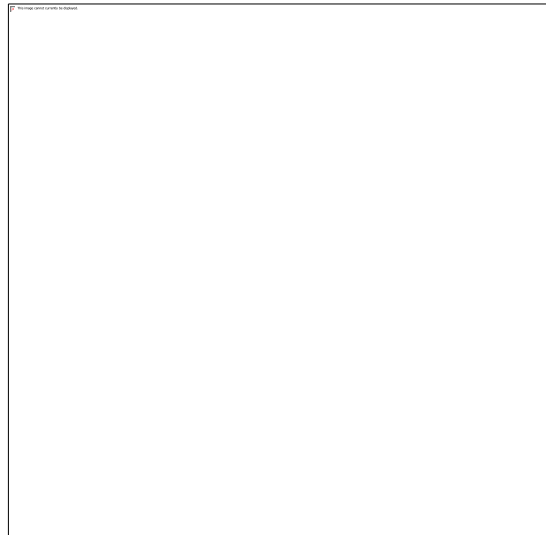


**BINDURA UNIVERSITY OF SCIENCE EDUCATION**  
**FACULTY OF SCIENCE AND ENGINEERING**  
**DEPARTMENT OF SUSTAINABLE DEVELOPMENT**



**RESEARCH PROJECT**

**Sustainability Of Child Care Support Programs. Case Study Of    Glory To Glory Child  
Care Centre, Norton.**

**(B201430B)**

**DISSERTATION/THESIS SUBMITTED IN PARTIAL FULFILMENT OF THE  
REQUIREMENTS FOR THE “BACHELOR OF SCIENCE HONORS DEGREE IN  
DEVELOPMENT STUDIES” OF BINDURA UNIVERSITY OF SCIENCE  
EDUCATION.**


**MAY 2024**

## APPROVAL FORM

The undersigned attest that that they have supervised and recommended to the Bindura University of Science Education for acceptance of a research project titled: SUSTAINBILITY OF CHILD CARE SUPPORT PROGRAMS. CASE STUDY OF GLORY TO GLORY CHILD CARE CENTRE, NORTON. This research project by B201430B is submitted in partial fulfilment of the requirements of Bindura University of Science Education.

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## **DEDICATION**

This project is dedicated to myself and to my parents who supported me all the way to make this project a success. I also dedicate it to my family and friends who were also there supporting me.

## **ACKNOWLEDGEMENTS**

I want to start by thanking God for allowing me to start and finish the project and giving me the wisdom that only he can give. I would like to acknowledge the people who made it possible for this project to be a success through the unending support and contributions. My sincere gratitude goes to my school, Bindura University for giving us resources and the support that we needed not leaving out my supervisor Dr Maponga who was there always directing me and giving me the guidance that I needed. Lastly I want to appreciate my parents for their prayers and support both financially and emotionally towards my studies and to my friends and family you are also appreciated for the hand you gave.

## **ABSTRACT**

This study investigates the sustainability of Child Care Support Programs (CCSPs) in Zimbabwe, with a specific focus on Glory to Glory Child Care Center in Norton. The main objective is to assess the sustainability of CCSPs in Zimbabwe, determining the sustainable components of CCSPs in Norton, identifying factors that contribute to sustainable CCSPs at Glory to Glory, and examining factors that influence the sustainability of child care projects in Norton. A mixed-methods approach was employed, combining questionnaires and interviews for data collection. The findings reveal that community engagement, capacity building, and cultural sensitivity are crucial components of sustainable CCSPs in Norton. However, challenges such as inadequate financial management, limited resource mobilization, and insufficient policy support hinder the long-term sustainability of CCSPs. The study recommends that CCSPs prioritize community-led initiatives, staff training, and cultural contextualization to enhance sustainability. Furthermore, policy advocacy and financial management training are essential for ensuring the long-term viability of CCSPs. Future research should focus on developing innovative strategies for sustaining CCSPs, fostering collaborative partnerships between CCSPs, and promoting policy support for sustainable child care support programs.

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**List of Acronyms**

**CCCSPS - Child Care Support Programs**

**NGOs - Non-governmental organizations**

**HIV - Human Immunodeficiency Virus**

**AIDS - Acquired Immunodeficiency Syndrome**

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Appendix 1: Questionnaire to Individuals or organizations involved in child care support programs.

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# CHAPTER 1

## **1.1 Introduction**

In many low to middle-income countries, including Zimbabwe, there has been lack of effective child care services which have negative impact on children's development and well-being. This is especially true for orphans and vulnerable children, who often lack access to essential services and support. This issue is of particular concern in the context of Zimbabwe, where the combination of high levels of poverty, limited access to quality education, health care and a weak social welfare system put children at risk of negative developmental outcomes. Despite the many challenges facing child care in Zimbabwe, little is known about the specific needs for orphans and vulnerable children or the effectiveness of current interventions. The thrust of the study was framed around identifying the specific needs of orphans and vulnerable children in Zimbabwe and assessing the effectiveness of current child care interventions and to also explore what additional interventions might be needed to address the gaps in child care services. This study aimed to fill this gap by exploring the experiences of orphans and vulnerable children and the need for sustainability of child care support programs in urban areas of Zimbabwe and Norton in particular, and by providing recommendations for improving child care services in the country.

## **1.2 Background to the study**

Zimbabwe as a country has faced a high rate of child poverty, with about 45% of children living below the poverty line. In addition, there is a shortage of quality child care and early education services, which can have a significant impact on children's development. The government has recognized the need for better child care and has taken some steps to improve the situation, such as the introduction of the National Child Care Policy in 2016.

Another important factor to consider is the impact of the HIV/AIDS epidemic on child care and child development in Zimbabwe. The country has one of the highest rates of HIV/AIDS in the world, and many children have been orphaned as a result of the disease. This has created a significant need for child care services, as well as an increased demand for child development interventions that address the specific needs of orphans and vulnerable children.

The National Child Care Policy in Zimbabwe was created in 2016 and is intended to guide the provision of child care services in the country. The policy covers a range of topics, including early childhood development, child protection, nutrition, and health care. The policy also emphasizes the importance of community-based child care, as well as the need for collaboration between government agencies, non-governmental organizations, and the private sector to ensure that children's needs are met.

Before the National Child Care Policy was introduced, there were a number of initiatives that aimed to address the needs of orphans and vulnerable children in Zimbabwe. For example, in 2007, the government implemented the Orphans and Vulnerable Children (OVC) Policy, which sought to improve the lives of orphans and vulnerable children by providing them with access to education, health care, and other social services. The OVC Policy lacked specific guidelines for sustainability of child care support programs. The policy focused more on the provision of services, but did not address the need for long-term, sustainable solutions. This lack of sustainability is a key issue that highlighted to this study. A number of NGOs also implemented programs to address the needs of orphans and vulnerable children, such as the World Food Program's "School Feeding Programme" and the United Nations Children's Fund's (UNICEF) "Child Friendly Spaces" initiative.

However, despite all the efforts in trying to reduce these effects of vulnerability of children, there are still shortcomings to the efforts implemented. For instance, some policies implemented are not well coordinated, which is leading to duplication of efforts and inefficiency. There is also a lack of monitoring and evaluation, which makes it difficult to assess the impact of the initiatives and to make necessary adjustments. Some of the initiatives actually failed to address the structural causes of vulnerability and did not take into account the specific needs of different groups of orphans and vulnerable children.

There are a number of specific problems that child care support programs in Zimbabwe face. Lack of funding is one of those as many child care support programs in Zimbabwe are underfunded, which limits their ability to provide quality services. Inadequate infrastructure is another problem. Many child care centers lack adequate facilities, such as proper buildings, running water, and sanitation facilities. The research took a depth analysis on the findings of these shortcomings and



challenges and came up with solutions that promote sustainability of child care support programs especially looking at Glory to Glory Child Care Centre.

In Zimbabwe, there is a high prevalence of child poverty and a lack of access to quality child care services. This has led to a range of adverse outcomes for children, including poor educational attainment, malnutrition, and poor health. One key factor that is already in place in Zimbabwe is the OVC Policy, which provides a framework for addressing the needs of orphans and vulnerable children. However, as mentioned, this policy does not include specific guidelines for sustainability of child care support programs. In addition, there are several international frameworks that support child care and development, such as the United Nations Convention on the Rights of the Child. One more key factor that's in place but still requires further exploration is the role of non-governmental organizations (NGOs) in providing child care and development services in Zimbabwe. NGOs have played an important role in addressing child poverty and providing services such as education and health care. However, there is a need for more research on the effectiveness of these organizations and how they can be more sustainable in the long term. This research was carried out to explore the factors that contribute to these issues and to develop recommendations for improving the provision of child care and development services in Zimbabwe.

#### **1.4 Aim**

- To explore the sustainability of child care support programs in Zimbabwe

#### **1.5 Research objectives**

- To assess sustainability of child care programs in Zimbabwe.
- To examine sustainable components of CCSPs in Norton.
- To examine factors for sustainable child support at Glory to Glory Child Care Center.

#### **1.6 Research Questions**

1. To what extent can the sustainability of (CCSPs) improve the well-being being of vulnerable children in Zimbabwe?

2. What are the factors for sustainable CCSPs in Zimbabwe?
3. What are the changes needed to improve the sustainability of child care support programs in Norton?

### **1.7 Scope of the study**

The scope of this dissertation was to examine the sustainability of child care support programs in Norton, Zimbabwe, focusing on the present day, and the children and parents who are affected by these programs. Sustainable development was the main important concept that was considered when the examination of the sustainability of child care support programs in Norton was carried out. The social capital of the community, including traditional social support networks, is a valuable resource that can be leveraged to support these programs. However, it is important to ensure that these programs are implemented in a way that does not deplete the social capital of the community. This study was carried out in the town of Norton, Zimbabwe, in the present day. The focus was on the current state of child care support programs and their potential for long-term sustainability. This provided insights into the potential for sustainable development in this community.

### **1.8 Significance of the study**

This study helped by providing a better understanding of the current state of child care support programs in Norton, Zimbabwe. This information can be used to improve the quality and effectiveness of these programs, leading to better outcomes for children and families. Specifically, this study looked at how child care support programs are currently being implemented, what challenges they face, and what factors contribute to their success or failure. By understanding these factors, it will be possible to develop more effective and sustainable child care support programs in the future.

The significance of this study for Glory to Glory Child Care Centre is that it provided insights into the specific needs and challenges of this particular center. This information can be used to inform decisions about the center's future direction, such as the types of programs and services it should offer, and the resources it will need to be successful. In addition, the findings of this study can be used to inform policy decisions related to child care support programs in Norton, Zimbabwe, and

beyond. This is important because policy decisions have the potential to improve the lives of many children and families.

Child care support programs play an important role in the social and economic development of communities. By ensuring that children have access to quality care and education, these programs can help to reduce poverty, improve health outcomes, and promote social cohesion. In addition, by understanding the factors that contribute to the success or failure of child care support programs, policy makers can make more informed decisions that can lead to more effective and efficient use of resources. This can ultimately improve the well-being of children and families, and contribute to the overall development of society.

