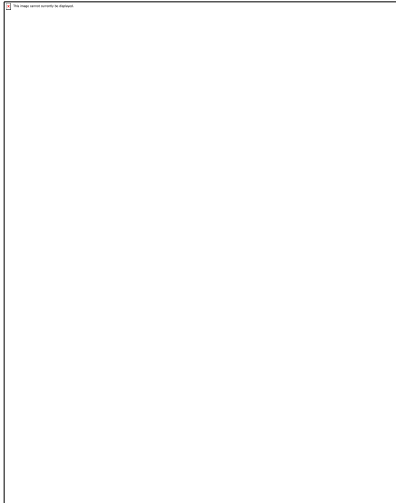**BINDURA UNIVERSITY OF SCIENCE EDUCATION**

FACULTY OF SCIENCE AND ENGINEERING

DEPARTMENT OF SUSTAINABLE DEVELOPMENT

Assessing measures of tackling problems faced by young women at workplaces the case study of Chitungwiza Zengeza 1 ward 7

BY

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A PROJECT SUBMITTED TO BINDURA UNIVERSITY OF SCIENCE AND EDUCATION IN PARTIAL FULFILMENT OF THE REQUIREMENTS OF BACHELOR OF SCIENCE AND EDUCATION HONOURS DEGREE IN DEVELOPMENT STUDIES

RELEASE FORM

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The undersigned certify that they have read and recommended to Bindura University of Science Education for acceptance a research entitled,

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Submitted by Primrose Gumbi in partial fulfilment of Bachelor of Science Education Degree in Development Studies

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DECLARATION

I, Primrose Gumbi the undersigned, affirm that the dissertation I have submitted is my original work and has not been previously submitted for evaluation or credit at any institution. Furthermore, I attest that all sources I have utilized in the creation of this paper have been properly cited and referenced in their entirety.

Signed……………………………………………………….

DEDICATION

This undergraduate research is dedicated to my beloved family members and cherished friends, whose unwavering support and encouragement have been invaluable throughout this journey of learning and discovery.

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I thank God, the Almighty for granting me the opportunity for this study. I also thank my family for their love, financial and moral support throughout the period for this research.

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Abstract

This dissertation presents a study on the assessment of measures aimed at tackling the challenges faced by young women in the workplace, focusing on Chitungwiza, specifically in Zengeza 1 Ward 7, Zimbabwe. The research explores the unique obstacles and barriers encountered by young women in the workplace and evaluates the effectiveness of existing measures in addressing these challenges. The study adopts a qualitative research approach, utilizing in-depth interviews, surveys, and data analysis to gather insights from young women working in various sectors in Zengeza 1 Ward 7. The research seeks to identify common issues faced by young women, such as gender bias, lack of mentorship opportunities, limited access to training and development programs, and inadequate workplace policies that hinder their professional growth and advancement. Through the analysis of empirical data and case studies, the dissertation aims to evaluate the impact of current measures implemented to support young women in the workplace in Zengeza 1 Ward 7. The study also seeks to identify best practices and successful strategies that have effectively addressed the challenges faced by young women in the local context. The findings of this research provide valuable insights into the specific issues faced by young women in the workplace in Chitungwiza, Zengeza 1 Ward 7. The dissertation proposes recommendations for improving the working conditions and promoting gender equality for young women, including the development of tailored mentorship programs, the implementation of inclusive workplace policies, and the provision of training opportunities to enhance their skills and capabilities. By highlighting the experiences and perspectives of young women in the workplace in Chitungwiza, this study contributes to the existing literature on gender equality and women's empowerment. The research findings have implications for policy development, organizational practices, and community initiatives aimed at creating a more inclusive and supportive work environment for young women in Zengeza 1 Ward 7 and beyond. Overall, this dissertation aims to provide a comprehensive assessment of measures to tackle the problems faced by young women in the workplace, with a specific focus on Chitungwiza, Zengeza 1 Ward 7 and offers practical recommendations for promoting gender equity and empowering young women in the professional sphere

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ACRONYMS

AIDS -   Acquired immunodeficiency syndrome

SADC -   Southern African Development Coordination Community

UN -   United Nations

UNFPA-   United Nations Population Fund

STEM -   Science, Technology, Engineering, and Mathematics

UNICEF -   United Nations International Children's Emergency Fund

NGOs-   Non-Profit Governmental Organizations

ILO -   International Labor Organization

UNDP -   United Nations Development Program me

Contents

CHAPTER ONE

GENERAL OVERVIEW OF THE STUDY

1.INTRODUCTION

Globally, there has long been concern about gender equality in the workplace, with an increasing amount of attention going toward the unique difficulties that young women have in a variety of professional contexts. In Zimbabwe, specifically in Chitungwiza, young women frequently face severe problems that impede their ability to advance professionally and realize their full potential in the workplace. The purpose of this study is to evaluate the strategies used to address these issues and enhance the working circumstances for young women in Chitungwiza, particularly in the Zengeza 1 neighborhood. Zimbabwe's most well-known residential neighborhood, Chitungwiza, is renowned for its diversified population. Although there have been advancements in a number of areas recently to support women's empowerment and gender equality, there remains attention must still be paid to the problems that young women encounter in the workplace. A number of factors, including gender bias, a dearth of mentorship opportunities, restricted access to programs for training and development, and insufficient workplace policies, can make it difficult for young women to advance in their careers. This study is to investigate prospective solutions to enhance the working conditions of young women and to provide a localized perspective on the policies now in place to help them in the workplace. It does this by concentrating on the Zengeza 1 region of Chitungwiza. This project aims to identify best practices, highlight success stories, and provide recommendations for tackling the particular difficulties encountered by young women in Chitungwiza through in-depth interviews, surveys, and data analysis. In general, this thesis aims to contribute to the objective of gender equality and women's empowerment in Chitungwiza and beyond by expanding our knowledge of the difficulties encountered by young women in the job and offering helpful suggestions for resolving these problems.

1.1 Background of the study

One in three women in Zimbabwe experience sexual and gender-based violence, which is an extremely high proportion. The entrenched patriarchy, religious doctrine, and harmful customs all contribute to the ongoing enslavement of women in all walks of life. Women confront several obstacles in political arenas, such as politically driven violence that obstructs their fair representation. Zimbabwe has accepted regional and international agreements aimed at advancing women's rights. The Zimbabwean constitution's Sections 17, 56, and 80 further advance women's rights in all areas of life. Due to the patriarchal nature of Zimbabwean society, women occupying political positions are more susceptible to abuse, both physical and sexual (Mutasa, 2013). Despite making up 53% of people who are registered to vote, women only hold 11% of political seats. This is partly because women running for political office face discrimination in this context. In light of their political beliefs and actions, especially as female voters and legislators, this project aims to support and offer rehabilitative services to women who have been the victims of organized, politically motivated violence and torture (UN Women, 2013).

Cyberviolence is a serious disadvantage, though. Research indicates that while this type of violence affects both men and women equally, it disproportionately affects women in the global South due to deeply ingrained gender norms and other identity-based behaviors that marginalize and oppress them in patriarchal nations. In a survey done in Zimbabwe from January 2013 to April 2018, Bardall et al. found that election seasons were associated with an increase in online violence against women in politics, or OVAW-P. According to the survey, 60% of violent language and related content was aimed at female activists and politicians. Moreover, the hostile atmosphere that these forums often offer to female activists and politicians deters them from utilizing these platforms to their full potential their efforts in politics (Kakande et al., 2021).

