

**Hatcliffe Women's Socio-Economic Empowerment: Exploring the Effects of Unpaid
Care and Domestic Work**

**A dissertation submitted in partial fulfillment of the requirements for the Bachelor of
Science Honours Degree in Development Studies (HBSc.DG)**

Bindura University of Science Education



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The undersigned certifies that they have supervised and recommended to Bindura University of Science Education for acceptance of the dissertation entitled '*Hatcliffe Women's Socio-Economic Empowerment: Exploring the Effects of Unpaid Care and Domestic Work*' submitted in partial fulfillment of a Bachelor of Science Honors Degree in Development Studies.

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DECLARATION

I hereby declare that the research project entitled '*Hatcliffe Women's Socio-Economic Empowerment: Exploring the Effects of Unpaid Care and Domestic Work*' submitted to Bindura University of Science Education, Faculty of Science and Engineering, Department of Sustainable Development, is a record of an original work done by me under the guidance and supervision of **Dr. Mukwenyi**, and this work is submitted in partial fulfillment of the requirements for the award of a Bachelor of Science Honors Degree in Development Studies (HBSc.DG). The results embodied in this study have not been submitted to any university or institute for the award of any degree or diploma.

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Date.....

DEDICATION

I dedicate this work to my mother, Christina Mahupa, whose unwavering support, sacrifices, and unconditional love have shaped the person I am today. Throughout my life, she has carried the burden of care work, raising us as a single parent, managing our home, and ensuring that we never lacked love, support, or direction. Her sacrifices and tireless commitment to our well-being, often made in silence and without recognition, are the foundation for my dreams.

I also dedicate this work to the memory of my late father, Stewart Mahupa, who left us too soon. Though he did not live to witness the person I have become, his presence and legacy continue to inspire me. This journey is, in many ways, a tribute to both of you.

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LIST OF ACRONYMS AND ABBREVIATIONS

CBD	Central Business District
CBOs	Community-Based Organizations
CSOs	Civil Society Organizations
FGDs	Focus Group Discussions
ILO	International Labor Organization
KIIs	Key Informant Interviews
NGO	Non-Governmental Organization
MPs	Members of Parliament
UCDW	Unpaid Care and Domestic Work
WALPE	Women's Academy for Leadership and Political Excellence

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Abstract

Unpaid Care and Domestic Work (UCDW) encompasses important household tasks such as cooking, cleaning, childcare, and eldercare, duties primarily performed by women, yet consistently undervalued in economic and policy frameworks. The drudgery of UCDW plays a significant role in limiting women's socio-economic opportunities. This study explored the effects of UCDW on women's socio-economic empowerment in Hatcliffe high-density suburb, Harare, Zimbabwe, where many women juggle domestic duties with informal income-generating activities under harsh economic conditions.

Despite the increasing global recognition of UCDW, there remains a critical research gap at the local level in Zimbabwe, especially in high-density and low-income communities like Hatcliffe. The objectives of the study were to assess the extent to which UCDW limits women's participation in formal employment, to examine how UCDW affects women's access to education and socio-economic status, and to identify strategies and recommendations for policymakers to ease the burden of UCDW on women and promote gender equality.

The research employed a mixed-methods approach using 50 structured questionnaires, key informant interviews (KIIs), and focus group discussions (FGDs). Quantitative findings revealed that 82% of women reported spending more than 6 hours daily on unpaid care work, which significantly limits their ability to pursue formal employment. Only 14% of respondents were engaged in full-time formal employment, while the majority relied on informal income sources. Additionally, 68% of women cited UCDW as a barrier to accessing education or vocational training. Qualitative data underscored how entrenched gender roles and lack of supportive infrastructure (e.g. affordable childcare) exacerbate the load of care work.

The study concludes that UCDW significantly hinders women's economic and educational advancement, perpetuating gender inequalities. It recommends that policymakers invest in public services such as affordable community childcare centers and integrate UCDW recognition into local development planning. Addressing UCDW is not only a gender equity issue but also key to unlocking economic potential in communities like Hatcliffe.

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CHAPTER 1: INTRODUCTION

1.1 Background of the Study

Hatcliffe, a Harare, Zimbabwe suburb, serves as a crucial case study for exploring women's empowerment, particularly concerning Unpaid Care and Domestic Work (UCDW). This community, initially established for displaced persons, has evolved into an area marked by socio-economic challenges, including resource scarcity and a substantial reliance on the informal economy. Within this context, women disproportionately bear the burden of primary caregiving and household management, necessitating the navigation of extensive responsibilities encompassing both unremunerated and remunerated labor.

Unpaid Care and Domestic Work (UCDW), as defined by UNICEF (2023), encompasses a range of essential, unremunerated activities vital for household and community well-being, including childcare, eldercare, cooking, and cleaning. Despite their societal importance, these tasks are consistently undervalued and frequently excluded from formal economic analyses. In the context of Hatcliffe, Zimbabwean women disproportionately shoulder these caregiving responsibilities. This unequal distribution of UCDW imposes significant constraints on women's socio-economic empowerment. The substantial temporal and energetic demands associated with unpaid labor severely restrict their engagement in formal employment, educational pursuits, and opportunities for personal development. This limitation effectively perpetuates a cycle of economic dependence and reinforces conventional gender roles within the community.

Widespread research from around the world and within specific regions consistently shows that women and girls carry an unequal share of responsibilities. This inequitable allocation of responsibilities has profound implications, demonstrably undermining women's rights and constraining their economic opportunities and engagement within the formal sector of unpaid care and household responsibilities, primarily due to deeply rooted societal expectations. To provide an example, a 2023 UNICEF report revealed that globally, girls between the ages of 5 and 14 spend 40% more time on unpaid care and domestic work than boys in the same age group, which translates to an additional 160 million hours daily.

Despite the acknowledged importance of Unpaid Care and Domestic Work (UCDW) at both international and national levels, a significant void persists in the localized understanding of its impacts. Existing research predominantly offers national or broad urban averages, lacking granular data disaggregated by specific community or socioeconomic strata. This void in concrete data hinders a full grasp of how unpaid care and domestic work intricately connects with existing problems like poverty, unofficial work, and availability of public services in disadvantaged settings. Notably, a recent study by the Women's Academy for Leadership and Political Excellence (WALPE, 2024) specifically addresses this deficit by analysing the localized effects of UCDW on women's socio-economic opportunities within Zimbabwean communities.

UN Women's research from 2020 highlights a crucial connection between the socio-economic advancement of women and the acknowledgement, reduction, and equitable sharing of unpaid care work. Women residing in Hatcliffe frequently experience a "dual burden," necessitating the management of extensive domestic responsibilities alongside aspirations for economic contribution. Nevertheless, prevailing societal norms and expectations often prioritize their roles as caregivers over their pursuits of professional or educational advancement (Ridgeway, C. L., 2011). This emphasis inherently creates obstacles to their autonomy, hindering their complete engagement in the workforce and their access to crucial financial assets needed for attaining economic self-sufficiency.

The ramifications of unremunerated labor extend beyond individual women, profoundly impacting the broader community. The lack of formal recognition for women's contributions through unpaid work significantly curtails their collective bargaining power and diminishes their potential to influence local economic development. This invisibility perpetuates systemic gender inequalities, because policies and funding often do not sufficiently account for the unique requirements and situations of women involved in unpaid care and domestic work.

Investigating Unpaid Care and Domestic Work (UCDW) within specific community contexts is crucial for several academic and policy-oriented reasons: it elevates the visibility of this often-unrecognized labor, which is fundamental to household and community sustenance; it illuminates how systemic gender inequalities are perpetuated through social norms and economic structures;

and, significantly, it provides an evidence-based foundation for policy reform and programmatic interventions designed to alleviate care burdens and foster women's economic empowerment. While recent policy discussions in Zimbabwe have begun to acknowledge the importance of unpaid care work in determining women's economic situations, local initiatives often lack the specific focus needed to effectively tackle the difficulties faced by women in communities like Hatcliffe. Therefore, this study intends to fill this knowledge gap by empirically investigating how unpaid care and domestic work restricts women's involvement in formal employment and education, and how it influences their long-term socio-economic standing. This research utilizes a mixed-methods approach to gather both qualitative and quantitative information. This will provide a detailed insight into the real-life experiences of women in Hatcliffe, with the main objective of guiding specific policy suggestions that encourage the recognition and equitable redistribution of care work as a key pillar of gender-responsive economic development.

1.2 Statement of the Problem

This research aims to examine the consequences of Unpaid Care and Domestic Work (UCDW) on women and girls in Hatcliffe. A significant gap exists in Zimbabwean policy, as there are no specific laws or regulations addressing the demanding nature of UCDW for this demographic. This lack of formal recognition at both local and national levels is partly due to insufficient national research providing concrete evidence of the negative impacts of UCDW on women and girls throughout the country (WALPE 2024). Consequently, women and girls in Hatcliffe, mirroring wider trends in both rural and urban Zimbabwean contexts where they primarily handle daily household unpaid labor, continue to be disproportionately affected by the burden of UCDW, which demonstrably limits their ability to pursue paid employment and engage in other developmental activities.

Research by Mortensen et al. (2017) and Seedat and Rondon (2021) indicates that economic factors, particularly poverty and inadequate essential services, intensify the burden of UCDW, with women disproportionately responsible for caregiving and household tasks. Women and girls contribute millions of hours to UCDW, which, despite supporting the economy and society, remains under-recognized, undervalued, and under-invested. Acknowledging care work is crucial, since it would both decrease the hours women dedicate to these duties and promote a more

balanced sharing of care responsibilities between genders, thereby gradually changing societal expectations and practices concerning UCDW.

This study seeks to explore the effects of unpaid care and domestic work (UCDW) on women's socio-economic empowerment in the Hatcliffe community. By clarifying the obstacles women face because of these duties, this research intends to produce findings that can guide the creation of evidence-based policies and focused interventions. The final goal is to boost women's economic involvement and overall empowerment within the community. Addressing these critical issues is paramount not only for improving individual livelihoods but also for fostering broader socio-economic development and advancing gender equality within Hatcliffe and analogous contexts.

1.3 Objectives of the Study

1.3.1 Main Objective

The study's primary aim is to examine how unpaid care and domestic work impacts the socio-economic empowerment of women in the Hatcliffe community.

1.3.2 Specific Study Objectives

1. To evaluate how much unpaid care and domestic work restricts women's involvement in formal employment within the Hatcliffe High-Density Suburb.
2. To explore the connection between UCDW and women's access to education, understanding how these factors influence their socio-economic status in the Hatcliffe community.
3. To determine strategies and recommendations for local and national policymakers aimed at reducing the drudgery of UCDW on women and girls in Hatcliffe High-Density Suburb.