### **1.9 Delimitations of the study**

- The study focused on families involved in child care support programs in Norton, Zimbabwe. The findings may not be generalizable to families in other areas or with different circumstances.
- The study focused on child care support programs that are currently in place in Norton, Zimbabwe. It did not include programs that could be implemented in the future.
- The study also centered on the perspectives of family members and child care providers and could not provide the perspectives of other stakeholders, such as government officials or funders.
- The study also focused on the immediate impacts of child care support programs on family well-being. It will not consider the long-term impacts of the programs.

#### **1.9.1 Limitations of the study**

- Some respondents were not willing to participate in the study and the researcher had to work extra hard on convincing them to partake.
- The researcher also faced time constraints to balance between research time and time to focus on other courses and modules at school. The researcher therefore, had to create time to make sure the study is finished successfully.

- Financial problems – this is because the researcher was a student. The researcher incurred costs such as travelling expenses, binding and printing costs as well data to access the internet yet being a student with a limited budget set aside for this study.

### **1.10 Definition of key terms**

**1. Sustainability-** Sustainability, in this context, refers to the ability of child care support programs to continue operating over time without running out of resources. Some key aspects of sustainability include financial stability, community support, and staff retention.

**2. Child care support programs-** refers to programs that provide assistance to families with children. This could include things like financial assistance, access to child care facilities, and parenting resources. These programs are designed to support families and ensure that children have the resources they need to thrive. For the purposes of this dissertation, the researcher will be focusing specifically on the sustainability of these programs.

### **1.10 Chapter summary**

The chapter gave a summary of the study by describing its background, the problem statement, the reason for conducting it, its objectives, and the research questions that resulted from these goals. The chapter also focuses on the study's importance and its limitations, which could have a negative effect on its findings.

## **CHAPTER 2**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

This chapter works towards providing a foundation of knowledge on the topic that is focused on, supporting the overall data that the researcher is going to use and also putting the research in the context of the literature that is in existence already.

##### **2.1.1 Child care support programs (CCSPS)**

Child Care Support Programs (CCSPs) are defined as government-funded or private programs that provide a range of services to children and families, including early childhood education, health and nutrition, and social support World Bank, (2019). However, the government of Zimbabwe does not have a specific definition of Child Care Support Programs (CCSPs) but has outlined a number of policies and initiatives that are aimed at improving the welfare of children, including the "Zimbabwe Agenda for Sustainable Social Transformation (ZimAsset)" (Government of Zimbabwe, 2015). ZimAsset outlines a number of policies that are designed to improve child welfare, including education, health, and social protection initiatives. While these policies do not specifically define CCSPs, they highlight the importance of providing support and care for children.

#### **2.2 Theoretical literature review-CCSPs theories**

##### **2.2.1 Ecological Systems theory**

Bronfenbrenner's Ecological Systems Theory (1977) suggests that children's development is influenced by a number of different systems, including the family, the community, and the society as a whole. In this theory, CCSPs are seen as part of the child's microsystem, or the environment in which the child directly interacts with others. The microsystem is considered to be one of the most influential systems in development. According to the Ecological Systems Theory, the sustainability of Child Care Support Programs (CCSPs) depends on a number of factors, including the child's family, the community, the society, and the culture. In terms of sustainability, it is important to consider how these different systems interact with each other and how they influence the development of the child. For example, a CCSP might need to consider the resources available

in the community, such as access to healthcare and education, and how these resources impact the sustainability of the program. It is also important to consider the cultural values and beliefs of the community, and how these influence the design. Another factor to consider in terms of the Ecological Systems Theory is the role of the family. The family is considered to be the most important system in the child's life, and the quality of the family environment can impact the sustainability of the CCSP. For example, a CCSP that provides support for families, such as parenting classes or family counseling, may be more sustainable than a CCSP that does not consider the needs of the family. Additionally, the economic situation of the family, such as employment status and income level, can also impact the sustainability of the CCSP.

However, the Theory does not adequately address the role of individual agency in the sustainability of the program. The theory assumes that a child's development is largely determined by the environment in which they are raised, and does not consider how a child's own choices and actions can impact the success of the CCSP. Additionally, the theory does not consider how a child's experiences outside of the home environment, such as school or extracurricular activities, can impact the sustainability of the program.

## **2.3 Empirical literature review**

The empirical literature review focuses on viewing research that have been conducted on sustainability of CCSPs globally, regionally and locally and trying identify gaps from that existing literature and how the study can contribute to filling those gaps. The chapter also looked at a number of factors that are affecting the sustainability of CCSPs especially in developing countries.

### **2.3.1 CCSPs and Sustainability**

CCSPs like any other businesses and projects at any stage of their life cycle require sustainability for them to function for a long-term period rather than just for a short time. The breadth of this study is mainly focused on the sustainability of CCSPs. Sustainability has been defined as the degree to which a system is able to maintain and adapt its structure and function over time and maintain the capacity to generate the services it was designed to deliver.

There are a number of factors that affect the sustainability of Child Care Support Programs (CCSPs) around the world. One of the most significant factors is the lack of government support and funding. In many countries especially developing countries, CCSPs receive limited

government funding, and this can make it difficult to provide high-quality services. Additionally, the economic and political instability in some countries can affect the sustainability of CCSPs, as it can lead to funding cuts or changes in the legal and policy environment. Other factors that affect sustainability include inadequate infrastructure, the lack of trained personnel, and the lack of coordination among service providers. However these challenges are not entirely the same with developed countries.

Finland is one of the countries with a stable and sustainable CCSPs environment with a well-established ECD system that provides high-quality care for children from birth to school age. CCSPs in Finland are supported by government funding, which is allocated based on the number of children enrolled. In addition, Finland has a strong infrastructure that includes access to clean water and electricity, as well as well-trained staff. Finnish CCSPs also have a strong focus on parent engagement and family support, which helps to create a positive environment for children. Finland, approximately 95% of children aged 3-5 attend public preschools, which are free of charge for families. The per-child expenditure for early childhood education and care is about \$14,000 per year, which is significantly higher than the global average of \$2,800. Additionally, the child-staff ratio in Finnish preschools is 1:8, and the group size is typically 10-15 children. There is also a focus on teacher education, with a requirement that all preschool teachers have a university degree. This commitment to investment in early childhood education and care has led to a high level of quality, with Finland consistently ranking at the top of international comparisons of early childhood education systems. For example, in the OECD's Education at a Glance report, Finland has consistently scored highly in terms of quality and equity of its early childhood education system.

Finland's experience in achieving sustainability of Child Care Support Programs (CCSPs) has shown that there is need to invest in high-quality, well-trained staff for the success of an early childhood education system. There is also need to provide free, universal access to preschool for all children, regardless of family income so as to ensure that all children have the opportunity to benefit from early childhood education.

As highlighted before, developing countries are facing challenges of limited access to resources, inadequate infrastructure and financial constraints which affects the sustainability of CCSPs. In

Botswana, the sustainability of Child Care Support Programs (CCSPs) is influenced by the government's commitment to early childhood education and the availability of public funding (Mulumba, J. (2019). The government has implemented policies and programs to support early childhood education, such as the Early Childhood Care and Education Policy and the Pre-School Education Program. The government of Botswana has allocated about 1% of the national budget to early childhood education, which is significantly lower than the recommended 6-10% of GDP. Additionally, the Early Childhood Care and Education Policy has been implemented in only 10% of the country's primary schools, and the Pre-School Education Program has been implemented in less than 50% of eligible communities. However, the funding for these programs has been limited leading to challenges in implementing them in rural areas. As a result, the sustainability of CCSPs in Botswana is variable, with some programs having access to more resources and support than others. The numbers mentioned also indicate that the sustainability of CCSPs in Botswana is limited by the availability of resources and the reach of existing programs.

In Zimbabwe, the lack of government support and funding has been a major challenge for Child Care Support Programs (CCSPs). The country has experienced economic difficulties in recent years, and this has led to cuts in the budget for social services. The political instability and the COVID-19 pandemic have further affected the sustainability of CCSPs in the country, Bodwanya & Chitiyo, (2020). A lack of infrastructure and trained personnel have also been significant challenges, as these factors affect the quality of care and services provided by CCSPs. For example, a CCSP in Zimbabwe that has faced significant challenges and sustainability is the Centre for Early Childhood Development (CECD), which operates in the city of Mutare. The CECD has been affected by a lack of government support and funding, as well as challenges related to infrastructure and the COVID-19 pandemic. According to the UNESCO Institute for Statistics, in 2017, only about 1.5% of children in Zimbabwe had access to early childhood education services. This is significantly lower than the average of 8.4% in Sub-Saharan Africa. The ECD Policy Framework estimates that there is a shortage of about 41,000 trained ECD practitioners, and only 40% of children have access to basic ECD services. These numbers highlight the need for more resources and support to improve the sustainability of CCSPs in Zimbabwe.

However, the government of Zimbabwe has made some efforts to improve the sustainability of Child Care Support Programs (CCSPs) in the country. For example, the Ministry of Primary and



Secondary Education has developed an Early Childhood Development (ECD) Policy Framework, which includes a focus on developing the capacity of the workforce and providing services that are responsive to the needs of children and families. The government also has developed a strategy for expanding ECD services and creating a comprehensive curriculum for children aged 0-8 years. However, the implementation of these policies and strategies has been limited by a lack of resources and infrastructure, thus there is more that needs to be done to improve services provided by CCSPs.

## **2.4 Conceptual Framework**

### **2.4.1 CCSPs concepts in Zimbabwe**

Child care support programs (CCSPs) are designed based on several core concepts that guide their implementation and effectiveness. These concepts encompass various aspects of child development, family engagement, and community involvement to create a holistic support system for children and families. This research will mainly focus on the concept of family engagement.

Family engagement is essential in the sustainability of child care support programs as involving families ensures that the programs are responsive to the needs of both children and parents. By including family perspectives, researchers can better understand the effectiveness of these programs, identify areas for improvement, and increase the likelihood of long-term success. Research has shown that family engagement can improve children's academic achievement, behavior, and overall well-being, Henderson, (2002). It also can strengthen the bond between parents and children and promote positive parenting practices. For families, family engagement can lead to a sense of empowerment and increased social capital. Family engagement helps build trust, strengthens partnerships between parents and providers, and promotes a more holistic approach to supporting children's development. This supports the overall goal of creating sustainable child care support programs that meet the needs of families now and in the future.

One example of a program that has successfully used family engagement to support the sustainability of CCSPs is the Harlem Children's Zone (HCZ). HCZ is a comprehensive community-based program in New York City that aims to break the cycle of poverty by supporting children and families through various services, including early childhood education, parenting support, and job training. The program's family engagement strategy focuses on building trusting

relationships with families and engaging them in their child's education. This has led to increased attendance and retention rates, improved child outcomes, and more parental involvement in the community.

Another example in Africa is the Mama Zuri (Mother's Love) program in Kenya. Mama Zuri is a maternal and child health program that works with families in rural areas to improve the health and nutrition of mothers and children. The program uses a community health worker model, in which health workers are trained to provide health education, monitor child growth and development, and refer families to other services. The program has had success in reducing child mortality, improving child nutrition, and increasing family knowledge about health and nutrition.