The background of this study is based on the fact that gender inequality persists in the workplace, even though there have been efforts to address this issue. Research has shown that women continue to face challenges in the workplace, such as lower pay than men, lack of support for their family duties and limited access to opportunities for training and growth (Pincock, 2018). This study aims to understand how these factors contribute to the experiences of young women in Chitungwiza Zengeza 1 Ward 7 and what can be done to address these challenges. Many young

women reported experiencing discrimination and harassment from male colleagues in the workplace. This can include being overlooked for promotions, being given lower-level tasks, and even being subjected to sexual harassment. In addition, many young women report a lack of mentorship and support from senior female colleagues, who may be few and far between in their workplace. This can make it difficult for young women tofeel comforta3.4.Tin their career, and can make it more difficult for them to advance. Finally, balancing work and family life can be hard. The difficulties that young women have in the job are exacerbated by the dearth of support and flexibility around the juggling of work and home obligations. Young women are frequently required to work long hours without anchoretically ill family obligations, such taking care of elderly or sick relatives. For young women, who might feel that they must choose between their work and their family, this can be very challenging (Morrison, 2016). Their personal and professional life may suffer as a result of burnout and high levels of stress. Lack of confidence is another issue that young women deal with in the workplace. A lack of self-promotion, impostor syndrome, and role models are just a few of the many factors that could to be held accountable for this. Imposter syndrome is a feeling of inadequacy that can occur even in those who are qualified for their role. For young women in male-dominated fields, where they might feel unqualified for their role or like outsiders, this can be especially difficult. This may affecParticence and develop a fear of failing, which will impede their progress even more. The study's background includes an important consideration regarding the influence of culture on gender inequality in the workplace. In Zimbabwe, conventional gender roles frequently dictate that men should provide for the family's needs while women should take care of the house and family. For young women, this may lead to a conflict between their obligations to their families and their jobs.

1 :2 PROBLEM STATEMENT

The issue of gender inequality in the workplace is a persistent problem, despite efforts to address it. One of the groups that are particularly affected by this issue are young women interns, who may face problems such as discrimination, a lack of mentorship, and difficulties balancing work and family responsibilities. These difficulties may hinder their ability to grow in their careers and result in emotions of loneliness, exhaustion, and dissatisfaction. In addition, these challenges can have long-term consequences for the personal and professional development of young women

(UNFPA, 2020). Another additional aspect of the problem is the fact that these challenges are not just experienced by young women, but also by young women from marginalized groups. For example, young women from low-income backgrounds, or from ethnic or racial minorities, may experience even greater challenges in the workplace. This can create an even greater gap in opportunities for career advancement, and can also lead to greater feelings of isolation and frustration. Therefore, it is important to consider the intersectional nature of the problem, and how it affects. Another aspect of the problem is the impact of the challenges faced by young women interns on their mental health and well-being. Their general quality of life may suffer as a result of these difficulties, which may cause stress, anxiety, or depression. This may result in reduced productivity, absenteeism, and even more severe mental health problems. As a result, it's critical to take into account how the difficulties experienced by young female interns may impair their mental health and, consequently, their capacity to perform well at work.

1.3 AIMS

1.3. AIMS OF THE STUDY

The aims of this study are to increase the understanding of the challenges faced by young women in the workplace, and the impact of these challenges on their career advancement. To provide recommendations for strategies and policies to improve flexibility for family responsibilities and increase confidence among young women in the workplace. This research assesses the measures of tackling the problems faced by young women at work places in Chitungwiza Zengeza 1, ward 7. The aim is to identify the factors that contribute to these problems, and to recommend solutions that could be implemented to address them.

1:4 OBJECTIVES

1.To examine the problems faced by young women at workplaces in Chitungwiza Zengeza 1 Ward 7

2. To analyze the factors contributing to the problems affecting young women at workplaces in Chitungwiza Zengeza 1 Ward 7

3. To assess the effects of the problems young women are facing at work places in Chitungwiza Zengeza 1 Ward 7

4. To suggest measures that can help to address the problems young women are facing at work places in Chitungwiza Zengeza 2 at work places.

1.5 RESEARCH QUESTIONS

1.What are the problems young women in Chitungwiza Zengeza 1 face in the workplace?

2.What are the factors contributing to the problems affecting young women at workplaces.

3. How do the problems young women face at workplaces affect their career advancement?

4.What policies or programs are they using to prevent the problems they are facing at work places.

1:6 ASSUMPTION OF THE STUDY

The researcher assumed that:

- That the young women in Chitungwiza have experienced some problems work places.

- That the problems faced by young women at work places are similar across different industries and workplaces

- That problems young women facing are influenced by economic, social, political factors, such as poverty.

- That the young women who participate in the study will be honest and open about their experiences and opinions

1.7. SIGNIFICANT OF THE STUDY

1.7. 1Policy Makers

For policy makers, the research is highly significant in a variety of ways. First off, the study may offer fact-based data on the obstacles young women encounter in the workplace, which may help shape the creation of laws that advance gender parity and assist young women in

advancing their careers. Second, the study may reveal weaknesses in the programs and policies now in place to advance gender equality and make recommendations for improved or new initiatives that would be more successful. Thirdly, the study may contribute to strengthening the argument for funding initiatives and programs that assist adolescent female employees.

1.7.8. Planners

The study is quite important and could benefit Zimbabwean planners. Program designers can better inform their efforts by using the research's identification of the obstacles young women experience in the workplace. For instance, regulations that support equal opportunity and fair treatment for all employees may be developed if the research reveals that young women experience prejudice in the workplace. In a similar vein, initiatives designed to give young women access to chances for training and development may be created if the research indicates that they do not have this access. In the end, the study may help establish a more fair and encouraging workplace for young women in Zimbabwe.

1.7.3 Educationists

The study may have numerous important ramifications for educators. First off, the study may contribute to the creation of more useful career guidance and counseling services for young women, assisting them in determining and pursuing career choices most aligned with their aptitudes and interests. Second, by taking into consideration the particular needs and experiences of young women, gender-sensitive curriculum and teaching strategies could be developed with the aid of the research. This has the potential to enhance young women's educational achievements and foster their success in postsecondary education and beyond. Finally, the study may help shape plans to close the gender gap in STEM fields (science, technology, engineering, and mathematics).

1.7.4 Reseachers

The study's conclusions might offer fresh perspectives on the issues, and its importance rests in its addition to the expanding corpus of information on gender equality in the workplace. This study may contribute to closing knowledge gaps in the existing literature and offer fresh viewpoints and ideas that encourage more investigation into the subject.

Furthermore, the study may serve as an inspiration for future research projects that explore young women's experiences in the workplace across various situations and environments. Finally, by making gender equality challenges in the workplace more visible, this research may inspire additional scholars to concentrate on this crucial topic.

1.7.5 Academics

This research has a number of important implications that scholars may find useful. First off, by bringing attention to the obstacles and difficulties that young women encounter when pursuing jobs in higher education and research, it may contribute to an improvement in the representation of women in academia, especially in STEM disciplines. The findings may be used to guide the creation of laws and initiatives that support gender parity in higher education, such as procedures for gender-neutral hiring and advancement. Gender biases in academic research, such as the underrepresentation of women in studies and the gendered interpretations of research findings, may also be identified and addressed by the research.

1.7.6 For Further Research

The study offers a foundation for future investigation into the issues young women encounter in the workplace. Future research that examines young women's experiences in the workplace across national boundaries and cultural contexts may draw inspiration from this study. Additionally, it might inspire more investigation into the particular difficulties and hindrances that young women encounter in various fields and professions. It might inspire more investigation into how gender equality programs affect young women's employment prospects, retention, and advancement. Finally, this study may serve as a springboard for additional research on how gender equality affects an organization's efficiency and performance.

1.8 LOCATION   OF   STUDY

The distance between Bindura and Chitungwiza is approximately 208 kilometers. Chitungwiza is one of the country's largest residential areas, with a population of over 350.000.