1.4 Research questions

1. How much does unpaid care and domestic work affect women's involvement in the economy in Hatcliffe?

2. What are the long-term socio-economic impacts of UCDW on women and their families in Hatcliffe?
3. What are the current strategies implemented to deal with reducing the burden of UCDW on women in Hatcliffe High-Density Suburb?

1.5 Significance of the Study

This study thoroughly investigates how (UCDW) affects the socio-economic empowerment of women within the Hatcliffe community. Its findings are of considerable significance to a diverse array of stakeholders, encompassing policymakers, community-based organizations, the women themselves, and the wider academic community. The research endeavors to aim to provide detailed insights into the specific challenges women face in this setting, thereby offering solutions backed by evidence to improve their socio-economic standing.

1.5.1 Policymakers

This study significantly benefits policymakers by highlighting the crucial impact of (UCDW) on women's economic participation. A detailed understanding of the specific challenges faced by women in Hatcliffe will enable policymakers to create targeted interventions. Such interventions could include establishment of policies that formally recognize and value UCDW, allocating resources for childcare support, and promoting flexible work arrangements. Moreover, the study's findings will be instrumental in informing the establishment of social safety nets designed to alleviate the burdens associated with unpaid labor, thereby significantly enhancing women's economic empowerment.

1.5.2 Community-based Organizations and Non-Governmental Organizations

(CBOs) and (NGOs) focused on women's rights and empowerment will find this research's insights very useful. The study can help these organizations adapt their programs to better support women who do unpaid care work. By understanding the specific needs and challenges women in Hatcliffe face, CBOs and NGOs can create initiatives that offer skills training, financial literacy, and access to childcare resources. Additionally, the findings may strengthen these organizations' ability to advocate for policy changes that advance gender equality and economic empowerment.

1.5.3 Women and Girls in Hatcliffe

The women residing in Hatcliffe are poised to be direct beneficiaries of this research, as its central aim is to highlight the profound impact of (UCDW) on their lived experiences. Through the systematic documentation of their realities, the study can empower women to recognize the intrinsic value of their contributions and subsequently advocate more effectively for their rights. Furthermore, the empirical findings may furnish women with actionable strategies to reconcile their unremunerated responsibilities with viable economic opportunities. This heightened awareness of the socio-economic challenges they confront is anticipated to foster greater solidarity among women, thereby catalyzing collective action toward significant improvements in their circumstances.

1.5.4 Academic Community

For the wider academic community, it enriches global discussions on UCDW by providing a localized perspective, illustrating how specific cultural and socio-economic contexts shape women's experiences. The research findings are expected to stimulate further inquiry in similar settings and encourage interdisciplinary approaches to comprehending the intricate nature of unpaid labor. Furthermore, this study can inform curricula in fields such as gender studies, social work, and economics, thereby enriching academic discourse.

1.6. Assumptions of the Study

i. Unpaid Care Work is Prevalent: It is posited that unpaid care and domestic work (UCDW) constitute a significant and pervasive set of responsibilities for the majority of women in Hatcliffe.

ii. Socio-Economic Impact: The study posits a direct correlation between the temporal allocation to unpaid care work and the degree of socio-economic empowerment among women within the community.

iii. Awareness of Gender Roles: It is assumed that women in Hatcliffe possess an awareness of the traditional gender roles that influence their engagement

iv. Access to Resources: It is assumed that women face restricted access to resources such as childcare, educational opportunities, and employment due to their responsibilities in unpaid work.

v. Community Engagement: It is assumed that community organizations and Civil Society Organizations (CSOs) are actively involved in efforts to address issues concerning unpaid care work and the advancement of women.

vi. Willingness to Participate: It is assumed that the women in Hatcliffe are willing to participate in this study and openly share their experiences concerning unpaid care and domestic work.

vii. Policy Recognition: It is assumed that no formal policies exist pertaining to the impact of unpaid care work on women's socio-economic status.

viii. Cultural Context: It is assumed that cultural beliefs and practices within Hatcliffe significantly influence women's experiences and perceptions of unpaid care work.

ix. Potential for Change: It is assumed that the implementation of targeted interventions can lead to measurable improvements in the socio-economic empowerment of women in Hatcliffe.

x. Collective Action: It is posited that there exists a substantive potential for collective mobilization among women within the community to advocate for their rights and to pursue viable solutions to the challenges imposed by unpaid care work.

1.7 Limitations of the study

1.7.1 Limited Sample Size

A notable methodological limitation of this study is the potential for a constrained sample size, which may preclude an exhaustive representation of the heterogeneous experiences of women and girls in Hatcliffe. A reduction in sample scope inherently risks biased findings that fail to encapsulate the comprehensive spectrum of socio-economic conditions and challenges encountered across diverse female cohorts. To ameliorate this limitation, the researcher proactively incorporated participants from varied socio-economic strata, age demographics, and family structures. This intentional method sought to increase the variety of viewpoints included in the study, thus allowing for a more detailed and complete understanding of the phenomena being examined.

1.7.2 Potential Bias in Responses

A further methodological limitation pertains to the potential for response bias attributable to social desirability. Participants may feel inclined to offer responses perceived as socially normative or expected, particularly when discussing sensitive topics such as unpaid labor and socio-economic

challenges. To mitigate this inherent risk, the study rigorously emphasized the confidentiality and anonymity of all participants throughout the research process. Transparent communication regarding the study's objectives, coupled with explicit assurances that no "correct" or "incorrect" answers existed, was employed to foster an environment conducive to participants sharing their authentic experiences.

1.7.3. Cultural Sensitivity

The cultural context of Hatcliffe presents a potential challenge for accurate interpretation of the study's findings. Cultural beliefs and practices can influence how women perceive unpaid care work and their own socio-economic empowerment, which might lead to misunderstandings or misrepresentations of the collected data. To address this, the researcher conducted an extensive literature review to gain a comprehensive understanding of Hatcliffe's cultural dynamics.

1.8. Delimitations

This study specifically examines Hatcliffe, a suburban area on the outskirts of Harare, Zimbabwe. It was selected due to its distinct socio-economic dynamics concerning Unpaid Care and Domestic Work (UCDW). Spanning approximately 15 square kilometers, Hatcliffe comprises both residential and informal settlements, situated on mostly flat terrain, which aids accessibility for research purposes.

Economically, Hatcliffe is characterized by a prevalence of small-scale trading, subsistence farming, and informal employment. Many inhabitants struggle with high unemployment rates and limited access to essential services such as healthcare and education. Conceptually, this study investigates work on the socio-economic empowerment of women aged 18 and older in Hatcliffe. It specifically focuses on women involved in household responsibilities like childcare and eldercare. To maintain the study's focus, the experiences of men and individuals outside this age group or geographic area are excluded.

While acknowledging the multifaceted nature of socio-economic empowerment, this study deliberately narrows its scope to primarily address economic participation and access to resources, consciously excluding broader considerations such as political empowerment. Through these established delimitations, the research aims to deliver a targeted and focused analysis of the

challenges encountered by women in Hatchliffe, thereby enriching the understanding of their socio-economic empowerment.

1.9. Definition of Key Terms

i. Unpaid Care Work: Unpaid care and domestic work (UCDW) is defined as all activities performed without monetary compensation that are essential for the sustenance and well-being of individuals and households (UN Women, 2019). This broad category encompasses a range of domestic and caregiving tasks, including, but not limited to, childcare, eldercare, cooking, cleaning, and general household management.

ii. Domestic Work: Domestic work, as defined by the ILO (2016), refers to a subset of unpaid care work that specifically encompasses tasks performed within the household. These tasks typically include cleaning, cooking, laundry, and the general maintenance of the domestic environment.

iii. Socio-Economic Empowerment: Socio-economic empowerment, as conceptualized by the OECD (2019), denotes the transformative process by which individuals, particularly women, acquire the capacity to fully participate in economic, social, and political spheres. This comprehensive process encompasses enhanced access to resources, heightened decision-making power, and an amplified ability to exert influence over personal life trajectories and community-level changes.

iv. Women's Economic Participation: According to the World Bank (2020), women's economic participation refers to the engagement of women in the workforce, encompassing both formal and informal employment, as well as their involvement in entrepreneurial activities that contribute to economic productivity and income generation.

v. Informal Employment: As defined by the International Labour Organization (ILO, 2018), informal employment refers to work that operates outside the purview of formal labor laws or contracts. It is typically characterized by a notable absence of job security, a lack of benefits, and limited legal protections. This category encompasses a range of activities, including, but not limited to, street vending, casual labor, and unremunerated work performed within family-owned businesses.

1.10. Summary of the Chapter

Chapter 1 of this study explores how (UCDW) affects the socio-economic empowerment of women in Hatcliffe, a suburb of Harare. The chapter commences by outlining the contextual background and the research problem, emphasizing the substantial burden UCDW places on women and girls, which disproportionately hinders their economic participation and empowerment within the community. The study's primary research question is presented, seeking to investigate the influence of socio-economic status. To elaborate on this inquiry, several sub-research questions are detailed. These questions explore various dimensions of the issue, ranging from the specific types of unpaid work undertaken by women and girls to potential strategies for alleviating the associated burdens.

The significance of this study is clearly articulated by its anticipated utility for a diverse array of stakeholders. This includes policymakers, who can leverage the insights to craft more effective interventions; community-based organizations, which can refine their programmatic approaches; the women themselves, who stand to gain increased agency and recognition; and the academic community, which will benefit from enriched discourse and empirical data. This highlights the broader implications of developing a robust understanding of the challenges women in Hatcliffe encounter.

This chapter further delineates the foundational assumptions guiding the research, while simultaneously addressing potential limitations that may circumscribe the study's generalizability, such as those pertaining to sampling representativeness, participant response bias, cultural specificity, and temporal constraints. Rigorous delimitations are also established, precisely defining the geographical focus on Hatcliffe and the conceptual scope, specifically centering on women aged 18 and older who undertake unpaid care work within this suburban context.

Finally, key terms are operationally defined to ensure conceptual clarity and contextual understanding. Overall, Chapter 1 establishes a robust foundation for investigating the intricate relationship on women's socio-economic empowerment, situating the research within the specific context of Hatcliffe and preparing the reader for subsequent chapters. The succeeding chapter will then delve into a comprehensive analysis of existing literature pertaining to UCDW and its implications for women's empowerment.