However, there are several gaps from the researches on family engagement concept. For instance, lack of understanding of how to effectively engage families from diverse backgrounds. Many family engagement programs have been developed with a Western, middle-class perspective, which may not be applicable to families from other cultures or socioeconomic backgrounds. In addition, research on family engagement has not always been rigorous or replicable, making it difficult to identify best practices. There is lack of long-term follow-up studies. Many programs have been evaluated in the short-term, but there is limited information on how family engagement strategies affect children and families in the long run. Additionally, there is also limited information on the cost-effectiveness of family engagement strategies. This makes it difficult to determine whether programs are financially sustainable and can be scaled up to reach more families.

The research aims to cover these gaps by conducting a longitudinal study, following families over a period of several years to understand the long-term effects of family engagement. A cost-benefit analysis would also be useful to assess the financial sustainability of different family engagement strategies and also conducting a meta-analysis of existing family engagement research to identify common factors that lead to successful programs.

#### **2.4.2 Principles of CCSPs**

Childcare support programs play a crucial role in promoting child development, supporting working parents, and enhancing economic opportunities for families. The principles underlying

these programs aim to ensure access to affordable, high-quality childcare services, promote child well-being, and support parents in balancing work and family responsibilities.

#### **2.4.2.1 Financial assistance**

The principle of financial assistance refers to the idea that CCSPs should be accessible to all families, regardless of their income level. This means that the program should provide financial assistance, such as scholarships or vouchers, to families who may not be able to afford the cost of the program on their own. This principle recognizes the importance of ensuring that all children have access to high-quality care, regardless of their family's financial situation.

For example, Head Start is a federally funded program that provides free or low-cost early childhood education to children from low-income families, Administration for Children and Families, U.S. Department of Health and Human Services., (2010). The Head Start program has been found to have a significant positive impact on the economic well-being of participating families. A study by Carneiro and Ginja (2014) found that participation in Head Start increased the income of families by an average of 11%, and decreased the probability of being in poverty by 9%. These findings suggest that the financial assistance provided by the Head Start program has a significant impact on the economic well-being of participating families.

#### **2.4.2.2 High-quality caregiving**

Another important principle is the promotion of quality standards in childcare settings. Quality childcare programs have been linked to better outcomes for children, including improved school readiness and social skills. By establishing and enforcing standards for caregiver training, safety, and curriculum, childcare support programs can ensure that children receive the best possible care and education during their early years.

For example this principle is being implemented at the Virginia Quality Rating System (VQR). VQR is a voluntary system that rates childcare programs based on their adherence to quality standards. Childcare programs that meet the standards receive a rating from one to five stars, with five stars being the highest rating. VQR also provides technical assistance and training to help programs meet the standards. Research has found that children who attend programs with higher VQR ratings have higher language and cognitive development scores than those who attend programs with lower ratings (Gormley, Phillips, & Gayer, 2010).

### **2.4.2.3 Parental engagement**

Childcare support programs often prioritize parental engagement and support. By offering resources such as parenting classes, support groups, and referrals to other social services, these programs aim to help parents navigate the challenges of raising young children while balancing work and other responsibilities. Research has shown that parent support services can improve parenting practices, strengthen family relationships, and promote positive child outcomes (Pas, S. W., Pike, A., & Frankenburg, W. K., 2019).

In Zimbabwe, there are a number of childcare support programs that prioritize parental engagement, including the Child Support Grant (CSG) program and the Early Childhood Development Program (ECDP). The CSG program provides cash transfers to families with young children to help cover the costs of food, health care, and other basic needs. The ECDP provides parenting workshops, home visits, and playgroups for parents and children. These programs have been shown to improve parenting practices, strengthen family relationships, and promote positive child development in Zimbabwe (UNICEF, 2018).

### **2.4.2.4 Respect for diversity**

The principle of respect for diversity emphasizes the importance of recognizing and respecting the unique identities, backgrounds, and experiences of each child and family. CCSPs should be designed to be inclusive of all children and families, regardless of race, ethnicity, socioeconomic status, language, ability, sexual orientation, or gender identity. This means that the program should be adapted to meet the needs of all children and families, and that the staff should be trained to provide culturally competent care. For example, the curriculum and materials should be culturally relevant, and the staff should be able to communicate with families in their preferred (Soto, M. M., 2015).

One example of a childcare support program that successfully respects diversity is the Denver Preschool Program (DPP). The DPP is a public preschool program that is available to all children in Denver, regardless of their family's income. The program has been designed to be culturally responsive, with bilingual staff, culturally relevant materials, and partnerships with community organizations that serve diverse populations. This ensures that the program is accessible and relevant to all families in the community (Denver Preschool Program, 2019).

In Zimbabwe, the CCSPs that prioritize the principle of respect for diversity include the Early Childhood Development Support (ECDS) program and the Nurturing Care Framework (NCF). The ECDS program is a community-based program that works with families and caregivers to promote the holistic development of children aged 0-6 years. The NCF is a national policy framework that provides guidance on how to ensure that children are cared for in a culturally appropriate way. These programs show how the principle of respect for diversity can be applied in the Zimbabwean context.

#### **2.4.2.5 The holistic approach**

The holistic approach principle emphasizes the importance of viewing the child as a whole person, and addressing all aspects of their development (Bredenkamp, S., & Copple, C. (2009). This means that CCSPs should take into account the physical, cognitive, emotional, and social needs of the child, and should provide a variety of experiences and opportunities that support the child's development in all of these areas. For example, a CCSP might provide nutritious meals, age-appropriate activities, and opportunities for social interaction, all of which contribute to the child's overall development.

In Zimbabwe, the Child Development Centre (CDC) program is an example of a CCSP that takes a holistic approach to child development. The CDC program provides early childhood education, healthcare, nutrition, and other services to children aged 0-6 years. The program also works with parents and caregivers to support their children's development. This holistic approach is based on the belief that all areas of a child's life are interconnected and that all aspects of their development should be addressed in order to ensure their well-being. This approach is effective in helping children to reach their full potential (Ministry of Health and Child Care, 2019).

The principles of childcare support programs focus on enhancing access to affordable, high-quality childcare, promoting child development, and supporting parents in their caregiving roles. By incorporating these principles into program design and implementation, policymakers and service providers can help create a strong foundation for children's future success and well-being.

However, one notable gap from the principles discussed is the lack of focus on issues to do with equity. Many programs do not take into account the unique needs and experiences of families from diverse backgrounds, such as low-income families, families of color, and immigrant families. This

can lead to these families not having access to the same level of support and resources, which can impact the child's development. Another gap is the lack of focus on building capacity among childcare providers and other professionals who work with children. This can limit the ability of these individuals to provide high-quality care and support to children.

### **2.5.1 The role played by CCSPs in Zimbabwe**

In Zimbabwe, Child Care Support Programs (CCSPs) play a critical role in providing support and care for children and families. Many of the country's CCSPs are focused on early childhood development, providing a range of services such as health care, nutrition, and early education World Bank., (2019). These programs are often funded by the government and implemented by NGOs or other community-based organizations. They aim to improve the physical, cognitive, and social development of children, as well as to support their families.

#### **2.5.1.1 Early childhood education**

The role of CCSPs in early childhood education is to provide a range of services that promote children's physical, cognitive, social, and emotional development. These services can include educational programs, health and nutrition services, and social support. CCSPs often focus on the family as a whole, providing resources and support to parents and caregivers to promote the wellbeing of the child. This can be achieved through parent education programs, home visits, and community outreach. In addition, many CCSPs work to ensure that children are enrolled in formal school and have the necessary resources to succeed.

#### **2.5.1.2 Provision of Health care**

Child Care Support Programs (CCSPs) play a crucial role in promoting health care for young children. This can include providing access to medical services, nutritional support, and sanitation and hygiene education, Patel, (2021). In many cases, CCSPs work in collaboration with local health care providers to ensure that children receive the necessary vaccinations, preventative care, and treatment for illnesses. They may also provide support for children with special health needs. In addition, CCSPs may play a role in promoting mental health and wellbeing, for both children and their families.

#### **2.5.1.3 Promoting social support**

Child Care Support Programs (CCSPs) can play an important role in promoting social support for children and their families UNICEF (2020). This can include providing access to social services

such as counseling, case management, and family support groups. CCSPs may also provide opportunities for parents and caregivers to connect with each other, build social networks, and receive information on community resources. Additionally, CCSPs may work to advocate for policies and programs that support the social and emotional well-being of children and their families.

#### **2.5.1.4 Capacity building**

The role of Child Care Support Programs (CCSPs) in capacity building is to provide resources and support to improve the skills, knowledge, and abilities of children, families, and communities. This can include providing access to training and professional development opportunities, as well as resources to support the development of new skills and knowledge. In addition, CCSPs may work to improve the capacity of service providers and organizations, to better meet the needs of children and families. CSPs may also advocate for policies and systems that support the capacity of communities to provide high-quality services for children and families.

#### **2.5.1.5 Advocacy and awareness raising**

The role of Child Care Support Programs (CCSPs) in advocacy and awareness raising is to promote the importance of early childhood development and the rights of children and families. This can include raising awareness about the impact of early childhood experiences on lifelong health and wellbeing, as well as advocating for policies and programs that support healthy development. CCSPs may also work to change social and cultural norms around parenting and child development, and to promote positive parenting practices. In addition, they may work to increase public understanding of the role of early childhood in promoting lifelong success, UNICEF., (2020).

### **2.6 Challenges faced by CCSPs**

According to Sulaiman & Gadaga, (2017), Child Care Support Programs (CCSPs) in Zimbabwe face a number of challenges, including limited financial resources, a lack of qualified staff, limited access to grants and other funding opportunities, and a lack of policy guidance. These challenges have an impact on the quality of services that CCSPs can provide, as well as their ability to reach the children and families who need their support which affects the sustainability of these programs.

### **2.6.1. Lack of financial resources**

The lack of financial resources is a major challenge for Child Care Support Programs (CCSPs) in Zimbabwe. Many CCSPs rely on donor funding, which can be unreliable and unpredictable. This can make it difficult to plan and budget for programs, and to ensure the continuity of services. In addition, the cost of providing high-quality early childhood services is often high, and CCSPs may struggle to cover these costs with the limited resources available. This can lead to a lack of resources for critical areas such as staff training, infrastructure, and supplies. One specific challenge related to the lack of financial resources is the difficulty of attracting and retaining qualified staff. In many cases, CCSPs are unable to pay competitive salaries and benefits, making it difficult to attract and retain staff with the necessary skills and qualifications. This can result in high staff turnover, which in turn affects the sustainability of services. In addition, the lack of financial resources may also lead to a lack of investment in infrastructure and equipment, making it difficult for CCSPs to provide quality services. Another challenge related to financial resources is the difficulty of accessing grants and other funding opportunities. CCSPs may not have the capacity or knowledge to apply for grants and other funding opportunities. This is often due to a lack of staff with the necessary skills and experience in fundraising and proposal writing. In addition, many funding opportunities are not open to local organizations, or may have complex application processes that are difficult for CCSPs to navigate. This can further limit the financial resources available to CCSPs.

### **2.6.2 Lack of clear policy framework**

Although the government has established some policies and initiatives related to early childhood development, these policies are not comprehensive and do not provide clear guidance on how to implement them. This has resulted in a fragmented and disjointed approach to early childhood development, with limited coordination and collaboration between different stakeholders. In addition, the lack of a clear policy framework has made it difficult for CCSPs to access funding and other resources, Thelander, (2012).