1.8.1 Delimitation of the study

The research is going to confined in Chitungwiza Metropolitan Province looking at the problems young women are facing at work places. It will be looking to to young women between the age of 18 to 30 years. Chitungwiza Zengeza 1 is a rapidly growing urban area on the outskirts of Harare, Zimbabwe's capital city. It is home to a diverse population, including a significant number of young people. Ward 7 is one of the wards within the city of Chitungwiza Zengeza 1.

1.9   LIMITATIONS OF THE STUDY

The research will encounter the following challenges;

High transport costs

Exorbitant transportation expenses would restrict the quantity of journeys the investigator might undertake to gather additional evidence to enhance the investigation. Even though it took a long time for them to arrive, the researcher took advantage of less expensive buses to get around this issue.

Reluctancy of Interviewees to release information

The researcher encountered challenges in engaging teen mothers for Key Informant Interview as a data collection method as some did not want to reveal their stories as they feared further subjection.

Denial of Access by Community Members.

Some community members or employers like restricted researcher access to the community thinking the researcher was an investigator as their relatives and workers might be facing challenges.

1.10 DEFINITIONS OF KEY TERMS

1.10.1 Problems

Problems refer to obstacles, difficulties, or hurdles that one may face in achieving a goal, completing a task, or navigating a certain situation. Challenges can come in various forms, such as external factors like competition, market conditions, or technological changes, as well as internal factors like resource constraints, lack of expertise, or personal limitations. Overcoming challenges often requires problem-solving skills, resilience, adaptability, and determination. Successful navigation of challenges can lead to personal growth, skill development, and ultimately, achievement of goals.

1.10.2 Young women

Young women typically refer to individuals who are female and in the younger age demographic, usually ranging from adolescence to early adulthood. This group of individuals may be experiencing various life transitions and challenges related to education, career, relationships, personal development, and societal expectations. Young women may face unique social, cultural, and gender-specific issues as they navigate their way through different stages of life. It is important to recognize and support the diverse experiences, perspectives, and needs of young women to empower them to reach their full potential and thrive in their personal and professional endeavours (Conwell,2016)

1.10.3 Case Study

A case study is a type of research methodology that entails a thorough examination of a specific person, organization, occasion, or circumstance. It is a thorough analysis of a particular case or example that is frequently used to study complicated phenomena and make discoveries or inferences in the social sciences, business, education, and other domains. Researchers usually collect data for a case study from a variety of sources, including reports, documents, observations, and interviews. After that, they do an analysis and interpretation of the data to comprehend the underlying causes, connections, and case implications. Case studies can offer insightful information about real-world situations, support the development or testing of theories, and provide helpful advice or workable solutions for dealing with particular problems or difficulties. Depending on the purpose, case studies might be exploratory, descriptive, explanatory, or evaluative.

1.10.4 Work Places

"Workplace" refers to the physical location or environment where individuals engage in employment-related activities. It can vary depending on the type of work being done and may include offices, factories, retail stores, hospitals, schools, construction sites, and more. The workplace is where employees spend a significant amount of their time performing job tasks, collaborating with colleagues, and interacting with customers or clients. A well-functioning workplace is crucial for employee productivity, motivation, and satisfaction.

Factors such as workplace culture, safety, communication, ergonomics, work-life balance, and organizational policies can all impact the overall work environment. Employers have a responsibility to create a safe and inclusive workplace that promotes employee well-being and fosters a positive and productive atmosphere. The concept of the workplace has evolved with advancements in technology, leading to remote work options, flexible scheduling, and virtual collaboration tools. This shift has introduced new challenges and opportunities for organizations to create efficient and engaging work environments that support employee performance and overall business success (Todaro, 2015).

1.10.5 Chitungwiza Town

Chitungwiza is a town located in Zimbabwe, specifically in the Harare Metropolitan Province. It is situated approximately 25 kilometres southeast of the capital city of Harare. Chitungwiza is one of the country's largest residential areas, with a population of over 350,000 people. The town was established in the 1970s as a dormitory town for workers in the nearby industrial areas. Over the years, Chitungwiza has grown rapidly, with a mix of formal and informal housing developments. It is known for its vibrant community and various cultural and recreational activities. Chitungwiza faces challenges such as inadequate infrastructure, water shortages, waste management issues, and overcrowding in some areas. Efforts are being made by the local authorities and community members to address these challenges and improve the quality of life for residents.

1.10.6 MEASURES

Measures typically refer to actions, steps, or strategies taken to address a   particular issue, achieve a goal, or implement a plan. In various contexts, measures can refer to different types of interventions, solutions, or approaches designed to produce a desired outcome or result.

1.11. ORGANISATION OF THE STUDY

The research comprises of six chapters outlined chronologically as follows:

CHAPTER ONE: Introduction and Background- This looks at problem in question, introduction, objectives and goals of the study, the research assumptions, location of the study, its delamination, restrictions and the main terminology which is the definition of key terms.

CHAPTER 2: Literature Review - This chapter looks at the literature review of the study and the challenges young are facing at work places. It also airs out data and information gathered by other researchers in relation with the study on the problems young are facing at work places and their effectiveness and gaps entwined to them.

CHAPTER 3- Research Methodology – the researcher describes how the research was conducted and components like the research design, and data collection methods, this should include information on the sampling procedure, data collection instruments, and procedures for ensuring data quality and reliability. Here the researcher talks about Key Informant Interview with young women conducted, and the sampling methods used when picking them.

CHAPTER 4: - Data analysis, Presentation and discussion This is the chapter where the findings of the study are presented and analysed. This chapter may include tables and figures to help visualize the data, as well as a discussion of the results in relation to the research questions and hypotheses.

CHAPTER 5: - Summary, conclusion, and recommendation - This chapter synthesizes the key findings of the study, and draws conclusions based on those findings. It provides an overview of the key points covered in the paper and highlights the implications of the research results. The researcher may also suggest areas for further investigation or propose potential applications of their findings.

1.12. CHAPTER SUMMARY

This chapter serves as an introduction to the dissertation, providing the reader with an overview of the research and setting the stage for the chapters that follow. The chapter begins by outlining the background of the study, including the problem statement, objectives, and goals of the research. It then provides a brief overview of the research's assumptions, location, scope, limitations, and key terms. In essence, this chapter serves a

roadmap for the challenges faced by young women Chitungwiza Harare Metropolitan Province, Zimbabwe.

CHAPTER TWO

LITERATURE REVIEW

2.1 INTRODUCTION

This chapter is going to thoroughly evaluate the existing and available literature on the controversial topic of the problems young women faced at work places. It going to take a look at the theoretical framework. It further explores the sole factors leading to challenges young women are facing, the effects of it and the coping mechanisms used by victims or survivors of this phenomena in Zimbabwe and around the globe. The chapter will conclude with the discussion of the research gaps further research in this area.

2.2 CONCEPTUAL FRAMEWORK

The purpose of the theoretical framework is to support and provide guidelines for the study's theory. According to Jo Ann Arender and Bell Hooks (2017), a theoretical framework provides a summary of the theory that explains why research is researcher used feminist theory to understand the reasons behind the difficulties faced by women. She proposes a feminist theory model that starts with the idea that there are oppressive structures in place that function against people. Subsequently, the model demonstrates how oppression stems from overlapping

identities, which can lead to exclusion and discrimination. The model illustrates the notion that oppressive systems may be overthrown to promote understanding and change by education and action.