Chapter 2: Literature Review

2.1 Introduction

This chapter reviews existing literature on Unpaid Care and Domestic Work (UCDW) and its impact on women's socio-economic empowerment, with a specific focus on Hatcliffe. The discussion systematically covers core concepts such as UCDW, socio-economic empowerment, gender roles, and their complex interactions. Additionally, the chapter explores relevant theoretical

frameworks and examines both global and regional views on how UCDW affects women's economic involvement, education, health, and overall well-being. The main goal of this comprehensive literature review is to provide strong background support for the study's objective: to investigate the effects of UCDW on the socio-economic empowerment of women and girls in Hatcliffe.

2. 2. Theoretical framework

This study is framed by Feminist Economic Theory, which is crucial for comprehending the complex impacts of Unpaid Care and Domestic Work (UCDW) on women's empowerment. This theory critically examines conventional economic models that typically overlook the value of unpaid labor, particularly the care and domestic work predominantly carried out by women and girls. It emphasizes how societal structures and gender norms sustain economic inequalities by devaluing domestic roles. As articulated by Elson (1995), a foundational scholar in this field, Feminist Economic Theory is pertinent because it elucidates the systemic barriers that restrict women's engagement in formal employment and income-generating activities.

Feminist economists contend that the exclusion of Unpaid Care and Domestic Work (UCDW) from national accounting systems and labor statistics leads to a distorted perception of economic contributions, thereby exacerbating gender inequality. This theoretical framework posits that care work is not merely economically significant, but also intrinsically linked to women's restricted access to vital resources, educational opportunities, formal employment, and decision-making authority (Razavi, 2016).

Elson (1995) argues that the lack of recognition for unpaid care work in economic theory and policy is a key reason for women's economic marginalization. More recent studies, including one by Addati, Cattaneo, Esquivel, & Valarino (2018), further emphasize how care work connects with issues of poverty, informal employment, and insufficient social protection. A clear example of this is seen in UN Women's 2020 report, which indicates that women globally perform over three times more unpaid care work than men. This same trend is also present in Zimbabwe, particularly in low-income urban areas like Hatcliffe.

The theory additionally posits that UCDW is not merely a private household matter but rather a significant public concern that warrants state intervention and robust social policy responses. Feminist economics therefore provides an invaluable lens through which this study analyzes how entrenched gender roles and disproportionate care burdens constrain socio-economic opportunities for women. It aids in comprehending why women in Hatcliffe are underrepresented in formal employment sectors and concurrently overrepresented in informal sectors and unpaid caregiving roles. According to Chopra and Zambelli (2017), applying the Feminist Economic theory to this study underscores the critical necessity to address the “3Rs” of UCDW—specifically, to recognize, reduce, and redistribute this labor.

2.3. Background of Unpaid Care and Domestic Work

(UCDW) encompasses stuff such as caregiving and other responsibilities typically performed by women and girls without monetary compensation (UNICEF, 2023). Existing empirical evidence consistently demonstrates that UCDW is disproportionately undertaken by women and girls globally, consequently limiting their opportunities and overall well-being (Langer et al., 2015; UN Women, 2020; and Valiani, 2022). This imbalance is perpetuated by historical gender disparities in paid work, alongside societal norms that predominantly assign domestic labor to women. Studies by Mortensen et al. (2017) and Seedat and Rondon (2021) indicate that economic factors, including poverty and inadequate access to essential services, exacerbate this issue, as women frequently bear the primary burden of caregiving and household tasks. Furthermore, patriarchal structures and institutions reinforce these gender roles, thereby restricting women's opportunities and economic participation. This study specifically outlines the significance of UCDW empowerment in Zimbabwe, focusing on its role in perpetuating patriarchal cultural norms, constraining women's rights, and impeding their economic advancement.

Empirical evidence from global and regional analyses consistently demonstrates that the burden of (UCDW) is disproportionately, a phenomenon attributable to deeply entrenched societal norms. This inequitable distribution not only constitutes an infringement upon women's rights but also significantly curtails their economic opportunities and participation within the formal labor market. UNICEF (2023) provides compelling data, indicating that globally, girls aged 5-14 dedicate daily to UCDW related to boys within the same age cohort. The pervasive influence of

gendered social norms, which assign unpaid care work predominantly as a female responsibility, compels women across diverse geographical regions, socio-economic strata, and cultural contexts to allocate a substantial portion of their daily lives to domestic and reproductive roles (Ferrant et al. 2014; ILO, 2018; Oxfam, 2020). This unequal apportionment of UCDW compromises women's fundamental rights impedes their socio-economic empowerment and full engagement in both development initiatives and the labor market (UN), thereby exacerbating existing gender disparities in labor outcomes. Consequently, UCDW emerges as a critical determinant influencing women's capacity to enter, sustain, and achieve quality in paid employment.

In Hatcliffe, a common characteristic of many urban and peri-urban areas in Zimbabwe (UCDW) significantly impedes women's and girls' ability to engage in formal employment, pursue educational opportunities, and participate in community leadership and decision-making. The socioeconomic repercussions of this unequal burden include constrained income generation, limited career progression, and reduced access to social and political platforms. Despite its vital role in sustaining households and communities, UCDW often remains undervalued and unrecognized in policy-making and development planning.

2.3 Research Gap

Despite increasing global and regional interest in gender equality and women's empowerment, (UCDW) remains significantly undervalued, especially in Zimbabwe. While existing literature extensively documents the burden of UCDW (Chopra et al., 2019; UN Women, 2020), highlighting its impact on time poverty, economic exclusion, and limited access to education and health services, there's a notable gap in localized studies. Specifically, research is lacking for urban low-income communities like Hatcliffe, Harare, where socio-economic challenges are exacerbated by informal settlement conditions and gendered labor dynamics.

Most research conducted in Zimbabwe has primarily focused on gender disparities in education, health, and political participation (Mawere, 2016; Chingwete, 2021). However, there's a notable gap in studies that specifically explore how (UCDW) systematically limits empowerment at the community level. Furthermore, empirical data quantifying the extent of UCDW and its precise effects on women's engagement in formal employment and vocational training in such settings

remains scarce. Consequently, existing policy responses tend to be generalized, failing to offer context-specific strategies for reducing the care burden faced by women and girls in urban low-income communities like Hatcliffe.

This research aims to close this gap by analyzing both direct and indirect impacts (UCDW) on economic opportunities and for progress in Hatcliffe. The research intends to produce evidence that can inform specific policy and program interventions. It will do this by combining quantitative data with qualitative insights. In doing so, it seeks to add to what we already know about UCDW and advocate for its recognition, reduction, and redistribution within the Hatcliffe community.

2.3.1 Summary

The reviewed literature underscores the widespread impact of (UCDW) on socio-economic empowerment, especially in communities with limited resources such as Hatcliffe. Grasping these dynamics is crucial for creating effective interventions. The following chapter will detail the research methodology used to investigate these issues within the Hatcliffe community

CHAPTER 3: RESEARCH METHODOLOGY

3.1. Introduction

This chapter describes the research methods used to study how Unpaid Care and Domestic Work (UCDW) affects the advancement of women in Hatcliffe. It covers the research framework, strategy, and structure, along with details on the study group, selection process, ways of gathering information, procedures for analyzing data, and tools for research. It also addresses ethical considerations. The overall methodology is designed to ensure the study's reliability, validity, and

ethical integrity, providing a thorough framework to meet the research objectives and answer the research questions.

3.2. Study Area Description

Hatcliffe, a densely populated peri-urban suburb situated approximately 18 kilometers northeast of Harare's Central Business District (CBD) in Zimbabwe, was established in the early 1990s. Initially a resettlement area for individuals displaced by urban clean-up campaigns, it has since developed into a permanent residential zone, encompassing areas like Old Hatcliffe, New Hatcliffe, and Hatcliffe Extension. Despite its growth and relative proximity to the CBD, the area continues to experience inadequate infrastructure and public services.

The population of Hatcliffe faces significant economic marginalization, with many households depending on informal livelihoods for survival. According to projections from the Zimbabwe National Statistics Agency (ZIMSTAT) and local council estimates, Hatcliffe is home to tens of thousands of residents, a large proportion of whom are women and children. The suburb is marked by unregulated housing, ineffective waste disposal, and scarce access to clean water and sanitation, and unreliable electricity. The socioeconomic difficulties in Hatcliffe are especially harsh for women, who frequently carry the dual responsibility of earning money and performing unpaid care work in their homes. One of Hatcliffe's most significant economic features is its informal trading center, known locally as "*pa dust*." This name, which literally means "at the dust" due to the unpaved surroundings, highlights the difficult, resource-scarce conditions under which residents, especially women, operate. "Pa dust" acts as the main hub for street vendors in Hatcliffe, where people sell vegetables, used clothing, cooked food, and various household items. It's a vital source of income for many families, offering informal job opportunities because formal employment is so rare.

Most economic activities in Hatcliffe are informal, including street vending, domestic work, carpentry, hairdressing, and cross-border trading. Women are a major part of these sectors but are often left out of formal economic systems and financial services. Formal jobs are hard to find due to low education levels and the lack of nearby factories or business centers. Women in Hatcliffe frequently experience the dual load of managing unpaid care and household duties in addition to

their casual income-earning pursuits. This situation makes existing economic differences between genders worse and creates significant obstacles to women gaining more socio-economic power.

Given the high unemployment rate, the reliance on informal economic activities, and entrenched gender norms, Hatcliffe emerges as a crucial locale for investigating the impact of unpaid care and domestic work on women's opportunities for empowerment, education, and formal labor market participation.

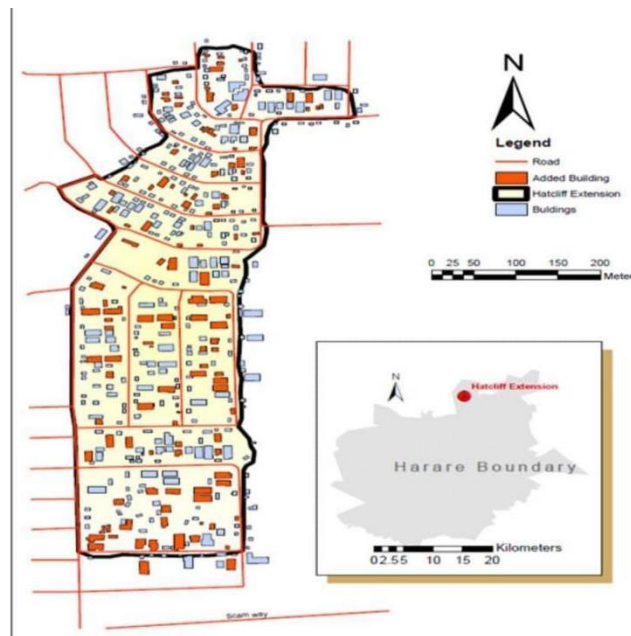


Figure 3.1: Map showing area of study

3.3. Research Paradigm

A framework for research is essentially a set of beliefs, values, and assumptions that guide how a study is carried out. Shamoo and Resnik (2020) describe it as an "outlook on the world" that determines how information is collected, analyzed, interpreted, and applied. For this study, the practical paradigm was selected. This approach integrates both reasoned and hands-on methods to provide a full grasp of the issue being researched.