### **2.6.3 Lack of comprehensive monitoring and evaluation system**

A lack of a comprehensive monitoring and evaluation system is a major challenge faced by Child Care Support Programs (CCSPs) in Zimbabwe. This means that there is limited data available on the impact of CCSPs on children's educational outcomes, and it is difficult to track progress and



make informed decisions about how to improve the quality of services. Without a comprehensive system in place, it is also difficult to assess the cost-effectiveness of CCSPs and to demonstrate their value to stakeholders. This can lead to a lack of support and investment in CCSPs, which further limits their impact. Abramowitz & Calder, (2021). One specific example of the impact of a lack of a comprehensive monitoring and evaluation system is the difficulty of tracking children's progress over time. Without a system in place, it is difficult to know whether children are progressing as expected, or if they are falling behind. This makes it difficult for teachers and caregivers to identify and address gaps in children's learning, and can lead to children falling behind in their educational development. In addition, a lack of a comprehensive monitoring and evaluation system makes it difficult to assess the impact of CCSPs on children's educational outcomes, making it difficult to justify the resources and investments required to sustain and improve these programs.

## **2.7 Addressing Challenges faced by CCSPs**

The emergence of globalization has presented new opportunities for CCSPs to expand their reach and impact. Globalization has facilitated the exchange of knowledge and resources across borders, which has the potential to improve the quality of CCSPs. Some scholars have suggested that in order to take advantage of globalization, CCSPs in Zimbabwe need to focus on capacity building, including developing the skills of staff and expanding their networks, Migiro & Chitambira, (2019) Some scholars have also argued that to address the challenges of globalization, CCSPs in Zimbabwe need to increase their level of digital literacy. In a globalized world, technology plays a key role in connecting people and organizations, and CCSPs can benefit from using digital tools to expand their reach and improve their efficiency. Some of these are discussed below stating suggestions to improve the sustainability of CCSPs.

### **2.7.1 Increasing access to funding**

In order to increase access to funding for CCSPs in Zimbabwe, it is important to first build a strong case for the value of these programs. This can be done by collecting and analyzing data on the impact of CCSPs on children's development, as well as on the economic returns of investing in early childhood education. With a strong evidence base, it is then possible to advocate for increased funding from both the government and private donors. In addition, it is important to build strong partnerships with other stakeholders, such as NGOs, businesses, and community members, to pool

resources and maximize the impact of funding, (Simeza, 2017). It is also important to explore alternative funding sources, such as public-private partnerships, philanthropic support, and social impact bonds.

### **2.7.2 Advocating for policy reforms**

Advocating for policy reforms to support CCSPs in Zimbabwe is another important strategy for addressing the challenges faced by these programs. This can include advocating for policies that increase funding for CCSPs, improve the quality of CCSPs, and promote equitable access to these programs. In addition, it is important to build coalitions of support for these policy reforms and to engage with decision-makers at the national and local levels. Finally, it is important to ensure that policies are implemented and enforced effectively, and that they are monitored and evaluated on an ongoing basis, Mwanamke., (2021). One example of a policy reform that has been advocated for in Zimbabwe is the introduction of a universal early childhood development policy. This policy would provide a framework for improving the quality and access to CCSPs, and would be supported by increased funding and capacity building initiatives. The policy would also aim to address the disparities in access to CCSPs, with a particular focus on increasing access for children in rural and poor communities. This policy has been advocated for by organizations such as the Zimbabwe Early Childhood Development Network (ZECDN), and has been discussed by policymakers. In addition, it is important to ensure that the voices of parents, caregivers, and children are heard and considered in the policy-making process. This can be done through community consultations, participatory research, and other forms of engagement.

### **2.7.3 Improving training and support for CCSP staff**

One of the key challenges facing Child Care Support Programs (CCSPs) in Zimbabwe is the lack of adequate training and support for staff. To address this challenge, it is important to invest in the development of a well-trained and supported workforce. This can be achieved through a number of strategies, including providing formal training opportunities, on-the-job mentoring, and professional development opportunities. In addition, it is important to create a supportive work environment that values and respects the work of CCSP staff. This can include providing fair compensation, opportunities for career advancement, and a work-life balance (Harman, M., & Maphosa, A. (2016). There are a number of examples of successful initiatives to improve training and support for Child Care Support Program (CCSP) staff in Zimbabwe. For instance, Zimbabwe

Early Childhood Development Network (ZECDN), which provides a variety of training and professional development opportunities for CCSP staff, including a bi-annual conference, professional learning communities, and training workshops. ZECDN has also developed a national standards framework for CCSPs, which provides guidance on best practices and minimum standards for quality service delivery. This has led to an increase in the quality of CCSPs in Zimbabwe.

## **2.8 Chapter summary**

In conclusion, the purpose of this chapter was to review the literature on the sustainability of CCSPs looking a global, regional and local overview. Relevant definitions were also emphasized in the study. The chapter's main objective was to analyze various factors that are hindering the attainment of sustainable CCSPs. The results of previous studies conducted on the same subject in various settings were also derived from the collection and review of empirical literature. The chapter also discussed the difficulties being faced in Zimbabwe as well as the measures being taken to try to lessen these difficulties. It also identified the gaps in the literature such as a lack of research on the long-term sustainability of CCSPs, a lack of research on how to measure the sustainability of CCSPs, and a lack of research on the implementation of CCSPs in low-resource settings. In addition, there is limited research on how to overcome the challenges faced by CCSPs in terms of financial sustainability and organizational capacity. Finally, the literature highlights the importance of community engagement and participation in the sustainability of CCSPs.

## **CHAPTER 3**

### **METHODOLOGY**

#### **3.1 Introduction**

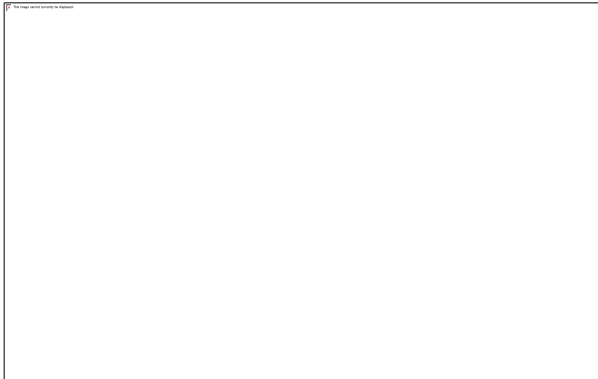
This section outlines the methods that were used by the researcher in carrying out the study. The researcher made use of primary and secondary data to obtain answers to the research problem and research objectives stated in chapter one. The chapter outlined the research design, research population as well as data collection methods and instruments. The limitations and strengths of each method were also briefly mentioned.

#### **3.2 Description of the study area**

Glory to Glory Child Care Centre is a voluntary organization that seeks to improve the welfare of orphans and vulnerable children (OVC) registered with Social Welfare Reg. No. SW/10/150. It was established in 2002 in Norton and was founded by Rev Dr. George Chikohwa and Rev Dr. Rosewittar Chikohwa, who grew up as orphans, having touched by their situation; they decided to open a care center for the orphaned and vulnerable children (OVC). Glory to Glory Child Care Centre operates under Church on the Rock Ministries International. It enrolls children through the department of social welfare and other welfare organizations. Currently, the home accommodates 29 children and 6 staff members.

The center is located on stand No. 3641 & 3642 of Maridale Norton. There are 2 household structures both with 2 bedrooms for both boys and girls, and office for the social worker and a bedroom for the caregivers. Both houses have a kitchen and dining room as the children have leisure time for watching television. The bedroom for the children at Glory to Glory have bunk beds with each room accommodating about 6 to 7 people. There are also playing grounds with swings, a garden for both houses where the children learn to be responsible by making sure they have vegetables to eat every day. The Centre is located near to Taunia Primary School and most of their children in primary school are enrolled there. It is also near St Padre Polyclinic, hence easy to access when one is ill.

### 3.2.1 Map of study area



*Fig 3.2 Map of study area*

### 3.3 Research design

The design will describe the methodology that is to be used for this research. This will help to ensure the conclusions drawn from the research are justified. In this case the researcher used qualitative and quantitative research design.

Using a qualitative methodology, this researcher conducted in-depth, qualitative conversations with the intended audiences. Choosing the subjects (or objects) which will provide the researcher with accurate and trustworthy data or information is another aspect of research designing, Quartey, (2002). The research employed a descriptive survey, which is defined as an organized process of collecting primary data using a structured questionnaire. Because it integrates data and highlights implications and interrelationships, this approach was chosen.

One advantage of the qualitative survey research design used in this study is that it allows the researcher to gather first-hand data from the respondents in order to answer the research questions. This is in contrast to using secondary data, which may not be as reliable as primary data. In addition, the use of qualitative research methods allows for a more in-depth understanding of the research topic, including the context in which it takes place. This makes it easier to understand the social phenomena associated with the study topic. Another advantage is that descriptive survey research is relatively quick and cost-effective, which is important given the limited time and budget for this study.

A qualitative research design that is similar to the one used in this study is the one used by Turkanovic (2017). This study aimed to assess the role of local authorities in the sustainable

development of the tourism sector. The study used a case study of Croatia and employed both primary and secondary research methods. The secondary data was collected through a literature review, while primary data was collected through interviews with various stakeholders. The data was analyzed using a thematic approach, and the findings showed that the role of local authorities in the sustainable development of the tourism sector is still not fully realized. The study came up with several recommendations for improving the situation.

Hence showing that qualitative research design can be a conduit methods to draw up answers for this particular research on the sustainability of CCSPs.

### **3.4 Research methods**

Research methods refer to the strategies, processes, or techniques utilized in the collection and analysis of data or evidence for research purposes. These methods encompass a wide range of approaches for gathering and interpreting data, and they can vary depending on the nature of the research and the specific objectives. This research used interviews, observations, questionnaires, and also secondary data which is the internet and journals.

#### **3.4.1 Sampling and Population**

The researcher used the purposive sampling method. With this method, the researcher chose the sample based on specific characteristics that are relevant to the research questions that is by selecting individuals who are knowledgeable about the sustainability of CCSPs, such as program managers, program implementers, and disaster experts. The researcher also determined the sample size with a maximum of 60 participants. The population included individuals who work for organizations that implement CCSPs, founders and workers of Glory to Glory child Care Center and children that are enrolled at the orphanages.

##### **3.4.1.1 Layering**

The sample included both urban and rural participants. This allowed for better understanding on how the sustainability of CCSPs varies between different geographic areas. Participants from different organizations that implement CCSPs such as government agencies, non-governmental organizations, and private companies were also considers and this helped to understand the different approaches to sustainability that are being used by different types of organizations.

### **3.4.1.2 Sampling**

Purposive sampling sometimes known as judgmental or subjective sampling, is a non-probability sampling technique used by the researcher. With purposeful sampling, the units under investigation were chosen based solely on the researcher's assessment. The methodical and deliberate selection of the chosen population was predicated on:

- A selected number of program planners, program implementers and officials from social work department.