2.2.1 The Feminist Theory

The feminist theory is a very relevant and important theory in understanding the challenges faced by young women. The theory suggests that gender is a social construct, and that gender roles are created and reinforced by society. According to this theory, gender inequality is perpetuated by the way society is structured, and by the way that women are socialized to conform to certain roles and expectations expected (Lorber, 2015). The feminist theory would suggest that young women are facing challenges because of the way that society is structured, and that there is a need to challenge and change the way that gender roles are constructed. Also, the feminist theory can provide a number of insights into the challenges faced by young women at

workplaces. Firstly, it can help to explain why there is a lack of flexibility for family responsibilities. This theory holds that feminist theory provides a framework for understanding and conceptualizing gender roles as well as advocating for the inclusion of women's issues in social structure. A feminist method is one that highlights politics while looking at people's varied experiences, with sex-based analysis serving as one of its primary analytical lenses. Stated differently, feminist theoretical assessments suggest that sex- and gender-based constraints, shortages of resources, and social and institutional constraints account for a large number of the distresses that affect women and some men. These limitations interact with many forms of interpersonal and structural limitations. Above all, feminist theories clarify and offer strategies for modifying the social and environmental elements that either cause or exacerbate issues. Secondly, they provide elucidation and remedies for women's interpersonal and intrapersonal problems. Third, feminist theories offer an analysis of the social and environmental realities of individuals and communities, irrespective of gender or sexual orientation (Hooks, 2011). Depending on whatever feminist theory is being applied, different emphasis will be placed on each of these three components as well as the significance of other factors that affect oppression, marginalization, and unreasonable limitations. Feminist theory is an approach that begins with an examination of women's experiences in the world and concentrates on the connections between a woman's place in society and her unique situation. Gender roles and relationships have come to light thanks to feminist viewpoints. Women are frequently expected to put their families before themselves. As a result, young women may find it difficult to balance their career and family lives, which could lead to stress and shame. Second, the feminist ideology explains why young women lack confidence in the workplace. Furthermore, the feminist theory might assist in explaining why prejudice against young female interns may occur in the workplace. According to this hypothesis, gender preconceptions and biases are pervasive in our culture and have the potential to cause discrimination against women. For instance, young women could face harsher criticism and be assigned less difficult assignments than their male peers. Feminist theory also contributes to the explanation of why female may not have the same access to opportunities and resources as their male counterparts. This may entail not having access to mentorship, training, and networking opportunities. Feminist theory also contributes to the explanation of

why young female interns could not feel like they belong at work. According to this hypothesis, women may not feel like they fit in since they are frequently left out of social networks and informal networks. This may cause them to feel alone and isolated, which could be harmful to their wellbeing. Sixth, young women's differing job objectives from those of men can be explained by the feminist perspective. According to this notion, women are trained to prioritize family goals more than males are. The idea can assist in providing an explanation for the underrepresentation of women in positions of leadership. According to this belief, women arebeing kept out of leadership positions as a result of prejudice and discrimination, and that this exclusion can result in a dearth of role models for young girls. Eighthly, stress and burnout among young female interns can be partially explained by the feminist philosophy. According to this hypothesis, women frequently balance a number of tasks and obligations, which can result in feelings of overwhelm and tiredness. Financial uneasiness among young women can be explained in part by the feminist philosophy. According to this hypothesis, women are frequently paid less than males, which might cause instability and insecurity in their finances. Tenthly, the feminist theory contributes to the understanding of why young female interns may encounter harassment and discrimination at work. According to this belief, women can experience sexual harassment, and that this might negatively affect their general well-being and level of job satisfaction. The conceptual framework will support data collection, analysis, and instrument design.

2.3. Literature Review

2.3.1 Problems Faced by Young Women At Work Places

2.3.1 Problems faced by Young Women at Workplaces: Global Perspective

Numerous studies have highlighted the problems faced by young women in workplaces worldwide. These problems include gender-based discrimination, wage gaps, limited career advancement opportunities, sexual harassment, and work-life balance issues. Young women often encounter stereotypes and biases that undermine their professional growth and hinder their ability to reach leadership positions (UN Women,2020). Additionally, societal expectations and traditional gender roles often place a disproportionate burden on young women, creating challenges in balancing their work and personal lives. Studies conducted on a global scale have

consistently highlighted the challenges faced by young women in workplaces. Gender-based discrimination remains a significant obstacle, with young women frequently encountering biases in hiring, promotion, and salary negotiations. In many nations and businesses, there is still a gender pay gap, with young women frequently receiving less for similar work than their male counterparts. In addition to affecting people's financial security, this salary gap reinforces gender stereotypes (UNICEF, 2015).

Limited career advancement opportunities are other problems faced by young women. Research indicates that young women are often underrepresented in leadership positions, which can be attributed to both systemic barriers and cultural expectations. Stereotypes and biases that associate feminine qualities with incompetence or lack of leadership ability can hinder young women's professional growth and limit their opportunities for advancement (Hoffman, 2014).

51% of British women rank equal pay as the most important problem in the workplace. Male grads should anticipate earning 20% more than female graduates during the past ten years. Because of this, one of the main considerations for employees choosing to change jobs is fair compensation. Forty-five percent of British women believe that men have greater access to possibilities for professional development and job advancement. Some companies continue to believe that men are more adept than women at certain tasks (Williams, 2017)

Numerous studies identify sexual harassment as widespread problem that young women encounter in the workplace around the world. It can take many different forms, such as unwelcome advances, verbal abuse, and unfriendly work situations. These encounters not only foster a hostile environment but also have detrimental effects on young women's psychological and emotional well-being. Underreporting and the problem's continuation are frequently caused by the fear of reprisals and the absence of supportive systems to deal with these concerns. 52% of UK workers reported having experienced sexual harassment at work, according to a research. Notably, 80% of that number did not report it. Nearly 20% of women claimed that their source of harassment was an authority figure, such as a manager (Rodgers, 2013). This suggests that comprehensive policies to reduce the gender gap and establish more equal working conditions for women are desperately needed. Across professional domains, the campaign raised awareness

of the appalling incidences of sexual assault, harassment, and abuse. A person can be harassed for reasons other than sexual ones. Workplaces that are unpleasant or threatening are often the result of harassment, which includes offensive statements, insults about someone's appearance or attire, lewd gestures, and even continuous staring (Gettman, 2022). Even with all the regulations in place, victim blaming unfortunately still exists and contributes to a culture in which offenders frequently escape punishment while survivors and victims' deal with damaged careers. Due to the vicious circle created by this, a lot of sexual harassment occurrences go unreported, which forces female employees to decide to leave their unpleasant workplace and join another (Gelfand et al., 2022)

The issue of work-life balance affects young women. For young women in particular, juggling work commitments with personal duties like childcare and housework may be very taxing. They are frequently disproportionately burdened by societal expectations and traditional gender roles, which increases stress and makes it harder to achieve work-life balance. One shining example of development is the Maternity Benefit Act, Sec. 5(3), which requires new mothers to receive at least 14 weeks of paid leave (Harris, 2020). But even with this legal protection, women still find it difficult to balance pregnancy with professional growth. Due to the negative effects that having a family can have on their career paths, women still struggle with being anxious about becoming parents. Unfortunately, the office isn't always a safe haven during this life-changing all of it. Stereotypes, invasive remarks, and, most especially, the lack of pertinent projects given to new or pregnant mothers are examples of unfair treatment (Duxbury, 2020).

Due to a tendency toward self-doubt that makes them feel undeserving of their accomplishments and suspicious of themselves, young women also suffer from imposter syndrome. A 2020 KPMG survey found that nearly 75% of female CEOs in all industries had felt like imposters. On the other hand, more than 47 percent of female executives said they were surprised by how far they had come. Research indicates that female professionals are more prone to imposter syndrome than their male counterparts. Cultural conventions, prevailing gender stereotypes, and socioeconomic influences all have an impact on this occurrence. These external factors may drive women to downplay their abilities and become less willing to acknowledge their accomplishments (Kiefer, 2015).