The pragmatic paradigm is based on the idea that the research problem itself should guide the choice of methods and approaches, rather than sticking to a single philosophical view like positivism or interpretivism (Creswell & Plano Clark, 2018). It values both objective (measurable) and subjective (personal experience) knowledge. This means it supports combining quantitative (numbers-based) and qualitative (experience-based) methods to reach practical conclusions. For this study, the pragmatic paradigm was suitable because it allowed for examining both the measurable effects of Unpaid Care and Domestic Work (UCDW) on women's employment and education, as well as the personal experiences and social factors that explain these impacts.

Various studies focusing on gender, care work, and socio-economic development have utilized the pragmatic paradigm. For example, Esquivel (2014) employed a pragmatic mixed-methods approach to investigate care work and economic policies in Latin America. In a similar vein, Chopra et al. (2019) took a practical approach to investigate how unpaid care work is recognized and valued in Sub-Saharan Africa. These studies show how the pragmatic paradigm assists in generating actionable findings and policy-relevant recommendations in the area of gender and development.

The pragmatic paradigm is strong because it's flexible and useful for real-world issues. It allows researchers to use different types of information, making findings more reliable, and lets them combine numerical data with detailed stories. However, a weakness is that it can lead to inconsistent methods, and it's hard to mix different ideas about knowledge in mixed-methods studies (Feilzer, 2010). Also, because it doesn't have a strict philosophical view, it can be hard to explain research choices to very traditional academics.

Even with these limitations, the pragmatic paradigm is well-suited for this study because it focuses on real-world usefulness and can connect theory with practice. It guides the study by promoting the use of mixed methods: quantitative approaches will measure the impact of Unpaid Care and Domestic Work (UCDW) on employment and education, while qualitative approaches will explore personal experiences and identify possible solutions. Through this paradigm, the research aims to provide evidence-based, context-specific recommendations for policymakers and other stakeholders to tackle gender inequality and the burdens of care work in Hatcliffe.

3.4. Research design

This study utilizes a simultaneous mixed-methods research design. This means we'll collect and analyze both descriptive and numerical data at the same time. While the data from each method is gathered separately, it's analyzed together to provide a holistic understanding of the research problem. The results from both approaches are then combined during the interpretation stage to form overall conclusions.

For the quantitative portion of this study, surveys were utilized to gather data from a large number of women in Hatcliffe. This method is effective for identifying patterns, measuring the extent of unpaid care and domestic work (UCDW) performed, and observing its effect on women's economic engagement, educational access, and income-generating projects. These surveys are good for getting a snapshot of the current situation, highlighting important population details, and finding statistical links between UCDW and social and economic factors. This approach also allows for collecting data that can be applied to the wider population, giving us insights into how widespread UCDW is and how it's distributed.

The qualitative part of the study used an existential design to look into the lived experiences of women. This design is good for understanding the personal feelings, emotions, and views of girls and women about how Unpaid Care and Domestic Work (UCDW) affects their empowerment. Through interviews and focus group discussions, we gathered stories that gave us insights into the challenges women and girls face. The goal of this qualitative approach was to uncover the true nature of women's experiences, highlighting the meaning they give to their roles and the ways they cope with the hard, repetitive work of unpaid care.

The convergent parallel design was selected because it allows the strengths of both qualitative and quantitative approaches to complement each other, offering a more complete view of the issue. This design improved the validity of the findings through data triangulation and supports a thorough analysis that captures both broad statistical patterns and detailed personal experiences. Additionally, integrating the data during the interpretation phase made it easier to compare quantitative results with qualitative insights, leading to a richer comprehending of the complexities surrounding Unpaid Care and Domestic Work (UCDW) and its socio-economic effects on women living in Hatcliffe.

3.5. Target Population

The study's participants included fifty women residing in Hatcliffe suburbs who bear the primary responsibility for unpaid care work. To ensure a comprehensive understanding of how UCDW influences their socio-economic empowerment, these women were selected from diverse backgrounds, representing various age groups, marital statuses, and educational levels. Additionally, the study incorporated insights from key informants, such as community leaders and representatives from organizations dedicated to women's empowerment and gender equality, to gather broader perspectives on the impacts of UCDW.

3.6 Sample Size and Sampling Techniques

For the numerical portion of this study, 50 women from Hatcliffe High-Density Suburb were chosen as a sample. This sample size was determined using Cochran's formula (Cochran, 1977). This formula aimed for a 95% confidence level and permitted a 14% margin of error. To apply the formula, the estimated proportion of women significantly burdened by UCDW was set at $p=0.5$ (the most conservative estimate), and the standard normal deviate $Z=1.96$ was used for the 95% confidence level.

$$n_0 = \frac{Z^2 p(1-p)}{e^2}$$
$$n_0 = \frac{1.96^2 \times 0.5 \times 0.5}{0.14^2} = 49$$

- n_0 is the initial required sample size (before any finite-population correction).

- Z is the standard normal deviate corresponding to the desired confidence level (e.g., $Z = 1.96$ for 95 % confidence).

- p is the estimated proportion of the population exhibiting the characteristic of interest (often set to $p = 0.5$ when no prior estimate exists, since this maximizes the required sample size).

- e is the margin of error (the maximum allowable difference between the sample proportion and the true population proportion, expressed as a decimal—for example, $e = 0.14$ for a ± 14 % precision).

Rounding up for ease of administration produced a final survey sample of 50 respondents. This approach balanced statistical rigor with available resources and field constraints.

To ensure a diverse and representative survey sample, participants were categorized by age group (18–24; 25–34; 35+), marital status (single; married/cohabiting), employment status (formal; informal; non-employed), and educational attainment (primary; secondary; post-secondary). Within each of these categories, individuals were chosen using simple random sampling from household lists provided by local community leaders, guaranteeing each subgroup was proportionally represented.

For the qualitative part, purposive sampling was used to select participants with rich, relevant experiences concerning Unpaid Care and Domestic Work (UCDW). This included interviewing six key informants, such as local NGO staff, women's group leaders, and local community leaders. In addition, two focus group discussions (FGDs) were conducted, with each group comprising four women who handled substantial care responsibilities alongside either informal or formal income-generating activities. This intentional sampling approach ensured that the qualitative data captured diverse viewpoints on how unpaid care and domestic work (UCDW) affects women's daily routines and their socio-economic prospects.

3.7. Data Collection Instruments

To gather comprehensive data for this study, a mix of quantitative and qualitative research tools was used. These tools were designed to collect both numerical information and detailed stories, providing a complete understanding of how unpaid care and domestic work (UCDW) affects women's empowerment in Hatcliffe. Some of these tools include:

- i. **Structured Questionnaires:** A structured questionnaire was given to a stratified random sample of 50 women. This tool, based on validated time-use and gender-audit modules from the International Labour Organization (ILO, 2018) and UN Women (2020), first collected basic demographic information (age, marital status, household makeup, education, and job status). It then moved to a detailed time-use diary, asking respondents to report hours spent on specific care and domestic activities (childcare, eldercare, cooking, cleaning, and water collection) over 24 hours. Later sections quantified economic

involvement (distinguishing formal/informal work and income ranges) and educational engagement (highest level completed, current training, and perceived barriers). A final set of questions gathered information on existing support like family help, community childcare, or access to labor-saving technology, and women's views on their effectiveness.

- ii. **Focus Group Discussions (FDGs):** Two focus group discussions (FDGs) were held, each including four to six women who handle a lot of Unpaid Care and Domestic Work (UCDW) while also doing informal or formal work, or trying to get more education. A discussion guide, adapted from community research in similar places (Madziyire et al., 2020), was used. Participants were asked to describe a typical day, think about the choices they make between care, work, and study, and share how they cope, whether through family help, neighbor networks, or local self-help groups. The group setting helped create active discussions, uncovering shared norms, common challenges, and solutions that individual interviews might not have captured.
- iii. **Key Informant Interview (KII) Guides:** Key Informant Interviews (KIIs) were conducted with six individuals specifically chosen for their expertise in gender, community development, and the practical application of care work policies. This group included local leaders with direct knowledge of Hatcliffe society, representatives from gender-focused NGOs like WALPE, and leaders of women's groups. A semi-structured interview guide was used to explore their perspectives on UCDW at an institutional level, covering existing policies, support services, and gaps in how these are put into practice. These interviews brought to light expert opinions on the societal and economic effects of UCDW, along with suggestions for policy changes. According to Marshall & Rossman (2016), these key informant interviews were crucial for this study because they offered broader, macro-level insights that helped put the women's lived experiences, gathered through other methods, into context.

3.8. Data Analysis Techniques

The gathered data was analyzed to extract meaningful insights about how Unpaid Care and Domestic Work (UCDW) affects women's empowerment. For the quantitative data, descriptive and inferential statistical methods were used. This involved calculating frequency distributions and means, and performing regression and correlation tests.

Qualitative data, collected through interviews and focus group discussions, was analyzed using thematic analysis. This involved carefully reviewing the responses to identify recurring themes, patterns, and narratives, which provided a deeper understanding of women's real-life experiences with unpaid care and domestic work.

To improve the validity of the findings, a process of mapping was used. This involved comparing and combining the quantitative results with the qualitative insights. This method ensured a complete understanding of UCDW's effects, which in turn helped in creating practical policy recommendations and interventions to lessen the burden of unpaid care work on women.

3.9 Data Presentation, Interpretation, and Analysis Plan

The gathered data was processed, analyzed, and presented to offer insights into how Unpaid Care and Domestic Work (UCDW) affects the financial strengthening of women in Hatcliffe. A combined research approach was utilized, merging both quantitative and qualitative information to provide a thorough understanding of the research problem.

Quantitative data, which came from structured questionnaires, was analyzed using descriptive statistics to find patterns, relationships, and trends. Frequencies, percentages, and means were used to summarize details like participants' backgrounds, how much UCDW they do, and its effects on women and girls. Analytical statistics, such as correlation and regression analysis, were then employed to examine the relationship between UCDW and factors like women's engagement in formal employment, their earnings, and their educational opportunities.