The advantages of choosing the sample include cutting transport costs and saving time as well as easy access of information for the researcher Saunders al., (2012) supported this notion by saying that sampling makes it possible for a researcher to generate findings that are representative of the whole population at a lower cost than collecting the data for the whole population.

Purposive sampling is an appropriate method for this research because it allows the researcher to select a sample that is most likely to provide relevant and useful information on the sustainability of CCSPs in Zimbabwe. By choosing participants who have firsthand experience with the implementation and management of CCSPs, the researcher can gain valuable insights into the factors that contribute to sustainability. The sample size of 30 participants is sufficient to provide a rich and nuanced understanding of the topic, while also being manageable for the researcher to analyze.

A similar research that used purposive sampling is the study on the effectiveness of food assistance programs in rural communities Saunders & Lewis, (2015). The researchers chose participants based on specific characteristics, such as being recipients of food assistance, living in rural areas, and having experience with multiple food assistance programs. By selecting participants based on these characteristics, the researchers were able to focus on individuals who were most likely to have relevant experiences with food assistance programs in rural communities. This helped to ensure that the data collected was relevant and useful for understanding the effectiveness of these programs. The study found that food assistance programs played a significant role in reducing food insecurity and promoting social connections in rural communities. While participants reported that these programs were generally effective, there were also concerns about bureaucracy and red tape, which made it difficult for some people to access these resources. The findings of the study highlight the importance of addressing the structural barriers that limit access to food assistance

programs, as well as the potential benefits of these programs for strengthening social ties in rural communities.

### **3.5 Methods of data collection**

Primary and secondary data collection methods were used to obtain data. In this study, the researcher used the triangulation approach to collect data through interviews, observations, questionnaires, and the internet for secondary data. This allowed multiple exploration of the research from multiple angles thereby creating a more complete understanding of the phenomenon under study. Additionally, triangulation can help to identify potential biases or limitations in the research, and to strengthen the overall validity of the findings.

A research that used the same approach and succeeded is the study on exploring the lived experiences of patients with chronic illnesses Meyers, (2021). This study used triangulation to explore the lived experiences of patients with chronic illnesses. The researcher collected data using interviews, observations, and self-reports from patients, as well as medical records and healthcare provider interviews. The results of this triangulation study highlighted the significant challenges faced by patients with chronic illnesses, including feelings of disempowerment and frustration. The study also identified communication gaps between patients and healthcare providers, which hindered effective care. By using multiple data collection methods, the researcher was able to gain a deeper understanding of the lived experiences of patients with chronic illnesses, and to identify key areas for improvement in healthcare practices.

#### **3.5.1 Primary Data**

Primary data, or first-hand information gathered from other sources, was used in this study. The researcher used observations and interviews to gather this primary data. The decision to gather primary data was made by the researcher due to its dependability and applicability in addressing the research question. Primary data collection is also specifically designed to meet the goals of the study. The investigator employed structured questionnaires and interviews as methods of data collection. Structured questionnaires were used to get an unbiased opinion of respondents and the collected data assisted the researcher to examine and analyze the findings of the sustainability of CCSPs.



### **3.5.1.1 Questionnaires**

A combination of open and close ended questions were used in the questionnaires to enable respondents to give further explanations to their views on some questions. Questionnaires (60) were be given to different individuals to get their personal experiences and views on CCSPs, employees at Glory to Glory and they were given time to complete them on their free time given that they are mostly occupied with work. The researcher sought approval from concerned authorities before distributing questionnaires and the process was carried out during lunch hours to avoid disruptions to work.

#### *Advantages of questionnaires*

- Allows respondents to open up and produce more information.
- Guarantees anonymity of the respondent and thereby increasing the quality of the data obtained.
- Questions are tailor made by the researcher to address the specific research objectives.

#### *Disadvantages of questionnaires*

- Lacked immediate feedback that was required by the researcher
- Some respondents forgot to complete the questionnaire<sup>3</sup>

### **3.5.1.2 Observations**

Observations are a qualitative research method that involves observing people, places, or events, and then analyzing and interpreting the observed data (Creswell, J. W., & Poth, C. N. (2018). In this research, various aspects were observed including childcare settings, such as parent-child interactions, the physical environment of Glory to Glory, and the overall atmosphere. Observations were conducted in person, and detailed notes were tailed on everything that was observed.

### **3.5.1.3 Interviews**

Standardized open-ended interviews were conducted with department personnel. The standard open-ended interview technique is asking the different participants the same set of questions, but giving room or flexibility to the participants to touch on other relevant and related issues that might not be fully addressed by the questions, Du Ploy-Cilliers & Davies, (2014).

## **3.5.2 SECONDARY DATA**

This research also made use of second hand information that other researchers have gathered before and filed for future references.

### **3.5.2.1 Internet**

The researcher made use of e-books, e-journals and works by other authors published on the internet. This is mostly because the internet has up to date information about CCSPs and their sustainability and other related issues to the study.

### **3.5.2.2 Scholar Publications**

In order to better understand the factors that contribute to the sustainability of Child Care Support Programs (CCSPs), a thorough literature review was conducted using scholarly publications, such as journals, books, and conference proceedings. These sources provided insights into the current state of knowledge on CCSP sustainability, including the challenges and opportunities that CCSPs face. Case studies from various countries were also reviewed, providing valuable information on how different CCSPs have addressed the issue of sustainability.

## **3.6 Methods of data analysis**

In this section the researcher used qualitative data analysis techniques such as thematic analysis, discourse analysis and grounded theory analysis. On quantitative analysis the researcher used the trend analysis. By using both qualitative and quantitative analysis, the researcher is able to gain a more comprehensive understanding of the phenomenon under study. Qualitative analysis allows for the identification of themes and patterns in the data, while quantitative analysis allows for the identification of trends and statistical relationships. The combination of qualitative and quantitative analysis can help to address potential biases and limitations in the data.

An example of a study that used a combination of qualitative and quantitative analysis is the research on understanding the challenges of healthcare workers in pandemic situations Dol et al (2020). This study used a combination of qualitative (thematic analysis, grounded theory) and quantitative (trend analysis) analysis to explore the challenges faced by healthcare workers in pandemic situations. The study found that healthcare workers faced significant challenges during pandemic situations, including feelings of stress and burnout. Thematic analysis of qualitative data revealed challenges related to workload, lack of protective equipment, communication issues, and inadequate mental health support. Trend analysis of quantitative data showed that burnout increased significantly during pandemic situations, particularly among nurses and physicians. Overall, these findings highlight the need for improved support for healthcare workers during pandemic situations. Therefore showing how the methods complemented each other.

### **3.6.1 Thematic analysis**

Thematic analysis was used to make sense of the qualitative data that was collected through interviews, observations, and questionnaires. Thematic analysis involved the following steps:

#### **3.6.1.1 Familiarization**

The researcher became familiar with the data, reading and re-reading it to identify potential themes.

#### **3.6.1.2 Coding**

The researcher identified themes or patterns in the data, and assigned codes or labels to each theme.

### **3.6.2 Discourse analysis**

Discourse analysis was used to examine the language and discourse used by participants. This analysis helped to reveal the ways in which people talked about sustainability, including the language and terminology used by participants, such as "sustainability", "community support", and "government support". The researcher also looked at the metaphors and analogies used by participants, such as comparing CCSPs to a "tree" or a "boat".

### **3.6.3 Grounded Theory**

Theory involves systematically gathering and analyzing data with the aim of constructing theories or concepts based on the observed patterns or themes in the data. The key principle of grounded theory is to let the data speak for itself and to derive theories from the data rather than fitting data into pre-existing theoretical frameworks. In this research, the researcher identified initial codes or categories based on the data, often using line-by-line coding to break the data down into smaller units and also developed theoretical codes, which helped to explain the relationships between the data and the underlying concepts.

### **3.6.4 Trend analysis**

Trend analysis was also used to examine changes in sustainability over time. Specifically, the researcher used time series analysis to look at trends in indicators of sustainability, such as funding, staffing, and program outcomes. This analysis helped to reveal changes in sustainability over time, as well as potential factors that influenced these changes.

For example, the researcher found that funding for CCSPs decreased significantly after a change in government policy in 2023. This trend was correlated with a decline in program sustainability, indicating that funding is a critical factor in the sustainability of CCSPs in Zimbabwe.

## **3.7 Reliability and validity of results**

### **3.7.1 Reliability**

To ensure reliability, the researcher used multiple methods of data collection (interviews, observations, and questionnaires) to reduce the risk of bias. The researcher also conducted a reliability analysis of the questionnaire, which showed high internal consistency. The researcher also took steps to ensure that the coding process for qualitative data was reliable. This included having multiple coders independently code the same data, and then comparing the results to identify any discrepancies.

### **3.7.2 Validity**

To ensure validity, the researcher triangulated the data from different sources (interviews, observations, and questionnaires) to cross-check the findings and identify potential inconsistencies. The researcher also used multiple theoretical frameworks (including grounded theory and discourse analysis) to ensure that the analysis was comprehensive.

## **3.8 Conclusion**

The chapter explained the research methodology used in carrying out the study. A descriptive survey design was employed and data was collected through primary and secondary sources. Primary data was collected through questionnaires while secondary data was collected through textbooks, academic journals and the internet. The data analysis methods used in this research allowed for a comprehensive and nuanced understanding of the factors that influence the sustainability of Child Care Support Programs (CCSPs) in Zimbabwe. The findings from this study will contribute to a deeper understanding of the factors that influence sustainability in CCSPs, and can inform policy and program development to improve outcomes for children and families in Zimbabwe.

## CHAPTER 4

### 4.1 Introduction

This chapter serves to present and analyze research findings obtained from the questionnaire and interviews responses. The researcher made use of tables and diagrams to present and analyze collected data. The main aim of the gathered data was to have a better understanding on the sustainability of CCSPs in Zimbabwe.

### 4.2 Components of CCSPs

Table 4.2 presents the findings of a survey conducted among 55 individuals, who shared their views on the components that are essential for the sustainability of CCSPs. The respondents provided valuable insights into the program's various components, including education, healthcare and nutrition, social services and counseling, safe environment, community engagement and partnership, recreational activities, and continuous monitoring and evaluation. The table below summarizes their responses showing their percentage response rate as well.