2.3.2 Problems Faced by Young Women at Workplaces: African Perspective

In the African context, young women encounter problems that are influenced by unique socio-cultural and economic factors. Gender inequalities prevalent in African societies often limit young women's access to education and vocational training, reducing their chances of obtaining well-paying jobs. Traditional gender roles and cultural norms can also perpetuate discriminatory practices and hinder young women's career progression. Furthermore, the lack of supportive policies and legal frameworks contributes to the challenges faced by young women in African workplaces. The difficulties faced by young women are shaped by particular sociocultural and economic elements. Young women's access to school and occupational training is frequently restricted by gender inequality that permeates African nations, which in turn impacts their employability and career possibilities (Clark, 2019). The absence of equitable chances for skill enhancement and training impedes their capacity to get lucrative employment and progress in their professions. Traditional gender roles and cultural norms also play a significant role in perpetuating challenges for young women in African workplaces. Societal expectations of women primarily focusing on household and caregiving responsibilities can limit their ability to pursue professional ambitions. Moreover, cultural norms that prioritize male decision-making and leadership can lead to exclusion and discrimination against young women in various industries (Emeagwali, 2015).

The lack of supportive policies and legal frameworks further contributes to the problems faced by young women in African workplaces. Inadequate enforcement of existing laws and the absence of gender-responsive policies limit the protection and support available to young women. This lack of institutional support exacerbates the obstacles they face in achieving equal opportunities and fair treatment in the workplace (Clark, 2019).

The inability of young women and women in general to easily access various forms of income, whether through loans and grants or simply by opening a bank account, is one of the most common barriers impeding female employment in Africa. Over 10 million Nigerian women entrepreneurs who participated in a study said they had difficulties obtaining funding when they first launched their businesses, and an additional 13 million said they believed this would be an issue if they sought to expand them (ILO, 2016).The installation of business bank accounts on top

of formalization procedures for women has had a major impact on interventions that have been successful in giving women access to various types of finance and usage in business. The capacity of women to separate money for household use. In South Africa, where mobile payment company Johannesburg has expanded the fastest, 185,000 women left farming to work in the commercial sector, and rising spending in households led by women corresponded with rising savings (Campos & Gassier, 2017). Similarly, compared to married women who did not participate in the program, a greater percentage of married women who took part in the mobile savings program me reported that they alone made decisions regarding their personal spending. This information was gleaned from an analysis of the Nigerian Business Connect program me.

Young ladies deal with financial difficulties at home as well. In the lack of formal lending mechanisms, for example, qualitative research conducted in South Africa has shown the value of personal and familial networks in providing sufficient collateral for big loans. However, these networks have a different perspective on gender, favoring men over women (Campos & Gassier 2017). Compared to males, women worry that if they are compelled to share or transfer their money by family members, they won't be able to keep control over it. Qualitative study on South African households also suggests that cooperative husbands help women start their own businesses (ibid.).The relative disparity in average incomes between men and women, which is likewise typical in all settings, both formal and informal. About 40 million women in Africa work primarily in low-paying sectors including retail and wholesale commerce, as well as community and social services, despite the paucity of research on the wage gap between young women and men (Brixiová & Kangoye, 2016). Acute wage inequities, where women are paid less than men, affect the majority of feminine positions, including clerks, teachers, and nurses (UNDP, 2016). consequences for women's ability to make independent decisions (Siba, 2019).

2.2.3 Problems Faced by Young Women at Workplaces: Zimbabwean Perspective

According to NGOs' 2009 study, women faced economic discrimination in a number of areas, including as hiring, lending, compensation, and owning or operating enterprises. Women's rights organizations that were active, such as the ones previously mentioned, focused on educating

women about their legal rights, empowering them economically, preventing domestic abuse, and shielding women from HIV/AIDS and domestic violence. Since its establishment in 2005, the Ministry of Women's Affairs, Gender and Community Development has worked to further women's rights. In an effort to raise awareness of women's issues, the ministry continues to train traditional leaders in rural communities through partnerships with regional NGOs (US Dept of State 2010).

In Zimbabwe, young women face specific problems in the workplace that are shaped by the country's socio-economic and political context. Despite legal provisions promoting gender equality, gender disparities persist in various sectors. Young women often encounter glass ceilings, where their career progression is hindered due to gender-based biases and limited opportunities for skill development and mentorship.

In Zimbabwean workplaces, sexual harassment is still a major problem, and young women are particularly susceptible to abuse and harassment of this kind. Young women's mental health and job happiness are badly impacted by hostile work conditions that are brought on by a lack of reliable reporting systems and a fear of reprisals. Among the challenging difficulties women confront at work include sexual harassment, being taken advantage of, and maintaining a healthy work/life balance. This is supported by an August 2010 report entitled Challenges Women Face at Work - Report August 2010 by Industrial Psychology Consultants, which details the experiences of Zimbabwean women in the workplace and throughout the job search (Mashozhere, 2016). The survey, which was carried out in Chegutu to learn more about the perspectives, difficulties, and experiences of working women in Zimbabwe, in the workplace, sexual harassment was the most common issue. Workplace sexual harassment is a widespread issue that many women experience. It can manifest in a variety of ways, such as inappropriate comments, physical assault, and unsolicited sexual advances. For women, this can lead to a hostile and uncomfortable work environment, which can be detrimental to their career. For instance, women who encounter sexual harassment might have a lower chance of career advancement or promotion. The harassment may also cause them to experience tension, worry, and other mental health problems. (Mashozhere 2016)

Inadequate childcare facilities and a lack of work-life balance policies exacerbate the difficulties experienced by young women in Masvingo, Zimbabwe. Young women are frequently disproportionately burdened with household duties, which makes it challenging for them to manage their personal and professional life. Women frequently lack the social networks of friends and family that may offer both emotional and financial assistance. Women may find it more challenging to become financially secure and independent as a result. Additionally, it may make it harder for women to take advantage of opportunities and resources (Dekker, 2018). For instance, it could be more difficult for women without social support to secure safe housing, daycare, and healthcare. Social support can also contribute to the persistence of prejudice and gender stereotypes. As an illustration, women could feel under pressure to fit in at work if they don't have the support of their friends and family.

When it comes to gender inequality in the workplace, stereotypes and bias are unquestionably another major problem. Discrimination in the employment and promotion process may result from preconceived notions about the skills and talents of women. Because of their parenting duties, women could be viewed as less capable than males or as having less commitment to their work. Women may receive fewer job offers and promotions as a result of this, along with reduced pay. The way women are treated in the workplace can also be influenced by bias. Women could experience sexual harassment, for instance (Chikovore, 2016).

Under patriarchal systems, women may also inflict violence on one another. Those who adhere to patriarchal norms can use their support of the political and patriarchal system as a weapon against other women who defy societal norms. Marima (2019), for instance, draws attention to the mistreatment of women by other women, citing Zimbabwe's 2018 harmonized election as an example. The women ridiculed the performance of the losing candidates, claiming they ought to have kept out of men's affairs. Comprehending OVAW-P as a reaction to an alleged challenge to patriarchy also clarifies why, as is frequently the case in Zimbabwe, women in politics may be subjected to differential treatment according on the degree of their systemic loyalty.