Qualitative data from interviews and focus group discussions underwent thematic analysis. This involved a thorough review of the transcribed conversations. We then categorized responses to identify prominent, repeated subjects, trends, and stories that emerged from the women's experiences with UCDW. This analysis shed light on the many ways UCDW affects women's goals, economic activities, and overall ability to shape their own lives.

To enhance the reliability and validity of the research findings, the results from both the qualitative and quantitative analyses were compared. By integrating statistical trends with personal experiences, the study offered a comprehensive view of how Unpaid Care and Domestic Work (UCDW) impacts the socio-economic well-being of women and girls in Hatcliffe. The findings

were presented using tables, pie charts, graphs, and thematic discussions to ensure clear and effective communication of the results.

3.10. Data Validity

Validity refers to how accurately the research tools measure what they are supposed to measure. To improve validity, the following strategies were used:

- **Content Validity:** The research instruments, which included structured questionnaires, semi-structured interview guides, and focus group discussion guides, were developed based on existing studies concerning Unpaid Care and Domestic Work (UCDW) and its influence on women's empowerment.
- **Face Validity:** A pilot test was carried out with a small group of people from the Hatcliffe community. This was done to check if the questions in the study's tools were clear, relevant, and easy to understand.
- **Triangulation:** Using a mixed-method approach that included quantitative data, qualitative interviews, and focus group discussions helped improve validity. This was done by allowing the study's findings to be checked against multiple sources of information. This way of organizing the methods ensures that different views on Unpaid Care and Domestic Work (UCDW) and its effects are captured.

3.11. Data Reliability

Reliability means that research findings are consistent and dependable if the study were repeated in similar conditions. To ensure this, the research tools were pre-tested. Structured questionnaires, for instance, were pilot-tested with the help of a gender champion from WALPE, a women's organization, to check their consistency and clarity. Based on their feedback, adjustments were made to ensure the final tools would produce stable results. By doing this, the study made sure its findings are both valid and reliable, increasing their usefulness for policy recommendations and practical actions to address UCDW in Hatcliffe.

3.12. Pilot Testing

Pilot testing is a very important step to make sure research tools are reliable, valid, and work well before the main study begins. This study used a pilot test to check how clear, practical, and efficient its data collection tools were. These tools included structured questionnaires, interview guides, and

focus group discussion guides. The pilot test helped us find any problems respondents might have when answering questions.

The pilot test involved a small, representative group of women and girls from Hatcliffe. This test allowed the researcher to confirm that the questions were easy to understand, well-structured, and relevant to the study's goals. Based on the feedback, the research tools were adjusted, including redeveloping them in the local Shona language, to ensure they effectively collected the necessary data. The data gathered during the pilot test wasn't included in the final analysis. Instead, it was used to improve the research methods. This pilot study also helped figure out how much time data collection would likely take and brought to light any logistical issues that needed to be handled. By carrying out this pilot test, the study made the research tools more trustworthy and ensured the data collection process was accurate and reliable.

3.13. Ethical Considerations

Ethical considerations are crucial for maintaining the integrity, credibility, and respect for participants throughout any research. This study followed established ethical guidelines to safeguard the rights, dignity, and well-being of everyone involved. Before collecting any data, ethical approval was obtained from community members and women directly experiencing Unpaid Care and Domestic Work (UCDW). Informed consent was obtained from all participants, guaranteeing their full understanding of the study's aim, their involvement, and their right to voluntarily take part or withdraw without repercussions. Participants were assured of confidentiality and anonymity, meaning no personal identifying details would be disclosed in the results. To safeguard privacy, all responses were stored securely, accessible only to the researcher and approved personnel. The data was used, and will continue to be used, strictly for academic purposes and presented in a manner that protects participants' identities. The study also ensured cultural sensitivity by adhering to Hatcliffe's community beliefs and norms.

During interviews and focus group discussions, participants were allowed to express themselves freely, without any pressure. Their emotional well-being was a priority; the researcher was ready to offer referrals to support services if discussing personal experiences with unpaid care and domestic work caused any distress. Furthermore, this research followed principles of honesty and transparency, ensuring that data was accurately represented and findings were not twisted or

misunderstood. Any potential conflicts of interest were revealed, and all consulted sources were properly credited. By sticking to these ethical standards, the study aimed for a responsible and respectful research process that would lead to meaningful findings.

3.14. Summary of the chapter

This chapter has detailed the research methods employed to examine how Unpaid Care and Domestic Work (UCDW) influences women's empowerment in Hatcliffe. It began by introducing the pragmatic research paradigm, which integrates both qualitative and quantitative data. The selection of a mixed-methods research approach was clarified, highlighting its capacity to capture both statistical trends and personal experiences. Ultimately, the convergent parallel design was chosen to facilitate the simultaneous collection and analysis of both data types.

The chapter also described the study's population and sampling methods, explaining how participants were chosen to ensure they represented the group well and the findings would be reliable. The research tools, such as structured questionnaires, interviews, and focus group discussions, were then detailed for their role in gathering complete data. Finally, the chapter outlined how data would be presented, interpreted, and analyzed, explaining that both statistical and thematic methods would be used to reach meaningful conclusions.

Pilot testing was presented as a critical step for refining data collection tools to ensure their clarity, reliability, and feasibility before actual implementation. Additionally, ethical considerations were discussed, emphasizing the importance of informed consent, confidentiality, cultural sensitivity, and safeguarding participant well-being to uphold the study's integrity. This chapter, therefore, provides a structured framework for conducting the research, ensuring the methodology aligns with the study's objectives and questions. The subsequent chapter will then present and interpret the findings from the collected data.

CHAPTER 4: DATA PRESENTATION, INTERPRETATION, AND DISCUSSION OF RESEARCH FINDINGS

4.1 Introduction

This chapter analyzes and explains the information gathered about how UCDW (Unpaid Care and Domestic Work) impacts women's involvement in the economy in Hatcliffe High Density. It starts by describing the demographics of the participants and then presents the main quantitative findings for each objective. After that, it emphasizes the significant qualitative themes that emerged from interviews and focus group discussions. Lastly, it connects these findings to the study's goals and existing research.

4.2 Response Rate

Fifty structured questionnaires were distributed to women in Hatcliffe high density, with 46 successfully completed and sent back, resulting in an impressive 92% response rate. For the qualitative part of the study, all six planned key informant interviews and all eight women invited to the two focus group discussions participated, achieving a 100% participation rate. These high rates of response and participation significantly boost the credibility and representativeness of both the survey data and the insights gained from the qualitative research.

4.3 Demographic Characteristics of Respondents

This section outlines an overview of the key demographic characteristics of the 46 women who completed the survey and the 14 individuals who participated in the qualitative research (6 key informants and 8 focus group participants). It covers details like their age, marital status, education level, employment situation, and the makeup of their households.

Age Distribution

Most of the 46 women who completed the survey were between 25 and 34 years old, making up 54% of respondents. A smaller portion, 20%, were aged 18–24, while 17% fell into the 35–44 age bracket, and the remaining 9% were 45 or older. The key informants had a broader age range, from 30 to 55 years, and participants in the focus group discussions were between 22 and 50 years old.

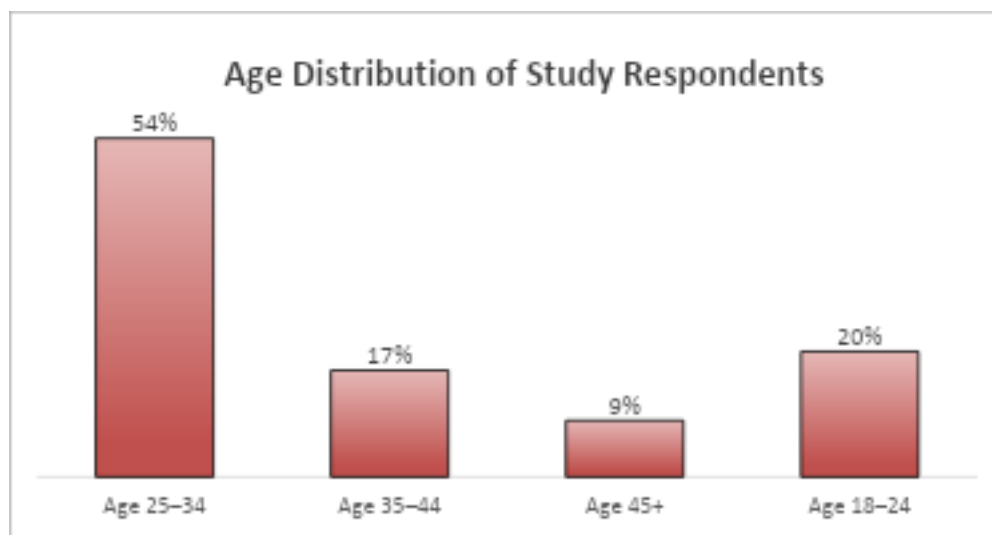


Figure 4. 1: A bar graph showing the age distribution of respondents from Hatcliffe

Marital Status

More than half of the survey respondents, 54%, were either married or cohabiting. Single women made up 30%, widowed women accounted for 11%, and 5% were divorced. Interestingly, all six key informants were married, which aligns with their community leadership roles. Among the focus group participants, there was a mix, with five married women and three single women.

Educational Attainment

Data from the household survey indicates varying levels of educational attainment among the women surveyed. Thirty-seven percent had completed secondary school, while 28% had some secondary education. Twenty-two percent reported only primary education, and 13% possessed post-secondary or vocational qualifications. Among the key informants, a higher educational profile was observed, with five holding tertiary diplomas or degrees and one having completed secondary school. The educational distribution among the focus group discussion participants closely resembled that of the broader sample, with half having completed secondary education and the other half possessing only primary-level education.

Employment Status

Data concerning the employment status of the survey respondents showed that only 19% were in formal employment, while 33% reported engaging in informal or casual work. A substantial 48% were not employed outside the home, primarily focusing on unpaid care and domestic responsibilities. In contrast, all key informants held formal or semi-formal roles, such as NGO staff, local council members, or group leaders. Among the FGD participants, employment varied, with two formally employed, three involved in informal income-generating projects, and three exclusively occupied with household duties.

Household Composition

On average, survey respondents resided in households of six members, with household sizes ranging from three to ten individuals. Children under 18 were present in a significant 83% of these homes. Housing tenure was primarily rental (68%), with the remaining households being owner-occupied. Key informants generally reported smaller household sizes, typically between three and five members, which aligns with their more stable housing tenure. In contrast, focus group

discussion participants lived in medium-sized households, with an average of five to seven members.

