENT OF SOCIAL WORK

P. Bag 1020
BINDURA, Zimbabwe

Tel: 263 - 71 - 7531-6, 7621-4

Fax: 263 - 71 - 7534

BINDURA UNIVERSITY OF SCIENCE EDUCATION

Date: 20 February 2024

TO WHOM IT MAY CONCERN

RE: REQUEST TO UNDERTAKE RESEARCH PROJECT IN YOUR ORGANISATION

This serves to introduce the bearer, _Sharon · R · Chiona_, Student Registration Number _B200957B_, who is a BSc SOCIAL WORK student at Bindura University of Science Education and is carrying out a research project in your area/institution.

May you please assist the student to access data relevant to the study, and where possible, conduct interviews as part of a data collection process.

> BINDURA UNIVERSITY OF SCIENCE EDUCATION
> SOCIAL WORK CHAIRPERSON
>
> 2 2 NOV 2023
>
> FACULTY OF SCIENCE EDUCATION
> PRIVATE BAG 1020, BINDURA, ZIMBABWE

Yours faithfully

MR L. C Nyamaka
Acting Chairperson - Social Work