2.3.1 Factors Contributing to Problems Faced by Young Women at Workplaces: Global Perspective

Gender stereotypes, bias, and discrimination are among the societal and cultural variables that impact the difficulties faced by young women in the workplace. Second, there are organizational issues like the "glass ceiling," a lack of flexibility, and a lack of family-friendly policies. Personal issues include low self-esteem, a lack of role models, and anxiety over criticism or being called a "career woman." Lastly, there are political and economic factors. Examples of these include the gender wage gap (Comblon et. al, 2017)

In the UK, women are underrepresented in positions of leadership. The underrepresentation of women in leadership positions is a major contributing factor to the challenges faced by young women. The absence of prominent female mentors and role models hinders the capacity of young women to progress in their professions, seize opportunities, and engage in decision-making. Brexit (the UK's vote to leave the European Union) may have an impact on laws pertaining to working women's rights and gender equality, which has raised concerns (Gorge, 2020). Regarding modifications to labor rules and rights, young women could encounter uncertainty and challenges. Political will can have an impact on the importance of issues affecting women in the workplace as well as the implementation of laws supporting gender equality and women's empowerment portrayal of women in the United Kingdom. Being a member of a trade union; in the UK, trade unions negotiate rights and benefits for workers. Young women can speak out for their rights and deal with challenges at work by becoming members of a trade union. (Mark, 2020)

Additionally, Social expectations contribute to the problems faced by young women at workplaces. Young women face difficulties while juggling their personal and professional commitments, including childcare and housework. They are frequently disproportionately burdened by societal expectations and traditional gender roles, which affects their general well-being and makes it difficult for them to attain work-life balance (Elder, 2014). Women in the workforce can gain from policies that promote parental leave that is more equitable and flexible. funding initiatives promoting women's leadership. Young women can benefit from access to

possibilities for career advancement through political funding for programs that promote women's leadership and career development (Daniel, 2021).

2.3.2 Factors Contributing to problems Faced by Young Women at Workplaces: African Perspective

Social-Cultural Standards and Inequality of Gender. Gender inequality and deeply ingrained sociocultural norms are two factors that add to the challenges experienced by young women in African businesses. Women's access to school, career training, and work prospects is frequently restricted by cultural expectations, prejudices, and traditional gender roles. This keeps the gap between men and women in the workforce

Numerous social and cultural elements have a part in the challenges that young women in South Africa encounter in the job. Among these are the cultural norms that are patriarchal: Like many other nations, South Africa is plagued by strongly ingrained patriarchal social conventions that assign women to subservient positions to men. In the workplace, these norms can be seen in the form of gender discrimination, uneven compensation, few possibilities for professional promotion, and a lack of appreciation for the talents and skills of women (Elder, 2016).

Moreover, women's capacity to fully participate in the workforce and pursue career advancement possibilities may be hampered by conventional gender roles in South African culture, which frequently assign women the primary responsibility for caring for others and handling household chores. For young women, juggling job and family obligations can be difficult (Malume, 2018). In addition, gender-based violence is a serious problem in South Africa, where rates of sexual harassment, assault, and violence against intimate partners are high. Young women's perception of safety in the workplace and general well-being can be negatively impacted by the fear of violence and harassment, which can result in elevated stress and anxiety.

According to Samuel 2020's report, one of the main causes of the issues that young women confront is a lack of access to training and education. Social and cultural barriers, such as restricted access to high-quality education and training opportunities, might make it more difficult for young women to get the credentials and abilities required to succeed in the profession. Gender differences in employment and economic possibilities can be sustained by

unequal educational opportunities. Furthermore, the way that society views women in leadership roles may have an effect on young women's access to promotion inside the company. Preconceived notions and prejudices regarding women's capacity for leadership may impede their ability to progress in their careers and restrict their chances for growth. For young women in particular, intersectional characteristics including race, ethnicity, and socioeconomic background can combine with gender to create special problems.

The absence of supportive policies and legal frameworks has a negative impact on young women in the workplace. According to Brian (2018), many young women in South Africa experience inadequate implementation and enforcement of gender-responsive policies and legal frameworks. The lack of supportive measures, such as flexible work arrangements, maternity leave, and protection against gender-based discrimination, makes it more difficult for them to navigate the workplace effectively. Additionally, young women in African workplaces are disproportionately affected by economic factors like low wages, limited job opportunities, and informal employment.

Chikovore (2020) says that working in circumstances where men predominate is challenging for women. In Africa, there are several areas where men predominate, which presents additional challenges for young women. For example, barely 10% of young people work in the engineering field. Bias, discrimination, and the underrepresentation of women in various fields all lead to problems including restricted networking opportunities, less mentorship, and obstacles to job advancement.

2.3.3 Factors Contributing to problems Faced by Young Women at Workplaces: Zimbabwean Perspective

Young women in Zimbabwe face particular difficulties at work. Gender inequality still exists in a number of fields despite laws that support it. Young women frequently experience "glass ceilings," which are situations in which chances for skill development and biases based on gender impede their ability to advance in their careers. Sexual harassment still poses a serious threat to workplace safety, young women's mental health, and job happiness because it fosters hostile

work settings. The difficulties young women in Zimbabwean businesses experience are further compounded by the absence of work-life balance rules and inadequate childcare facilities.

More specifically, Zimbabwe's economic environment—which is marked by high unemployment rates and little job prospects—contributes to a lack of economic chances that disproportionately affects young women. Their ability to pursue formal employment, financial independence, and career advancement is limited by economic restraints (Eyerusalem,2019). Though broad in their reach, economic barriers mostly stem from women's limited access to financing for wage-related jobs and financial support for self-employment tied to businesses or entrepreneurship. For instance, even for simple services like opening a bank account, banks routinely seek signatures from husbands or guarantees that women rarely have. Both women who manage their own enterprises and those who aspire to start their own will be affected by this. Illiteracy and a lack of business acumen further impede women's access to cash and loans for activity related to their homes or businesses (Bouchama, 2018).

Traditional gender roles and societal expectations are factors frequently prevent young women from advancing in their careers and restrict their ability to enter the profession. Women's expectations to prioritize caring for others and household duties make it difficult for them to pursue career goals and strike a work-life balance. Young women in Zimbabwe are impacted by educational inequities in access to high-quality education and skill development. Young women's educational attainment is lower due to cultural issues, early marriage, and limited educational resources, which limits their options for career growth and employment. Young women in Zimbabwean workplaces confront several problems due to political and policy considerations, including uneven implementation of gender equality regulations and low representation of women in decision-making positions (Filmer, 2014). The lack of political will and inadequate legislative frameworks impede efforts to overcome gender differences in the job sector

2.4.1 Effects of the problems faced by young women at workplaces: Global Perspective

The European Commission (2016) brought attention to the fact that young women's professional growth and success in the UK and India may be impeded by a lack of access to resources for

career development, networking opportunities, and mentorship. Workplace problems might impede the process of establishing connections, increasing visibility, and obtaining opportunities for skill development. Upon first glance, it appears that women have made great strides in the last few decades toward employment equality. Women needed a male guarantor in order to apply for credit cards as late as the 1970s. Additionally, it was permissible for employers to fire pregnant women. difficulties that modern women encounter when they enter the workforce cloud symbol The Ceiling of Glass Though they make up half of the world's population, just 15% of Fortune 500 CEOs are women. That's a rather skewed number with a lot of characteristics to the occurrence referred to as the "glass ceiling." There might not be a formal policy in place that prohibits women from moving up the corporate ladder (in fact, such policies are prohibited in the US). But many organizations have an imperceptible glass ceiling that prevents women from rising to the top; as a result, women are rarely able to achieve these positions.

Many young women in the UK face discrimination and sexual harassment. In the workplace, discrimination and sexual harassment of young women are commonplace. This leads to unpleasant work settings and has a detrimental influence on their mental health, job satisfaction, and career prospects. Inadequate support networks and the fear of reprisals, which frequently deter reporting, exacerbate the issue. Furthermore, young women's employability and job prospects may suffer from a lack of access to school and possibilities for skill development (Samuel, 2020). Acquiring the skills required for professional success might be challenging due to a lack of educational resources, gender bias in the classroom, and social expectations.

Furthermore, the difficulties faced in the workplace can have a major psychological impact on young women. Stress, worry, and low self-esteem can be exacerbated by discrimination, harassment, and unfair treatment. These elements may have a detrimental effect on one's general well-being, work satisfaction, and mental health. The difficulties that young women encounter have wider economic ramifications. Gender disparities in the workplace reduce productivity and impede societal progress and economic growth in general. Economic growth is hampered when young women are unable to fully exploit their abilities (Kangoye, 2016). Furthermore, there are cultural repercussions to the difficulties young women encounter in the workplace. Stereotypes are strengthened and wider social injustices are sustained by gender

differences. By tackling these issues, communities may advance workplace inclusivity, gender equality, and harness the full potential of their young female workforce.