Summary Table

Table 14.1: A table summarizing all demographic characteristics of respondents

Characteristic	Survey (%)	KIIs (n = 6)	FGDs (n = 8)
Age 18–24	20	0	1
Age 25–34	54	2	3
Age 35–44	17	3	2
Age 45+	9	1	2
Married/Cohabiting	54	6	5
Single	30	0	3
Completed Secondary	37	5	4
Post-secondary/Vocational	13	5	0
Formal Employment	19	6	2
Not Employed	48	0	3
Average Household Size	6 people	4 people	6 people
Children in Household	83	0	8 (all)

This demographic overview is crucial for understanding how domestic work and unpaid care interacts with women's employment, educational attainment, and overall socio-economic empowerment within the Hatcliffe community.

4.4 Results of Objective 1: To assess the extent to which UCDW limits women's participation in formal employment in Hatcliffe High-Density Suburb.

Quantitative Findings

Analysis of survey data from 46 respondents in Hatcliffe high-density suburb highlights a significant pattern: a large percentage of women are primarily involved in unpaid care and

domestic work, which negatively impacts their ability to secure formal employment. Specifically, 48% of the women surveyed identified as full-time caregivers with no formal job, while 33% were in informal employment, and a mere 19% held formal employment positions.

These results suggest that nearly half of the women in this area are prevented from entering the formal labor market due to the extensive demands of unpaid care responsibilities. This observation is consistent with broader trends in Zimbabwe, where domestic work and unpaid care are known to significantly reduce the time women have available for income-generating activities, thereby hindering their prospects for formal employment.

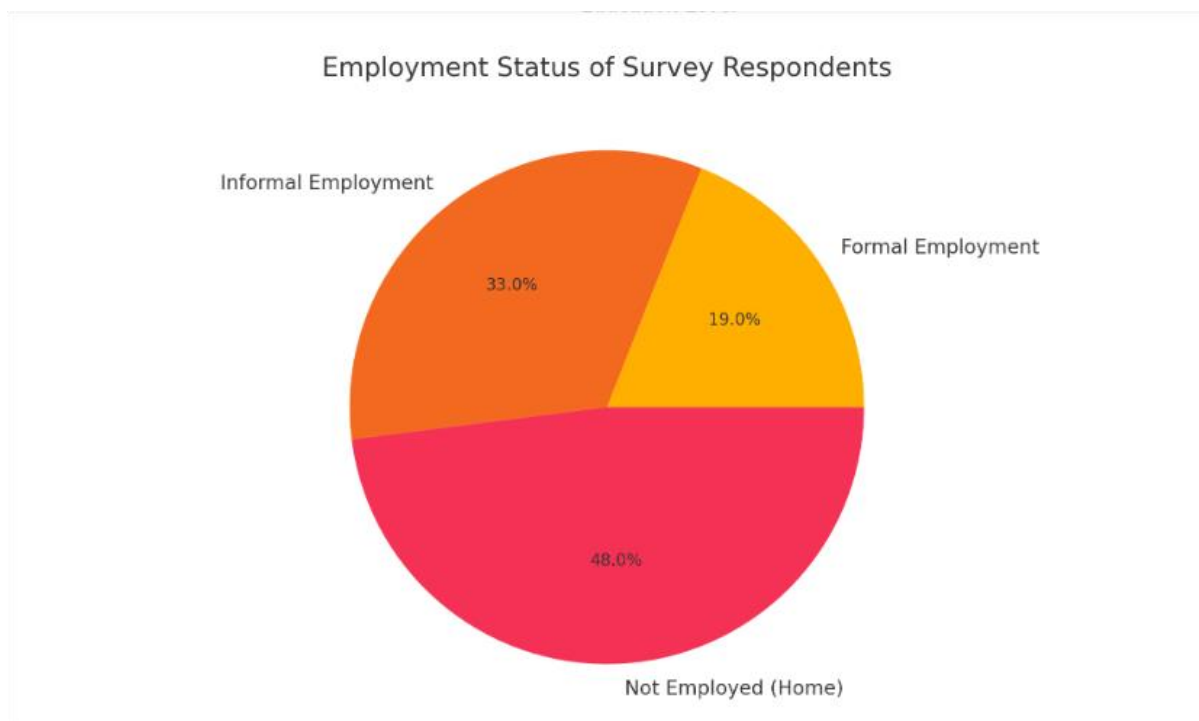


Figure 4.2: A pie chart showing the employment status of respondents from Hatcliffe

Qualitative Findings

Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) provided greater insights into how Unpaid Care and Domestic Work (UCDW) significantly limits women's formal employment opportunities. Respondents consistently shared that the extensive time required for caregiving tasks leaves little to no opportunity for formal employment, as exemplified by one FGD participant stating, "I have to take care of my children and elderly parents; by the time I'm done, it's too late to look for work." The absence of affordable childcare and eldercare services

was identified as a critical barrier, forcing women to remain at home, with another respondent noting, "Even if I find a job, who will look after my children? There's no one else." This issue is further compounded by prevailing cultural norms that often dictate women should prioritize domestic responsibilities over employment.

"In our community, a good woman is one who takes care of her home, not one who works outside," a community leader explained.

These qualitative insights emphasize the complex challenges that unpaid care and domestic work create for women seeking formal employment in Hatcliffe. The data clearly shows that these responsibilities significantly restrict women's involvement in the formal workforce within Hatcliffe high-density suburb. To tackle this issue effectively, a multi-pronged approach is necessary. This includes providing essential support services, educating the community to change existing societal norms, and implementing policy interventions that acknowledge and redistribute unpaid care responsibilities.

4.5 Results of Objective 2: Exploring the Relationship Between Unpaid Care and Domestic Work (UCDW) and Women's Access to Education in Hatcliffe

Quantitative Findings

A survey of 50 women in Hatcliffe High-Density Suburb yielded important insights into the impact of Unpaid Care and Domestic Work (UCDW) on their educational attainment. The findings strongly suggest that caregiving responsibilities are the primary obstacle preventing women in Hatcliffe from furthering their education.

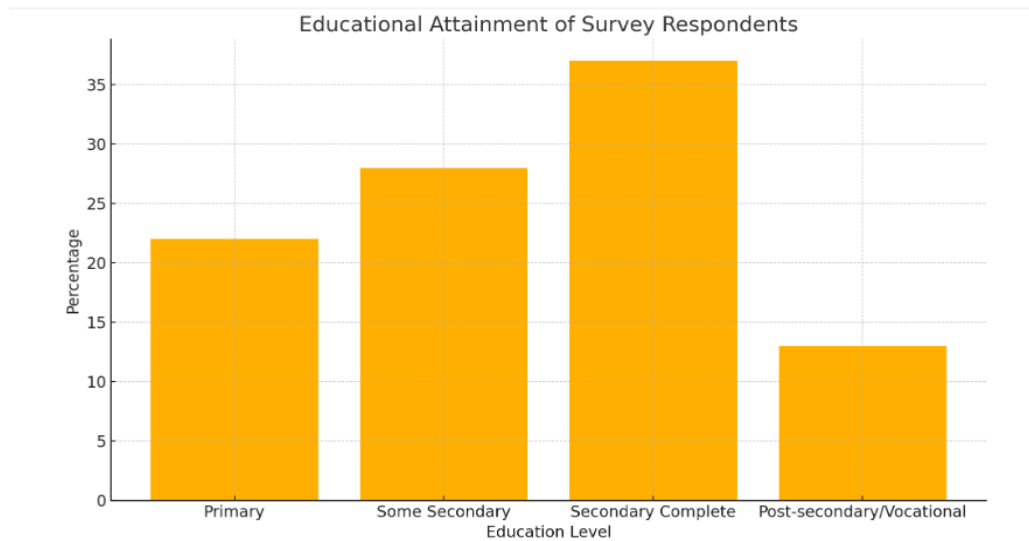


Figure 4.3: A graph showing educational attainment of respondents in Hatcliffe

Qualitative Insights

The collected data definitively demonstrates that unpaid care and domestic work (UCDW) significantly impedes women's educational opportunities in Hatcliffe, a finding consistent with national trends in Zimbabwe where women and girls disproportionately shoulder unpaid care burdens, thus limiting their engagement in education and other developmental activities. Further insights from Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) elucidated the specific impacts of UCDW on women's education, with respondents citing caregiving responsibilities (50%), financial constraints (33%), and early marriage or unplanned pregnancies (17%) as the primary reasons for discontinuing their education. These factors collectively highlight the complex challenges individuals face in pursuing education, which stem from family obligations, economic hardship, and prevailing societal expectations.

"I had to drop out of school to take care of my younger siblings when my mother fell ill. There was no one else to look after them," shared a 28-year-old participant.

"There are no affordable childcare facilities in our area. Without someone to help at home, continuing education becomes impossible," noted a local community leader.

"In our culture, it's expected that girls handle household chores. Education is often seen as secondary," explained a woman leader from a women's fellowship

These accounts collectively demonstrate the complex obstacles women face in accessing education, specifically highlighting the lack of sufficient time, inadequate support infrastructure, and deeply entrenched societal norms.

4.6 Results of Objective 3: Strategies and Recommendations for Reducing the Drudgery of Unpaid Care and Domestic Work (UCDW) on Women and Girls in Hatcliffe

This section outlines strategies and recommendations developed to ease the risk of Unpaid Care and Domestic Work (UCDW) on women and girls in Hatcliffe. Drawing from both quantitative and qualitative data collected from 46 respondents through focus groups, key informant interviews, and structured questionnaires, the study identifies community-driven solutions and policy interventions designed to enhance women's socio-economic enhancement by addressing UCDW-related challenges. The primary objective was to understand local perspectives on existing policy gaps and to propose practical recommendations for promoting women's socio-economic empowerment.

A significant finding was that approximately 78% of respondents strongly advocated for the establishment of easily accessible and affordably priced childcare facilities within the community. Participants consistently highlighted that the absence of such services directly prevents women from engaging in income-generating activities. As one female participant noted during the focus group discussions, *"If there were crèches here, even if they were just for half a day, it would make a huge difference. Then we could do something else, even just piece jobs."*

"Most of us are stuck at home with children. If there were safe and affordable creches, even just one run by the community, many women would go to work or join training programs." said one respondent

The promotion of labor and time-saving technologies emerged as another highly endorsed recommendation, supported by 65% of respondents. This encompassed gain to innovations such as solar energy, fuel-efficient stoves, and borehole water. Respondents indicated that significant amounts of time in Hatcliffe are currently dedicated to tasks like fetching firewood or water. A 42-

year-old participant exemplified this, stating: "We spend hours every day just looking for firewood or queuing for water at the communal borehole. If we had solar or boreholes closer, we could use that time to do something productive, like making crafts to sell."