*Table 4.1 Components of CCSPs*

Component	Description	Response rate(%)
1. Education	-Early childhood education, literacy programs, academic support.	-94 %
2. Healthcare and nutrition	-Access to medical services, immunization, health screenings, nutritious meals, education on eating habits, menu charts and eating timetables.	- 91 %
3. Social services and counselling	-case management, referrals to community resources	- 80 %

4. Safe environment	-safe physical environment, clean and secure, emergency response plan	- 83%
5. Community engagement and partnership	-outreaches, awareness campaigns with local communities, collaborate with local organizations and stakeholders to leverage resources	- 70%
6. Recreational activities	-play therapy, arts, physical activities, physical development	- 73%
7. Continuous monitoring and evaluation	-regular assessment to check children's developments, check feedbacks from community, children and care givers to check effectiveness of program, conduct regular evaluations to assess program impact outcomes.	- 60%

According to the survey responses, healthcare and nutrition emerged as the top priority with 94% likely due to the respondents' recognition of the critical importance of physical well-being and sustenance for overall health and development. The respondents likely valued these aspects as they are essential for survival and have a direct impact on the daily lives of children. However the response rates on other components highlighted that it is important to consider all components and work hand in hand with them for sustainability of CCSPs in Zimbabwe. From the results, the researcher understood that the components of Child Care Support Programs (CCSPs) are multifaceted and comprehensive, covering various aspects of a child's development and well-being. The components include education, healthcare and nutrition, social services and counseling, safe

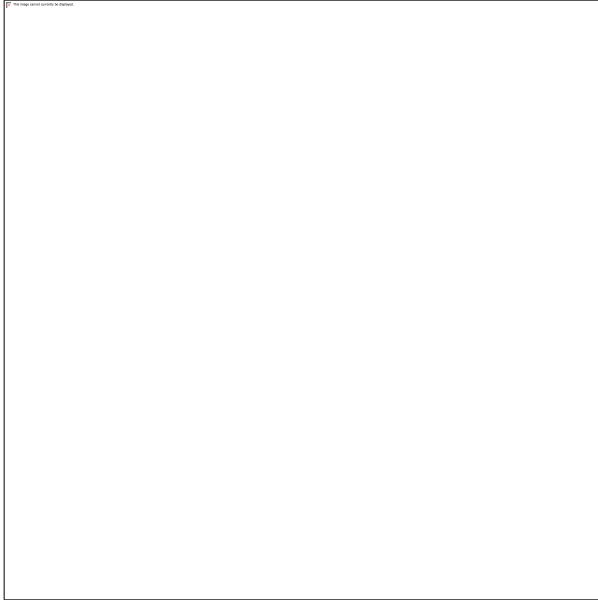
environment, community engagement and partnership, recreational activities, and continuous monitoring and evaluation. These findings suggest that CCSPs aim to provide a holistic support system for children, addressing their physical, emotional, and educational needs.

The holistic approach principle as mentioned in chapter 2 emphasizes the importance of viewing the child as a whole person, and addressing all aspects of their development Bredekamp., & Copple, C. (2009). This means that CCSPs should take into account the physical, cognitive, emotional, and social needs of the child, and should provide a variety of experiences and opportunities that support the child's development in all of these areas. This means as the CCSP provides nutritious meals, age-appropriate activities, and opportunities for social interaction, they are contributing to the child's overall development. The researcher likely found that these components are essential for ensuring the overall development and well-being of children, and that their inclusion in CCSPs is crucial for program effectiveness. The emphasis on community engagement and partnership may indicate a recognition of the importance of collaborative efforts and resource leveraging to achieve program goals.

The researcher also got the chance to obtain results from children enrolled at Glory to Glory who responded to the questionnaires that were issued. The responses obtained showed that they were agreeing that they had benefited from child care support programs as they are having access to shelter, food, education and parental support from the institution which they did not have before.

#### **4.2.1 Addressing physical, emotional and psychological needs**

From the findings, the researcher also found out that CCSPs addresses the physical needs of children by providing nutritious food, clean water, and access to health care services. This was evidenced by the clean borehole water at Glory to Gory, a garden that had different vegetable making sure the children have a balanced diet. Emotionally, children are offered counselling professional social workers if there is need, emotional support from the care givers available and a safe and nurturing environment. CCSPs also provide psychological help by fostering self-esteem, self-worth and emotional intelligence through play therapy and recreational activities. These activities include gardening, games such as soccer, hide and seek, dance challenges and television time.



**Fig 4.1 glory to glory garden and water tank**

#### **4.2.2 Strategies for long term sustainability**

- Community engagement
- Partnership with local organizations
- Capacity building and staff training
- Resource mobilization and fundraising efforts
- Monitoring and evaluation to ensure effectiveness and to adopt to changing needs

Research has shown that family engagement can improve children's academic achievement, behavior, and overall well-being, (Henderson, A. T., & Mapp, K. L. (2002). It also can strengthen the bond between parents and children and promote positive parenting practices hence showing the CCSPs are doing a better job in trying to achieve sustainability of child care programs. The role of Child Care Support Programs (CCSPs) in capacity building is to provide resources and support to improve the skills, knowledge, and abilities of children, families, staff and communities. The researcher found out that CCSPs are working hard by providing access to training and professional development opportunities, as well as resources to support the development of new skills and knowledge to caregivers and children. In addition, the current CCSP at Glory to Glory is working to improve the capacity of service providers and organizations, to better meet the needs of children and families.



### 4.3 Sustainability of CCSPs in Zimbabwe

The researcher targeted CCSPs founders and program implementers to see how they measure the impact and effectiveness of their programs. From both sources, the programs conduct regular assessments and evaluations to measure the effectiveness. These include the number of children and families served, improvements in academics performance and social skills. 85% of children at glory to glory improved academically showing there is an improvement in the services provided for the well-being of children. Testimonials from children at Glory to Glory and families that have received child care support indicated that there have been improvements and also highlighted the challenges being faced.

#### 4.3.1 Key performance indicators (KPIs)

**Table 4.3 Key performance indicators**

<b>KPI</b>	<b>Description</b>
Child development	-80% of children at Glory to Glory show academic improvement
Parental involvement	-65% of parents report increased involvement in their child's education and social life
Community engagement	-most community members reported increased awareness and support for the CCSP
Staff performance	-90 % staff at Glory to Glory meets the performance standards
Program reach	-75% increase in program participation over the past two years

The results from (table 4.3) show a promising trend in the impact of the Child Care Support Program (CCSP) at Glory to Glory. The 80% academic improvement among children is a

significant indicator of the program's effectiveness in supporting child development. This suggests that the program's focus on education and cognitive development is yielding positive outcomes. The 65% increase in parental involvement is also a notable achievement, as it indicates that parents are becoming more engaged in their child's education and social life, which is crucial for their overall development. The high level of community engagement, with most members reporting increased awareness and support for the CCSP, is a testament to the program's success in building community ownership and support. The 90% staff performance rate meeting standards is a reflection of the program's commitment to quality and excellence. Finally, the 75% increase in program participation over the past two years indicates growing demand and recognition of the program's value.

#### 4.3.2 Accountability and Transparency

The researcher also examined how the program obtain accountability and transparency. The findings reported that it is achieved through a clear governance structure and decision-making process, making financial reports and audits publicly available, and establishing an independent complaints mechanism and whistleblower policy. Regular progress reports are provided to stakeholders and the public, and the program engages with local communities and stakeholders to ensure accountability and transparency. This includes regular community meetings and updates, as well as opportunities for feedback and input. By being open and transparent in its operations, the program demonstrates its commitment to responsible and effective use of resources, and builds trust with the communities it serves.

#### 4.4 Factors for sustainable child care support at Glory to Glory

**Table 4.4 Factors for sustainable child care support at Glory to Glory**

Factor	Response	Importance				
		1	2	3	4	5
Community involvement and ownership	-70% of the community members are involved in decision-making of the program					5

Capacity building and empowerment of caregivers/beneficiaries	<p>-care givers report an increase in confidence and skills through the training provided.</p> <p>-90% of children at Glory to Glory have attained computer skills from IT lessons from Higher Life Foundation.</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> <td></td> <td>5</td> </tr> </table>					5
				5			
Environmental sustainability	- 50% reduction in carbon footprint as firewood is still being used for cooking	<table border="1"> <tr> <td></td> <td></td> <td></td> <td>4</td> <td></td> </tr> </table>				4	
			4				
Social inclusivity and equity	-95% of participants represents diverse backgrounds and abilities	<table border="1"> <tr> <td></td> <td></td> <td></td> <td></td> <td>5</td> </tr> </table>					5
				5			
Partnerships and collaborations	-local organizations partner with the program e.g. Tsungirirai, and Social welfare.	<table border="1"> <tr> <td></td> <td></td> <td></td> <td></td> <td>5</td> </tr> </table>					5
				5			
Economic empowerment initiatives	<p>- caregivers reported increased income</p> <p>- gardening that is selling vegetables ( generating income for other purposes)</p>	<table border="1"> <tr> <td></td> <td></td> <td></td> <td>4</td> <td></td> </tr> </table>				4	
			4				

Monitoring and evaluation	<p>- program regularly monitored, child development assessed and evaluation usually conducted after every 3 months</p> <p>-trends compared</p>					5
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The results Highlighted key factors for sustainable child care support at Glory to glory with a current response to these factors and how they were rated on their level of importance. Capacity building, community engagement, social inclusivity, monitoring and evaluation, had a positive (%) percentage response and excellent improvements showing the program's deliberate efforts to prioritize these areas. Although there is still need to keep improving these areas to achieve excellent and sustainable results for instance, there is need to diversify the sources of income and not just rely on the garden to ensure financial sustainability.

However, environmental sustainability attained the lowest (%) response with a 50% reduction of carbon print. The slow reduction of carbon footprint at Glory to Glory, despite efforts to promote environmental sustainability, is attributed to various factors. One of the reasons is the continued reliance on firewood for cooking as the electric stoves provided are no longer functioning well hence use of firewood which, although reduced by 50%, still contributes significantly to carbon emissions. Additionally, the program's infrastructure and operations have not yet been fully optimized for energy efficiency, leading to ongoing energy consumption and waste. Moreover, the program's stakeholders, including caregivers and community members, require further education and training on sustainable practices and environmental conservation to foster a culture of sustainability. Addressing these challenges and identifying opportunities for innovation and improvement can help accelerate the reduction of carbon footprint at Glory to Glory.

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On partnerships, the researcher realized that there is need for Glory to Glory to diversify their collaborations and explore new relationships with organizations from various sectors. This can include partnering with local businesses, educational institutions, and community groups to leverage resources, expertise, and networks. By expanding their partnerships, Glory to Glory can access new funding opportunities, gain exposure to innovative approaches and best practices, and enhance their reputation and credibility. Additionally, they can develop strategic partnerships with organizations that share their mission and values, leading to more effective and sustainable collaborations. For instance, partnering with environmental organizations can help them address their carbon footprint and improve their sustainability practices. By not relying solely on Tsungirirai and Social Welfare, Glory to Glory can reduce their dependence on a limited number of partners and build a more resilient and robust network of supporters, ultimately strengthening their capacity to deliver effective and sustainable child care support.

#### 4.4.1 Effectiveness of current CCSP in Norton

**Table 4.4.1 Effectiveness of current CCSP in Norton**

<b>Rating</b>	<b>Number of respondents</b>	<b>Percentage (%)</b>
1-Not effective at all	9	15%
2-somewhat effective	18	30%
3-neutral	23	38%
4-somewhat effective	7	12%

5-very effective	3	5%
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The results from (table 4.4.1) indicate a mixed assessment of the effectiveness of current child care support programs in Norton, with a majority of respondents rating them as neutral or somewhat ineffective. The 15% who rated them as "not effective at all" may have experienced firsthand the limitations of these programs, such as inadequate funding, insufficient resources, or inefficient delivery. The 30% who rated them as "somewhat ineffective" may have seen some positive aspects, but also encountered significant challenges or unmet needs. The neutral rating from 38% of respondents suggests that these programs may be meeting some basic needs, but are not exceeding expectations or addressing more complex issues. The 23% who rated them as "somewhat effective" may have benefited from specific programs or services, but still see room for improvement. Finally, the 8% who rated them as "very effective" may have had exceptional experiences or seen significant positive impact. Overall, the results suggest that while some progress has been made, there is still much work to be done to enhance the effectiveness and reach of child care support programs in Norton.