2.4.2 Effects of problems faced by young women at workplaces: African Perspective

Young women's workplace issues can also be greatly impacted by political concerns. For instance, it may be challenging for women to campaign for measures that might help them due to their low political representation. In addition, young women may find it challenging to strike a balance between their personal and professional lives due to a lack of laws and policies that take gender equality into account. Ultimately, young women may suffer greatly from political unrest and violence, which might hinder their capacity to realize their full potential. the consequences in South Africa and Nigeria. The difficulties that young women in South Africa have at employment have a detrimental impact on their life and means of subsistence (Pincock, 2018). First, the absence of there is a great deal of poverty and inequality among young women as a result of the dearth of meaningful employment options. Secondly, young women have found it challenging to attain financial stability due to the gender wage gap and a dearth of job growth options. Thirdly, young women find it challenging to strike a balance between employment and family life due to the lack of support available to working mothers.

The obstacles encountered by adolescent females in African employment environments lead to restricted socio-economic empowerment. Their ability to become financially independent and fully contribute to economic development is hampered by gender differences in work prospects, unequal remuneration, and restricted access to leadership roles. Young African women's mental and physical health may suffer as a result of workplace difficulties. Work-life imbalance, harassment, and discrimination experiences can raise stress levels, lower job satisfaction, and increase the risk of mental health problems. Furthermore, the difficulties young African women have at work contribute to larger social injustices. Opportunities for social advancement are hampered and prejudices are reinforced by gender disparities in the workforce and in leadership roles. Promoting gender equality and building inclusive societies require addressing these issues (Khan, 2018).

2.4.3 Effects of problems faced by young women at workplaces: Zimbabwean Perspective

The difficulties encountered by young women in Kadoma, Zimbabwe, have an impact on the local economy. Young women face economic disadvantages as a result of low pay, discrimination based on gender, and limited work prospects. Their general socioeconomic well-being, professional advancement, and financial independence are all hampered by these obstacles. Hazards to Health and Safety For young women in Zimbabwe, workplace issues including sexual harassment and gender-based violence present serious dangers to their health and safety. These incidents may cause them to suffer psychologically and physically, which would be detrimental to their general health (Elder, 2014). Young women's struggles at work in Zimbabwe perpetuate societal and cultural divides. Their career development and workforce engagement are impeded by cultural expectations and traditional gender norms. Encouraging young women and attaining gender equality need breaking down these hurdles.

CONCLUSION

This chapter starts by introducing and later on presents in detail all the relevant researches done under the challenges young women facing at work places topic. This chapter shows challenges young women are facing , and also includes various theories that aid in understanding the phenomenon more better as these emerge from the Feminist (Feminist systems theory) t in which the former may contribute to challenges and the later proposes how the victims can brasilein and bounce back to normalcy after encountering such experiences. The relevant literature was observed from global, regional and up to local levels.

CHAPTER THREE

RESEARCH METHODOLOGY

3.Introduction

The study uses a case study design to gather data using a qualitative research methodology. More information on the research design, sampling, data collecting, and analysis will be provided in this chapter. It includes deciding on a certain study strategy, design, and data gathering techniques. Data were gathered through focus groups, observations, and interviews. Common themes and patterns in the data were found through thematic analysis. Participants' support, anonymity, and informed consent all answered the research's ethical concerns.

3.1 Research Methodology

Research methodology is a strategy used to conduct the research. It involves the selection of a particular research approach, research design, and data collection methods. Qualitative research approach was used with a case study design. The researcher used interviews, focus groups, and observations to collect data. Qualitative research involves gathering and analyzing information in a non-numerical form, such as interviews, focus groups, or observations.

3.3.1 Research design

An illustration of the arrangement and theoretical framework in which a study is to be conducted is called a research design. A research design is the overarching plan selected to logically and cogently combine the various study components (Creswel, 2013). He goes on to say that the research study is held together by the research design. The researcher used both qualitative and quantitative research approaches for this investigation. A research design is the overarching plan selected to logically and cogently combine the many study components (Creswell, 2013). He goes on to say that the research study is held together by the research design. The researcher used both qualitative and quantitative research methods for this investigation. According to Burns (2020), qualitative research is an inquiry that presents social and human issues in a comprehensive way. While quantitative research employs numerical data to describe, explain, and forecast occurrences, qualitative research aims to comprehend the experiences, perceptions, and beliefs of humans. According to Kothari (2004), quantitative research methodologies are an investigation into a social issue, one that is founded on

3.3 .2 Sample size

A sample is a subset of individuals, things, or things taken for measurement from a broader population (Creswell, 2006). A sample, according to Kothari (2013), is a portion of the population as a whole. To put it simply, a sample is a portion of a bigger total. A sample size of 75 young women 20 community members, 5 women organizations, and 50 young women will be used for this study. To take into consideration every variable present in the latter, these will be chosen from every corner of the study area. A manageable sample size of 75 individuals is thought to be appropriate for this study's time and resource constraints.

3.3.3 Sampling procedure

The method by which a portion of the population is selected to serve as a representative sample of the entire population in order to gather data. (American Psychological Association Publication Manual, 7th Edition, 2020). Said another way, it's the procedure used to choose research study participants. Convenience sampling, a non-random selection technique that involves choosing participants based on ease of accessible, will be employed in this study. Women's organizations

will be contacted and invited to take part in the research; those that show interest and fit the requirements will be added to the sample. This approach is suitable for the study since it is less complicated, more economical, and will enable the participation of a wider range of individuals. Purposive sampling was the method employed in the study to choose research participants. This approach was chosen because it enabled the researcher to choose study participants who satisfied the particular requirements, which included being female, between the ages of 18 and 30, and employed in Chitungwiza's formal or informal economy. 75 young women in all were enlisted for the study using a variety of techniques, such as recommendations and getting in touch with local organizations that support young women. The information was gathered by means of focus groups and interviews. 3.3.4 The intended audience

3.3.4 Target Population

The intended audience for the study were 50 young women between the age of 18 to 30 who are employed, 5 Non-Governmental Organizations which works with young women, 20 Community Members from Chitungwiza Zengeza 1 Chitungwiza ward 7. In total, a sample size of at least 75 young women will required to ensure statistical significance. The sample will be recruited using a convenience sampling technique, as this will be the most efficient and cost-effective method. The total number of people involved in this research was 75.

TARGET POPULATION TABLE

Description	Sample	Sampling	Instrument
Young women	50	Convenience	Questionnaires
Community members	20	Convenience	Focus groups
Women Organizations	5	Convenience	Key Informant Interviews

Table 3.4 : *Target Population*

3.4 Data collection methods

Questionnaires, Key Informant Interview and focus groups are going to be used as data collection methods for this research.

3.4.1 Focus Groups

Focus groups are a well-liked technique for gathering qualitative information. A focus group is a small gathering of individuals gathered to talk about a certain subject. The investigator will conduct the conversation and assist the participants in sharing their ideas and experiences in two groups, each consisting of ten community members. A focus group's objectives are to learn more about the subject matter and to ascertain participants' opinions and thoughts. They can offer comprehensive, rich data and disclose details that other approaches, like polls, could miss.

ADVANTAGES OF FOCUS GROUPS

There are several advantages of using focus groups. Firstly, focus groups can provide a more in-depth and nuanced understanding of a topic than other research methods, such as surveys. This is because participants can interact with each other and build on each other's ideas. Secondly, focus groups can reveal information that might not be captured by other methods, as participants may be more willing to share their true thoughts and feelings when they are in a group setting. Thirdly, focus groups can be more cost-effective and time-efficient than other methods, as multiple people can be interviewed at once.