Key informant interviews and focus groups also highlighted the necessity of extensive public awareness initiatives that question gender stereotypes and promote the redistribution of caregiving duties within families. According to an official of a local women's organization:

"Policymakers must push for male involvement in unpaid care work. Without changing attitudes at the household level, programs won't be sustainable."

Additionally, 54% of respondents emphasized the importance of including Unpaid Care and Domestic Work (UCDW) principles into local government arrangements, suggesting a prioritization of care infrastructure like clinics, communal kitchens, and laundry rooms in urban development initiatives. Furthermore, several respondents proposed that subsidies and cash transfer programs for low-income women providing care could alleviate poverty and facilitate economic advancement. Collectively, these findings underscore the necessity of community-driven and gender-sensitive policy responses, recognizing that local women possess valuable insights into their challenges and offer effective suggestions for reducing UCDW obligations to enhance their socioeconomic standing.

4.7 Discussion

This section offers a critical examination of the research findings on unpaid care and domestic work (UCDW) among women in Hatcliffe, comparing them to existing literature to identify both consistencies and differences.

The results from Hatcliffe echo broader patterns seen across Sub-Saharan Africa. For instance, a 2024 study by UN Women Africa shows that Zimbabwean women spend, on average, 25.9 hours weekly on unpaid care for young children and sick adults, much more than the 16.1 hours men spend. This difference highlights how **unpaid care and domestic work (UCDW)** disproportionately burdens women, limiting their involvement in the economy. Likewise, the International Labour Organization (ILO) reported in 2018 that roughly 708 million women globally are out of the workforce due to caregiving duties, emphasizing the global reach of this problem.



Figure 4.4: A picture of a woman from Hatcliffe performing household chores- Source (Field Work)

While the Hatcliffe study largely matches many regional findings, some key differences stand out. For instance, in Rwanda, local efforts have begun to challenge traditional gender roles, leading to a more even sharing of care work. A survey in eight Rwandan districts showed that community involvement and awareness programs significantly cut down the time women spent on unpaid care (UN Women Africa, 2024). In sharp contrast, Hatcliffe is experiencing slower progress, with deeply ingrained cultural norms still largely assigning household duties to women.

Socioeconomic status significantly influences the adoption of progressive gender norms, with communities possessing greater access to resources and education being more inclined to embrace them. Research by WALPE in 2024 indicates that the effectiveness of policy implementation

varies regionally, contingent upon governmental commitment and resource allocation. Furthermore, the extent of community awareness and engagement in addressing gender roles can impact the distribution of care work. In Hatcliffe, the limited exposure to gender sensitization programs largely contributes to the perpetuation of traditional norms.

These findings highlight the need for specific interventions in Hatcliffe. Reducing the burden of UCDW on women and girls requires improving access to essential resources like water, energy, and childcare facilities. Crucially, community-based programs designed to challenge and reshape traditional gender norms are vital. Moreover, it is imperative to ensure the effective implementation and consistent monitoring of policies that acknowledge and facilitate the redistribution of unpaid care work.

4.8 Summary

Quantitative data revealed that a substantial proportion of respondents dedicate extensive hours to unpaid care tasks, including childcare, eldercare, and general household chores, a commitment significantly higher than that of men and boys. This substantial time expenditure severely restricts their opportunities for formal employment, educational pursuits, and engagement in community activities. Furthermore, qualitative insights illuminated the considerable emotional and physical burden of UCDW, with numerous women reporting feelings of exhaustion and stress stemming from the relentless nature of these responsibilities.

The study's findings confirm what a lot of global research already shows: women carry a much heavier load of unpaid care work and this hurts their health, finances, and overall quality of life. In Zimbabwe, this issue is compounded by deeply rooted gender norms and insufficient public services, which further entrench systemic inequalities. To address these challenges, the subsequent chapter will propose implementing policies that acknowledge, reduce, and redistribute unpaid care work. It will also recommend investing in social infrastructure, such as childcare facilities and improved water supply systems, alongside fostering community-based programs designed to challenge traditional gender roles. These interventions are important for improving gender equality and enabling women and girls in Hatcliffe to actively participate in economic activities.

CHAPTER 5: SUMMARY OF RESEARCH FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter sums up the research findings and presents the conclusions from the data presented in Chapter 4. It also outlines strategies and recommendations that align with the study's objectives. The chapter focuses on the major issues identified during the investigation and its impact on the socio-economic empowerment of women in Hatcliffe high-density Suburb. Specifically, the study aimed to assess how UCDW restricts women's involvement in formal employment, explore its

effect on their access to education, and propose relevant strategies to reduce the risk of unpaid care work and foster gender equity in socio-economic development.

5.2 Summary of Findings

Regarding Objective 1 (UCDW and formal employment), the quantitative survey revealed that a significant number of women in Hatcliffe identified their unpaid care and domestic chores as the primary obstacle to securing full-time formal work. For example, most respondents indicated they opted for informal or part-time jobs that could accommodate their household responsibilities. Interviews further supported this, with women describing how routine tasks like fetching water, cooking, cleaning, and childcare consumed the majority of their waking hours, leaving "no time for market work." These local findings align with broader evidence suggesting that unpaid domestic work "reduces the time women have available for productive work, adversely impacting their prospects for formal employment" (Oxfam, 2019). Practically, many respondents noted that despite their willingness to work, caregiving responsibilities compelled them into lower-paying or casual employment, effectively restricting their participation in the formal labor force.

Regarding Objective 2 (UCDW and access to education), the analysis revealed a clear correlation between heavier care burdens and lower educational attainment. The survey indicated that women and girls dedicating more hours to domestic chores generally had fewer years of schooling and were more likely to have left school prematurely. Qualitative data further corroborated this, with young women frequently citing childcare and household chores as reasons for dropping out of or forgoing adult education and vocational training. Respondents explained directly resulted in missed classes and limited study time. These insights are consistent with national studies in Zimbabwe demonstrating that UCDW "significantly hinders women and girls from pursuing education and career opportunities," thereby restricting their both education and subsequent economic advantage. In summary, the findings suggest that the substantial unpaid workload prevents many women residing in the low-density Hatcliffe suburbs from acquiring the essential skills and qualifications necessary to improve their socioeconomic status.

When addressing Objective 3 (strategies and recommendations), both respondents and existing literature underscore the importance of systemic interventions. Locally, women proposed enhanced infrastructure and services to alleviate caregiving responsibilities. For example, an

Oxfam-supported piped-water project in Hatcliffe significantly reduced water-collection time, with 84% of households reporting a travel distance of 500 meters or less to fetch water after new tap installations. This type of intervention was widely recognized as freeing up hours for income-generating activities. Interviewees also advocated for community childcare centers, flexible school hours, and training in efficient cooking and cleaning technologies. These suggestions align with broader policy guidance that governments should "recognize, reduce, and redistribute". Experts note that when childcare is subsidized, leave is paid, and schedules are flexible, men's and women's employment outcomes become more equitable. In summary, the findings support recommendations for gender-responsive budgeting and social policies, ranging from time-saving infrastructure to subsidized childcare, which can mitigate the arduous nature of UCDW and enable women to pursue education and formal work opportunities.

5.3 Conclusion

This study investigated how (UCDW) shapes women's socio-economic empowerment in Hatcliffe High-Density Suburb. It specifically focused on three main areas: their access to education, and effective strategies to reduce UCDW burdens. The findings indicate that (UCDW) significantly restricts women's engagement in formal employment. Many women in Hatcliffe are compelled to accept low-paying, informal jobs due to the substantial time demands of care responsibilities, including child-rearing, cooking, cleaning, and fetching water. This not only limits their potential for income generation but also increases the circle of economic dependency and gender inequality. These results are consistent with both global and regional studies that demonstrate an inverse relationship between extensive care responsibilities and women's included in the labor market (ILO, 2018; UN Women, 2020).

Moreover, the research indicated that UCDW negatively impacts women's and girls' gain to education. A significant number of participants reported discontinuing their schooling or being unable to pursue further training because of demanding household duties. This compromises their ability to achieve higher qualifications, consequently affecting their future employment prospects and economic standing. This finding is consistent with similar studies in sub-Saharan Africa, which emphasize that the load of domestic work disproportionately affects girls' educational outcomes (Chopra, 2017).

The study also pinpointed crucial strategies for alleviating the burden of UCDW. Participants and key informants recommended implementing gender-responsive policies, such as improving infrastructure (e.g., access to water and energy), establishing community-based childcare centers, and increasing public investment in social care services. These suggestions align with the "Three Rs" framework—recognize, reduce, and redistribute unpaid care work—advocated by organizations like Oxfam and UN Women (2019), and hold the potential to advance gender equality and economically empower women.

In conclusion, (UCDW) remains a significant impediment to women's empowerment in Hatcliffe. Without specific interventions, undermining their access to formal employment and education. Addressing this issue is not merely a matter of gender justice but is also essential for achieving inclusive socio-economic development.

5.4 Recommendations

Using the study's findings and conclusions regarding the effect of unpaid care and domestic work on women's socio-economic empowerment in Hatcliffe High-Density Suburb, several targeted and actionable recommendations are proposed for policymakers, community leaders, and development practitioners. These recommendations include:

- i. **Investment in Community-Based Childcare Services:** The Government of Zimbabwe and local authorities should prioritize the establishment of affordable and accessible childcare centers within the Hatcliffe community. This initiative would enable women to pursue employment and education with the assurance that their children are in a safe environment. Such facilities could be managed through public-private partnerships or by empowering local women's groups, which would also generate employment opportunities within the care sector itself.
- ii. **Improved Access to Basic Infrastructure:** Improved infrastructure is crucial, as 70% of respondents (35 individuals) highlighted its importance. Unpaid care burdens are often exacerbated by limited access to clean water, energy, and transportation. Therefore, investments in infrastructure, particularly safe and clean water sources, reliable electricity, and safe roads, would reduce the time women spend on household chores like fetching

water or cooking with firewood. This, in turn, would free up their time for income-generating and educational activities.