#### 4.5 Factors for sustainability of child care projects in Norton

**Table 4.5 factors for sustainability of child care projects**

<b>Factor</b>	<b>Description</b>	<b>% Respondents</b>
Community engagement and ownership	-projects that involve and empower local communities	90%
Capacity building and training	-investing in staff and caregiver training and development	80%

Financial stability	-diversifying funding sources, managing resources effectively, and having long term financial plan	75%
Cultural sensitivity and relevance	-projects that respect and address local needs, values and customs	70%
Family and community support	-providing resources and support for families and community members	65%
Monitoring, Evaluation and Adaption	-regular assessment and adaptation of programs	55%
Policy and Advocacy Support	-Encouraging policy change	45%
Technology and digital resources	-leveraging technology and digital tools	50%

The researcher concluded that sustainable child care projects in Norton require a community-centric approach, prioritizing community engagement, ownership, and collaborative partnerships. The results suggest that capacity building, financial sustainability, and cultural sensitivity are crucial for effective project implementation. The emphasis on family and community support indicates a need for holistic approaches that address the broader social context. The lower response rates for technology, monitoring, policy support, and community-led initiatives may indicate areas for improvement or further development.

**4.5.1 Challenges being faced by CCSPS**

The researcher noted that 90% of the respondents 40 (58.3%) mentioned almost the same challenges that are being faced by CCSPS in Norton. These included limited resources (financial,

human, etc.), lack of community engagement, inadequate infrastructure, and high staff turnover. The respondents noted that limited resources hindered the programs' ability to provide adequate services, while lack of community engagement made it difficult to raise awareness and garner support. Inadequate infrastructure, including insufficient facilities and technology, impeded the programs' efficiency and effectiveness. High staff turnover resulted in loss of experienced staff and increased training costs. However there are other challenges that came up besides from the ones that were mentioned. These included operating in an unpredictable political landscape with inadequate government support, limited access to modern technology and digital tools, and widespread poverty and unemployment in the community.

#### **4.6.2 Addressing Challenges**

To address the challenges facing child care support programs in Norton, respondents suggested a multi-faceted approach. To combat limited resources, programs can explore diverse funding sources, partner with local organizations to share resources, and prioritize resource allocation. By addressing these challenges, child care support programs in Norton can enhance their capacity to provide quality services, support the well-being of children and families, and contribute to the community's overall development.

##### **4.5.2.1 Diversifying funding sources**

The researcher found that CCSPs can explore government grants and subsidies by researching and applying for relevant programs for example at Glory to Glory they have to apply for grants monthly to cater for other children's school fees and upkeep. Funding from local and international NGOs, corporate organizations, and philanthropic individuals is also another sources to diversify the funds. Building partnerships and collaborations with other organizations can also provide access to shared resources and expertise, crowdfunding and online fundraising campaigns can be leveraged to engage the community and raise funds. To ensure sustainability, a long-term financial plan should be developed, prioritizing cost-effective and efficient use of resources. By diversifying funding sources, child care projects can reduce dependence on a single source, ensure financial stability, and continue to provide quality services to children and families in Norton. Infrastructure development can be achieved through government funding, grants, and community-led initiatives hence the need to diversify the sources of funds.



#### **4.5.2.2 Partnership with local organizations**

Partnering with local organizations is a crucial factor in achieving sustainability for child care projects in Norton, as found by the researcher? Local organizations bring valuable resources, expertise, and community knowledge, enabling child care projects to tap into existing networks and infrastructure. By sharing resources and costs, child care projects can reduce their financial burden and enhance their capacity to deliver services. Moreover, local organizations can provide cultural sensitivity and context-specific solutions, ensuring that child care projects are tailored to meet the unique needs of the community. The researcher found that partnerships with local organizations led to increased community engagement, improved program quality, and enhanced long-term sustainability. Additionally, local organizations can advocate for child care projects, helping to raise awareness and mobilize support among stakeholders, further contributing to their sustainability. By fostering strong partnerships with local organizations, child care projects can build a solid foundation for long-term success and impact.

#### **4.5.2.3 Community engagement**

Targeted respondents emphasized the importance of involving local communities in the design, implementation, and evaluation of child care programs. This includes engaging with parents, caregivers, and community leaders to understand their needs and priorities, as well as building trust and relationships through regular communication and feedback mechanisms. Respondents suggested that child care projects should foster a sense of ownership and responsibility among community members, encouraging them to take an active role in supporting and advocating for the programs. By doing so, child care projects can ensure that they are responsive to community needs, culturally sensitive, and effective in addressing the unique challenges faced by children and families in Norton. Community engagement can be fostered through outreach initiatives, public awareness campaigns, and inclusive decision-making processes. Moreover, community engagement can help mobilize resources, build partnerships, and promote sustainability, ultimately leading to more impactful and durable child care programs.

#### **4.5.2.4 Resource allocation**

According to the respondents, effective resource allocation is critical for sustainable child care projects in Norton. They suggested that prioritizing resources, such as finances, personnel, and materials, is essential to ensure that programs are delivered efficiently and effectively.

Respondents recommended allocating resources based on community needs, setting clear goals and objectives, and regularly monitoring and evaluating program impact. They also emphasized the importance of leveraging technology and digital resources to enhance program delivery, improve communication, and reduce costs. Additionally, respondents suggested that child care projects should adopt a collaborative approach, sharing resources and expertise with other organizations to maximize impact and reduce duplication of efforts. By optimizing resource allocation, child care projects can ensure that they are using their resources wisely, achieving their goals, and making a meaningful difference in the lives of children and families in Norton.

#### **4.5.2.5 Staff retention**

The researcher noted that staff retention is a critical factor in sustaining child care projects in Norton. They highlighted the importance of providing staff with opportunities for professional development, training, and capacity building to enhance their skills and knowledge. Respondents also stressed the need for competitive compensation packages, benefits, and incentives to motivate and retain staff. Moreover, creating a supportive work environment, recognizing and rewarding staff achievements, and fostering a sense of belonging and teamwork are essential for staff retention. By investing in staff development and well-being, child care projects can reduce turnover rates, maintain continuity and consistency in service delivery, and ensure that experienced and skilled staff are retained to provide high-quality care and support to children and families in Norton. Staff retention can also be improved by offering competitive compensation packages, providing professional development opportunities, and recognizing staff contributions. Additionally, programs can prioritize staff well-being, offer flexible work arrangements, and promote a supportive work environment. This, in turn, contributes to the long-term sustainability and impact of child care projects.

#### **4.5.3 Opportunities and resources for sustainable CCSPs in Norton**

The researcher found that respondents identified a range of opportunities and resources available in Norton to support sustainable child care support programs. Many respondents highlighted the importance of government funding and community partnerships in providing financial and resource support. Others noted the value of training and development opportunities, mentorship programs, and technology and digital resources in enhancing staff capacity and program effectiveness. Respondents also emphasized the significance of community engagement and

networking opportunities in raising awareness and building relationships with other professionals and organizations. Additionally, respondents identified the need for research and evaluation tools to assess program effectiveness and inform decision-making. Overall, respondents emphasized the importance of a comprehensive and multifaceted approach to supporting sustainable child care support programs in Norton.

#### **4.6 Interview guide responses**

##### **1. What specific components of child care support programs (e.g., community engagement, capacity building, and financial management) do you consider essential for long-term sustainability, and how do you prioritize these components in your programs?**

Respondents identified community engagement, capacity building, financial management, financial management and cultural sensitivity as essential components for long-term sustainability. They emphasized the importance of empowering local communities, building staff and caregiver skills, managing resources effectively, and respecting local values and customs.

##### **2. How do you assess the sustainability of child care support programs in Zimbabwe, and what indicators or metrics do you use to measure success and impact?**

The researcher found out that sustainability is measured by considering factors such as community ownership, resource availability, and long-term impact. The respondents use indicators such as community engagement, staff retention, and beneficiary feedback to measure success and impact. Comparing trends is also a tool used to measure sustainability for instance comparing the number of children enrolled in orphanages, academic improvements and family support to CCSPs.

##### **3. What factors do you believe are most critical for achieving sustainable child support at Glory to Glory, and how do you address these factors in your program design and implementation?**

Respondents highlighted community engagement, collaborative partnerships, capacity building, financial sustainability, and cultural sensitivity as crucial factors for achieving sustainable child support at Glory to Glory. They emphasized the importance of empowering local communities, leveraging resources, and addressing local needs.

**4. What strategies have you found most effective in ensuring the sustainability of child care projects in Norton, and how do you adapt these strategies to address local needs and contexts?**

Respondents identified community-led initiatives, collaborative partnerships, technology integration, and policy advocacy as effective strategies for ensuring sustainability. They emphasized the importance of empowering local communities, leveraging resources, and addressing policy and advocacy gaps.

**5. How do you think child care support programs can best balance short-term needs and long-term sustainability goals, and what trade-offs or compromises are necessary to achieve both immediate impact and lasting change?**

Respondents acknowledged the need to balance short-term needs and long-term sustainability goals. They suggested prioritizing community engagement, building local capacity, and leveraging resources to achieve both immediate impact and lasting change. They emphasized the importance of flexible and adaptive approaches to address evolving needs and contexts.

**4.7 Chapter conclusion**

The research was mainly focused on the factors for sustainability of CCSPs in Zimbabwe. The chapter gave qualitative and quantitative summary of findings obtained from responses to questionnaires. The findings obtained have addressed the gaps related to equity, as respondents emphasized the importance of cultural sensitivity and relevance in child care support programs. It also addressed the specific needs and experiences of low-income families, families of and immigrant families as there were children from different backgrounds that were enrolled at Glory to Glory Child Care Center. While respondents emphasized the importance of community engagement and ownership, some programs may still be heavily reliant on external funding and support. Additionally, the emphasis on capacity building and training may be hindered by limited resources and high staff turnover. Furthermore, the need for cultural sensitivity and relevance may be challenging to balance with standardized program approaches. These contradictions and challenges may indicate a need for more nuanced and adaptive approaches to sustainability, as well as ongoing support and resources for programs to effectively navigate these complexities.

## **CHAPTER 5**

### **SUMMARY, CONCLUSION AND RECOMMENDATIONS**

#### **5.1 Introduction**

This chapter presents the findings of the study on the sustainability of Child Care Support Programs (CCSPs), derived from the analysis of primary and secondary data sources. Based on these findings, recommendations will be offered on how to enhance the sustainability of CCSPs in Zimbabwe. By implementing these recommendations, CCSPs can better navigate challenges and ensure their continued impact and success.

## **5.2 Summary of findings**

The study found that sustainable components of Child Care Support Programs (CCSPs) in Norton include community engagement, capacity building, financial management, and cultural sensitivity. Respondents emphasized the importance of empowering local communities, building staff and caregiver skills, managing resources effectively, and respecting local values and customs. The study identified key elements for sustainable Child Care Support Programs (CCSPs) in Norton, including community engagement, capacity building, financial management, and cultural sensitivity. Collaborative partnerships, technology integration, and policy advocacy were also deemed essential for sustainability. CCSPs positively impact children and families by addressing unique needs, fostering trust, and promoting cultural humility. By empowering local communities and leveraging partnerships, CCSPs can ensure long-term viability and effectiveness in supporting vulnerable populations.