- iii. **Integrate UCDW into National Development and Gender Policies:** Improved infrastructure is crucial, as 70% of respondents (35 individuals) highlighted its importance. Unpaid care burdens are often exacerbated by limited access to clean water, energy, and transportation. Therefore, investments in infrastructure, particularly safe and clean water sources, reliable electricity, and safe roads, would reduce the time women spend on household chores like fetching water or cooking with firewood. This, in turn, would free up their time for income-generating and educational activities.
- iv. **Promote Gender-Responsive Education and Training:** Women and girls in Hatcliffe require access to flexible educational opportunities, such as vocational training, evening classes, and online learning platforms, that can accommodate their existing care responsibilities. (CSOs) and (CBOs) should prioritize scholarships and outreach programs specifically for women to promote educational equity.
- v. **Encourage Male Involvement in Care Work:** Community awareness campaigns, such as the #We Care for Her Equality project by WALPE, should be launched to challenge traditional gender norms and promote the redistribution of household responsibilities between men and women. Involving men and boys in discussions about domestic duties can foster more equitable sharing of UCDW. Religious institutions, schools, and community leaders can play a crucial role in reshaping societal attitudes toward domestic labor.
- vi. **Support Local Women's Empowerment Initiatives:** (NGOs (CBOs), and establishment of partners should support community-led projects focused on economically and socially empowering women. This involves offering seed capital, skills training, and mentorship to help women establish and expand their own businesses while effectively managing their domestic responsibilities.

Monitor and Evaluate Interventions on UCDW: Any program or policy designed to reduce unpaid care work should incorporate mechanisms for regular monitoring and impact evaluation.

This will facilitate tracking progress, identifying shortcomings, and ensuring that strategies effectively address this in communities such as Hatcliffe.

Implementing these recommendations will enable stakeholders to make a meaningful contribution towards addressing the "Three Rs" of unpaid care work (recognizing, reducing, and redistributing). This, in turn, will promote the comprehensive socio-economic empowerment of women in Hatcliffe and in similar contexts across Zimbabwe.

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APPENDICES

Appendix A: Structured Questionnaire

I am Mahupa Takunda, a fourth-year student at Bindura University of Science Education doing a Bachelor of Science Honours Degree in Development Studies and Geosciences. It is a prerequisite for final-year students to undertake a research project, and I am researching *Hatcliffe Women's Socio-Economic Empowerment: Exploring the Effects of Unpaid Care and Domestic Work*. I am appealing for your assistance, contributions, and relevant information regarding the study. The aim is to understand how unpaid care and domestic work (UCDW) is affecting the community, particularly women's participation in economic activities. Responses will be strictly presented privately and confidential to pursue academic fulfillment.

SECTION A: DEMOGRAPHIC INFORMATION *(Please tick where applicable)*

1. Age:
☐ Below 18 ☐ 18–25 ☐ 26–35 ☐ 36–45 ☐ 46 and above
2. Marital Status:
☐ Single ☐ Married ☐ Divorced ☐ Widowed ☐ Separated
3. Level of Education:
☐ No formal education ☐ Primary ☐ Secondary ☐ Tertiary ☐ Vocational Training
4. Employment Status:
☐ Unemployed ☐ Self-employed ☐ Informal sector ☐ Formal employment ☐ Student
5. Number of Children/Dependents: _____

SECTION B: UNPAID CARE AND DOMESTIC WORK (UCDW)

1. On average, how many hours per day do you spend on the following tasks?

Cooking: _____ hours

Cleaning: _____ hours

Childcare: _____ hours

Elder care or caring for sick/disabled persons: _____ hours

Collecting water/firewood: _____ hours

Other (please specify): _____

2. Who else supports you in performing these tasks?

☐ No one ☐ Spouse/partner ☐ Children ☐ Relatives ☐ Paid domestic helper

3. Do you think your unpaid domestic work is recognized by your family/community?

☐ Yes ☐ No ☐ Not sure

4. Has UCDW ever prevented you from accepting paid work or formal employment?

☐ Yes ☐ No

If yes, please explain briefly:

SECTION C: ECONOMIC PARTICIPATION AND EMPOWERMENT *(Please tick where applicable)*

1. Are you currently engaged in any income-generating activity?

☐ Yes ☐ No

2. If no, is your inability to participate economically related to domestic responsibilities?

☐ Yes ☐ No

3. Do you have control over how household income is spent?

☐ Yes ☐ No ☐ Shared decision-making

4. Do you have access to any economic resources, such as credit, land, or savings?

☐ Yes ☐ No

5. Would you participate more in formal or paid employment if UCDW was reduced?

☐ Yes ☐ No ☐ Maybe

SECTION D: EDUCATION AND SKILLS DEVELOPMENT *(Please tick where applicable)*

1. Have your unpaid care duties ever prevented you from pursuing education or training?

☐ Yes ☐ No

2. Would you be interested in attending educational or vocational training if you had more time?

☐ Yes ☐ No

3. Have you received any support (e.g., daycare, community help) to free up your time for education or training?

☐ Yes ☐ No

SECTION E: STRATEGIES AND RECOMMENDATIONS *(Please tick where applicable)*

1. Do you know of any community services or NGOs that support women with domestic work?

☐ Yes ☐ No

If yes, please specify: _____

2. What kind of support would help reduce your unpaid care burden? (Tick all that apply)

☐ Free daycare services

☐ Community water access

☐ Paid family leave

☐ Domestic help

☐ Public awareness campaigns

☐ Male involvement in domestic work

☐ Others (please specify): _____

3. In your opinion, what should the government or local leaders do to reduce women's unpaid care burden?

END OF QUESTIONNAIRE. THANK YOU!!

Appendix B: Key Informant Interview Guide

I am Mahupa Takunda, E, a fourth-year student at Bindura University of Science Education doing a Bachelor of Science Honours Degree in Development Studies and Geosciences. It is a pre-requisite for final-year students to undertake a research project and I am researching *Hatcliffe Women's Socio-Economic Empowerment: Exploring the Effects of Unpaid Care and Domestic Work*. I am appealing for your assistance, contributions, and relevant information regarding the study. The aim is to understand how Unpaid Care and Domestic Work (UCDW) is affecting the community, particularly women's participation in economic activities. Your insights as a community leader/NGO worker/local employer are vital. Please note that responses will be kept confidential and used strictly for academic purposes.

SECTION A: GENERAL OBSERVATIONS ON UCDW

1. From your perspective, what are the most common types of unpaid care and domestic work that women in Hatcliffe perform daily?
2. How would you describe the community's perception of women's unpaid domestic roles?
3. Do you think this work is valued or acknowledged in economic or social terms? Why or why not?
4. In your opinion, how does unpaid care work limit women's participation in formal employment or income-generating activities in Hatcliffe?
5. Have you observed any differences between women who have support with UCDW and those who don't, in terms of economic outcomes?
6. What roles do men or other household members play in supporting or sharing unpaid care work?
7. How does unpaid care work affect young women's access to education or vocational training opportunities in the community?
8. Are there any programs or interventions aimed at helping women and girls manage both care responsibilities and education or training?
9. What kind of support (institutional, governmental, community-based) do you think would be most effective in promoting women's empowerment in this context?
10. How can local or national policymakers better address unpaid care work in their development planning?
11. Is there anything else you would like to add regarding how unpaid care work affects women's lives and potential in Hatcliffe?

END OF INTERVIEW GUIDE. THANK YOU!!

Appendix C: Focus Group Discussion Guide

I am Mahupa Takunda, E, a fourth-year student at Bindura University of Science Education doing a Bachelor of Science Honours Degree in Development Studies and Geosciences. It is a pre-requisite for final-year students to undertake a research project and I am researching *Hatcliffe Women's Socio-Economic Empowerment: Exploring the Effects of Unpaid Care and Domestic Work*. I am appealing for your assistance, contributions, and relevant information regarding the study. The aim is to understand how Unpaid Care and Domestic Work (UCDW) is affecting the community, particularly women's participation in economic activities. Responses from the discussion will be strictly presented privately and confidential to pursue academic fulfillment. Each discussion will last about 60–90 minutes. Please speak freely and respect everyone's chance to share.

SECTION A: UNDERSTANDING UCDW IN DAILY LIFE

1. What types of unpaid care and domestic work do you usually do in your household (e.g., cooking, childcare, cleaning, caring for the sick or elderly)?
2. How many hours a day do you typically spend on these tasks?
3. How do you feel about the distribution of these responsibilities in your home? Is the workload shared with other family members?

SECTION B: EFFECTS ON EMPLOYMENT

1. How does unpaid care work affect your ability to take up formal or informal employment?
2. Have you ever had to turn down a job or income-generating opportunity because of care responsibilities?
3. What types of work would you like to do if you had more support with domestic responsibilities?

SECTION C: EFFECTS ON EDUCATION AND TRAINING

1. Have your care responsibilities ever affected your ability to attend school, vocational training, or community programs?
2. Do you know other women or girls in Hatcliffe whose education or training was interrupted because of unpaid care work?

SECTION D: SUPPORT SYSTEMS AND COMMUNITY RESPONSES

1. What kind of help (if any) do you receive with domestic work? (e.g., from spouse, children, extended family, neighbors)
2. Are there community services or programs that support women with their unpaid care work?

SECTION E: SOLUTIONS AND RECOMMENDATIONS

1. What changes would make it easier for you to balance unpaid care work with other responsibilities or opportunities?
2. What do you think local leaders, NGOs, or the government should do to support women in Hatcliffe with regard to unpaid care work?
3. Is there anything else you would like to share about your experiences with unpaid care work or how it could be improved in the community?

Facilitator Notes:

- Ensure that participants are selected to reflect diversity in age, marital status, employment, and educational background.
- Use probing questions to encourage deeper reflection and discussion.
- Capture direct quotes where possible for use in qualitative analysis.

THANK YOU!!

APPENDIX D: APPROVAL LETTER

SCHOOL OF GEOLOGICAL SCIENCES, DISASTER & DEVELOPMENT
SUSTAINABLE DEVELOPMENT DEPARTMENT



BINDURA, ZIMBABWE
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BINDURA UNIVERSITY OF SCIENCE EDUCATION

CHAIRPERSON'S OFFICE

Thursday 03 April 2025

TO WHO IT MAY CONCERN

Dear Sir or Madam


RE: RESEARCH SUPPORT LETTER FOR SUSTAINABLE DEVELOPMENT STUDENT

I am writing on behalf of the Sustainable Development Department requesting your collaboration on the research of our fourth-year student, TAKUNDA ESMA MAHUPA REGISTRATION NUMBER B210964B.

The student is studying for a 4-year Bachelor of Science (Honours) Degree in Development Studies (HBSc.DG). During the fourth year of study, students are required to do field research which require them to do their data collection for research purposes.

We will be highly obliged to furnish you with additional information about the research project if our request meets your favorable consideration.

Yours faithfully,


Dr. J. Bowora
(Chairperson)

CHAIRMAN
GEOGRAPHY DEPARTMENT
FACULTY OF SCIENCE