The study also revealed that sustainability of CCSPs is linked to key performance indicators (KPIs) such as child development, parental involvement, community engagement, and program reach. Strong community engagement, clear goals, and effective resource management are crucial for sustainability. Accountability and transparency are also essential, with regular monitoring and evaluation, community engagement, and open communication channels necessary for data-driven decision making. The findings suggest that CCSPs in Zimbabwe have the potential to be sustainable, with a commitment to monitoring and evaluating program effectiveness, but require ongoing evaluation and improvement to ensure long-term sustainability.

The study identified several factors that contribute to sustainable child support at Glory to Glory, including community engagement, collaborative partnerships, capacity building, financial sustainability, and cultural sensitivity. While the organization has made significant progress in these areas, the findings revealed that environmental sustainability remains a challenge, with only 50% reduction in carbon footprint indicating inadequate efforts to reduce waste, conserve resources, and promote eco-friendly practices. The study's findings highlight both strengths and weaknesses in Glory to Glory's approach to sustainable child support. On the one hand, the organization has demonstrated excellence in community engagement, collaborative partnerships, capacity building, financial sustainability, and cultural sensitivity, indicating a robust foundation for sustainable child support. However, the significant gap in environmental sustainability reveals a critical area for improvement. This suggests that while the organization has made progress in some areas, it still needs to prioritize eco-friendly practices, resource conservation, and waste reduction to achieve true sustainability. By acknowledging and addressing this challenge, Glory to Glory can further enhance its impact and create a more sustainable future for the children and communities it serves. This indicates the need for Glory to Glory to prioritize environmental sustainability in their operations and programming, in order to ensure a holistic approach to sustainability and long-term impact.

The study also revealed that child care projects in Norton face significant challenges to sustainability, including inadequate funding, limited community engagement, and insufficient capacity building. However, the study also identified solutions to address these challenges, such as diversifying funding sources, empowering local communities, and providing training and resources for caregivers and staff. Additionally, respondents emphasized the importance of cultural sensitivity, collaborative partnerships, and effective monitoring and evaluation in ensuring the sustainability of child care projects. By addressing these challenges and implementing these solutions, child care projects in Norton can improve their sustainability and continue to provide vital support to vulnerable children and families.

### **5.3 Conclusions**

In conclusion, the findings indicate that child care support programs in Norton are more likely to be sustainable and effective when they prioritize community engagement and ownership, capacity building and training, and cultural sensitivity and contextualization. These components foster community trust, improve caregiver skills, and address the unique needs of vulnerable children and families, leading to improved outcomes. In contrast, their absence leads to struggling programs with limited resources and minimal impact. By prioritizing these essential components, child care support programs in Norton can ensure long-term viability and community-driven success, ultimately improving the lives of children and families they serve.

The gaps in environmental sustainability, financial management, and policy advocacy in child care support programs in Zimbabwe will lead to decreased long-term viability, reduced resource availability, and limited policy influence. Conversely, prioritizing environmental sustainability, improving financial management practices, and engaging in policy advocacy will result in enhanced long-term sustainability, increased resource availability, and greater policy impact. Child care support programs in Zimbabwe can effectively support the vulnerable children and families they serve by addressing these challenges leading to improved outcomes and a brighter future for generations to come.

The absence of community engagement and ownership, inadequate capacity building and training, and insufficient cultural sensitivity and contextualization leads to limited resource mobilization, poor program implementation, and failure to address the unique needs of the target population, ultimately resulting in compromised long-term sustainability and impact of child care projects in Norton. In contrast, prioritizing community engagement, capacity building, and cultural sensitivity yields increased resource mobilization, effective program implementation, and a targeted response to the needs of vulnerable children and families, thereby ensuring long-term sustainability and positive impact. Adopting a community-centered approach, child care projects in Norton can transition from struggling initiatives to thriving programs that drive lasting change in the lives of those they serve.

#### **5.4 Recommendations**

To enhance sustainability, the researcher recommend that child care support programs in Norton, such as Glory to Glory, should take action to prioritize community engagement and ownership. This involves establishing community advisory boards, conducting regular community needs assessments, and providing training and resources to community members. Partnerships with organizations like Tsungirira and Jedidiah Foundation should be fostered to leverage expertise and resources. By empowering the community to take ownership of the program, building trust, and providing necessary skills and resources, the program can ensure its long-term sustainability and responsiveness to community needs. This collaborative approach enables the community to drive their own development, ensuring a lasting impact on the lives of vulnerable children and families.

Investing in staff development and training is vital to enhance the capacity of child care support programs in Norton. To achieve this, CCSPs should provide regular training sessions, workshops, and conferences to equip staff and caregivers with the necessary skills and knowledge. Partnering with local organizations, such as the social welfare department and NGOs, can provide mentorship and coaching, further strengthening staff capacity. This investment in staff development is crucial because it enables programs to improve the quality of services, enhance program implementation, and ensure that staff are equipped to address the complex needs of vulnerable children and families. By building a skilled and confident workforce, programs can deliver effective and sustainable support services, ultimately leading to better outcomes for the children and families they serve. This capacity building also enables staff to navigate the complex challenges they face, fostering a resilient and sustainable program that can adapt to changing needs and circumstances.

To truly serve the needs of vulnerable children and families in Norton, child care support programs should prioritize cultural sensitivity and contextualization. This requires conducting cultural assessments to understand the local context, engaging in community-led program design to ensure relevance and effectiveness, and providing training on cultural sensitivity and contextualization to staff and caregivers. By taking these steps, programs can build trust with local communities, tailor services to meet specific needs, and avoid unintended harm or cultural insensitivity. Furthermore, prioritizing environmental sustainability and financial management practices is crucial to reduce the program's environmental footprint and ensure long-term viability. Conduct an environmental impact assessment to identify areas for improvement, implement energy-efficient practices, such



as using solar power or energy-saving lighting, reduce water consumption by installing water-saving fixtures and promoting conservation practices. The program could also implement recycling and composting programs to reduce waste and use eco-friendly materials and supplies, such as biodegradable cleaning products and sustainable building materials. They could also consider partnering with environmental organizations to access expertise and resources. By taking these actions, child care support programs can reduce their environmental footprint, promote sustainability, and contribute to a healthier and more sustainable future for vulnerable children and families.

The researcher also recommend that programs should explore diverse funding sources such as government grants, private sector partnerships and international donor agencies. Develop robust fundraising strategies is also a good initiative where the prigram research and identify potential funding sources that can improve the program's sustainability. Diversifying funding streams for example engaging in multiple small projects of byying and selling, gardening, and not entirely depending on grants and donors. CCSPs should slso engage in advocacy efforts to address the lack of resources and financial support. These includes raising awareness about the importance of programs for vulnerable children and families, lobby for increased government support and funding and also collaborate with other organizations to amplify advocacy efforts.

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## LIST OF APPENDICES

### Appendix 1: Questionnaire to Individuals or organizations involved in child care support programs.

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF SCIENCE AND ENGINEERING

DEPARTMENT OF DEVELOPMENT



Dear Respondent

This questionnaire aims to fulfil the requirements of a Bachelor of Science (honors) degree in Development Studies being pursued by the researcher at the Bindura University of Science Education. The researcher wishes to assess the **Sustainability of CCSPs focusing on Glory to Glory as a case study.**

The researcher assures you that this is solely meant for academic purposes only and therefore invites you to complete this questionnaire as directed for purposes of facilitating the study. The

researcher assures you that the information collected from this document will be anonymous and confidential. Your cooperation is greatly appreciated.

Yours sincerely

Lisa Tadokera.

**Instructions**

1. You are advised not to write your name on this questionnaire.
2. Any information provided in this questionnaire will be confidential and anonymous.
3. Please answer the questions faithfully and honestly, your views are very important
4. Put a tick opposite the right response.

**Section 1: Sustainable components of Child Care Support programs**

1. What are the key components of the child care support program? Education [ ], healthcare and nutrition [ ], social services and counselling [ ], community engagement and partnership [ ], monitoring and evaluation [ ]

2. How does the program address the physical, emotional, and psychological needs of children?

**Physical**.....

**Emotional**.....

**Psychological**.....

.....

3. Have you or your family members benefited from any child care support programs? Yes [ ], no [ ]

4. What strategies are in place to ensure the program's long-term sustainability?.....

.....

.....

.....  
.....  
**Section 2: Sustainability CCSPs in Zimbabwe**

4. How does the program measure its impact and effectiveness.....

.....  
.....  
.....  
.....

5. Select the program's key performance indicators (KPIs) from the following

- Child development [ ]
- Parental involvement [ ]
- Community engagement [ ]
- Program reach [ ]
- Staff performance [ ]

6. How does the program ensure accountability and transparency in its operations.....

.....  
.....  
.....

7. What is the program's plan for continuation and scaling up beyond initial funding or support?.....

.....

.....  
.....

**Section 3: Factors for sustainable child care support at Glory to Glory**

8. What factors contribute to the sustainability of child care support programs in your opinion?

(Select all that apply)

- Community involvement and ownership [ ]
- Capacity building and empowerment of caregivers/beneficiaries [ ]
- Environmental sustainability [ ]
- Economic empowerment initiatives [ ]
- Social inclusivity and equity [ ]
- Partnerships and collaborations [ ]
- Monitoring and evaluation [ ]
- Other (please specify)

3. How would you rate the effectiveness of current child care support programs in Norton? (Scale: 1-5, where 1 is "not effective at all" and 5 is "very effective")

9. How important are each of these factors in ensuring sustainability? (Scale: 1-5, where 1 is "not important at all" and 5 is "very important")

**Section 4: Factors for sustainability of child care projects in Norton**

10. What specific challenges do child care support programs face in Norton? (Select all that apply)

- Limited resources (financial, human, etc.) [ ]
- Lack of community engagement [ ]
- Inadequate infrastructure [ ]
- High staff turnover [ ]
- Other (please specify)

11. How do you think these challenges can be addressed to ensure sustainability?.....  
.....  
.....

12. What opportunities or resources are available in Norton to support sustainable child care support programs?.....  
.....  
.....  
.....

**Thank you for taking your time completing the questionnaire!**



## **Appendix 2: interview questions to Child Care Support informants.**

1. What specific components of child care support programs (e.g., community engagement, capacity building, and financial management) do you consider essential for long-term sustainability, and how do you prioritize these components in your programs?
2. How do you assess the sustainability of child care support programs in Zimbabwe, and what indicators or metrics do you use to measure success and impact?
3. What factors do you believe are most critical for achieving sustainable child support at Glory to Glory, and how do you address these factors in your program design and implementation?
4. What strategies have you found most effective in ensuring the sustainability of child care projects in Norton, and how do you adapt these strategies to address local needs and contexts?
5. How do you think child care support programs can best balance short-term needs and long-term sustainability goals, and what trade-offs or compromises are necessary to achieve both immediate impact and lasting change?

## **TURNITIN REPORT**