DISADVANTAGES

Focus groups have certain drawbacks in addition to their many benefits. They can be challenging to extrapolate from a small sample size, which is one drawback. Although focus groups can yield comprehensive insights into the experiences of a limited number of participants, extrapolating these findings to a larger population can prove to be challenging (Krueger, R. A. 1993). Furthermore, focus groups could be skewed by the dynamics of the conversation, where some individuals speak up more than others. This may potentially decrease or pique the inadvertent curiosity of other participants, so jeopardizing and manipulating the results. As a result, the group conversations become a contest of points and information, with some participants even starting

to tell lies. The use of focus groups may not be appropriate for participants who are not comfortable discussing their experiences in their work places, such as those who have experienced sexual harassment and gender discrimination. Some feared airing out their experience as views they feared that among the participants were their bosses and employers and there were high chances they would tell.

3.4. 2 Key Informant Interviews

Interviews are a very common method of collecting qualitative data. The researcher will involve 5 women organizations asking questions to a participant and recording their responses. More open ended questions let the key informant comments on their view points as well as thise of the community were collected. There are several different types of interviews, including structured, semi-structured, and unstructured interviews. The main advantage of interviews is that they can provide a rich, in-depth understanding of a topic. Additionally, interviews can be tailored to the individual participant, making them a good choice for exploring unique experiences.

Advantages of Key Informant Interview

Interviews can provide a very detailed and personal account of someone's experiences and opinions. This can be useful for understanding complex or sensitive topics. Secondly, interviews can be tailored to the specific participant, allowing the interviewer to probe for more information and explore areas of interest in more depth. Thirdly, interviews can be recorded and transcribed, which makes it easy to analyze the data later on. Finally, interviews allow for the collection of non-verbal data, such as facial expressions and body language, which can add an extra layer of insight.

Disadvantages of Key Informant Interviews

The disadvantages are that they can be quite time-consuming and resource-intensive, as they require the interviewer to be present and engaged for the whole duration of the interview. Additionally, interviews can be subject to bias, as the interviewer may influence the responses of

the participant through their questions, tone of voice, or body language. Finally, interviews can be affected by social desirability bias, where participants may give socially acceptable answers rather than their true opinions.

3.4.3 Questionnaire Survey

To obtain comprehensive data from research participants 50 young women, fifty semi structured questionnaires were designed with questions about the problems young women face at workplaces. Using this tool a number of questions were posed such as ' What are the problems young women are facing at workplaces and how do these problems affect them?. The answers to these questions offered insightful information about the perspectives and experiences of the participants, information will be useful for developing further studies and interventions.

Advantages of questionnaires

One benefit of using questionnaires is that administering them is not too difficult. This implies that they can be used to quickly gather data from a large number of individuals. Additionally, the cost of creating and distributing surveys is not too high. They are also very customizable because they may be made to fit the particular requirements of the study. In addition, the anonymity provided by questionnaires may incentivize respondents to provide more truthful answers. Lastly, questionnaires can be made to gather information in both quantitative and qualitative forms, giving researchers a fuller understanding of their study subject.

Disadvantages of questionnaires

Questionnaires have many benefits, but there are some disadvantages that should be taken into account as well. A major disadvantage of questionnaires is the restricted range of questions that can be included in it. For instance, open-ended questions are frequently unsuitable for inclusion in questionnaires since they can be difficult for respondents to respond to and require a lot of time to analyze. Furthermore, questionnaires might not be as useful as focus groups or Key Informant Interview for gathering sensitive data or delving into complicated topics. Last but not least, since questionnaire data is frequently self-reported, it might not be totally accurate. Another potential disadvantage of questionnaires is that they can be subject to bias.

3.5 Data Analysis

Procedures for organizing, interpreting, and drawing conclusions from the data that have been gathered are known as data analysis procedures. The systematic and structured approaches used to evaluate and interpret data in order to produce insightful conclusions and make defensible decisions are referred to as data analysis procedures (Bell, 2015). Both qualitative and quantitative methodologies were used in the data analysis procedures in this case. The qualitative data was analyzed using Google docs software, which allowed for the systematic coding and organization of the data. The qualitative data was then cross-referenced to identify patterns and relationships. The quantitative data was analyzed using SPSS software, which allowed for the generation of descriptive and inferential statistics. Discourse analysis, content analysis, or thematic analysis were used to examine the qualitative data. Statistical methods like multivariate analysis, inferential statistics, and descriptive statistics were used to analyze quantitative data. This mixed-method approach guaranteed the validity and dependability of the results while enabling a thorough and nuanced interpretation of the data.

3.6 Reliability

There are a few ways to ensure the reliability of qualitative data analysis. One is to ensure that the coding is done by multiple researchers, which can help to reduce the likelihood of bias. Another is to ensure that the data is analyzed in a transparent and systematic way, so that others can easily replicate the analysis. Additionally, the researcher documented their decisions and reasoning throughout the analysis process, so that others can understand how the results were obtained. To ensure the reliability of a qualitative study, there are a few things to keep in mind. Also, the researcher ensured that the sampling method is rigorous and unbiased. The researcher used a consistent and transparent approach to data collection, analysis, and interpretation. The researcher combined triangulation, member checks, peer debriefing, and an audit trail in order to be sure data was accurate. To ensure data accuracy of the findings, the researcher used which triangulation involves applying multiple data sources and data collection methods like interviews, questionnaires, focus group discussions and field observations. To ensure accuracy and minimize bias, member checks which involve inviting participants to review and give feedback on the data and findings were also done in their respective assembly points.

3.7 Validity

The researcher has employed the following procedures to guarantee the validity of the research's findings of observation, and member checks. The researcher has spent some time in the field, interacting with participants and observing their lives and experiences. The researcher has also conducted multiple interviews with the participants, to get a deeper understanding of their perspectives and experiences. Additionally, the researcher has used member checks, where he has shared my findings with the participants and sought their feedback. This has helped her to correct any misinterpretations and ensure that the researches findings accurately reflect young women's' experiences.

The researcher also used a simple method of questionnaires. The questionnaire was easily understood compromised of the universal English language which was translated in vernacular verbally, to enable participants to comprehend the questions.

3.8 LIMITATIONS OF THE STUDY

Tiny sample size that might not accurately reflect the whole population a challenge in extrapolating the results to different groups or environments. Possibility of bias in the researcher's interpretation of the findings. Replicating the results is challenging because the data is frequently difficult to quantify. The tendency toward response in qualitative research is another drawback. This alludes to the idea that participant responses may be influenced by the researcher's presence and interactions with them. Because of this, it could be challenging to assess if the data accurately captures the opinions and experiences of the participants. In addition, recruiting willing volunteers for qualitative research can be challenging and resource-intensive. Coding and analyzing the vast amounts of data that are frequently gathered for qualitative investigations can also be challenging. Comparatively speaking, qualitative data is less dependable than quantitative data since it can be harder to duplicate or validate. Another drawback of qualitative research is that developing a reliable and valid coding strategy might be challenging. This is due to the fact that the coding scheme is frequently determined by the researcher's interpretation of the data, and it could be challenging to guarantee that the codes are applied uniformly throughout the data set. Furthermore, because qualitative data is

frequently complicated and open-ended, it can be challenging to summarize. This makes it difficult to reduce the data to a small number of important themes or conclusions. And lastly, the irregularity and comparing the findings of several studies can be challenging in qualitative research due to uniformity.

3.9. Chapter Summary

The study's methodology was described in this chapter. The main techniques for gathering data for the qualitative case study research design were focus groups and semi-structured interviews. All participants gave their informed consent, and the researcher took precautions to maintain their privacy and confidentiality during the study. Thematic analysis was used to analyze the data, and ethical issues were taken into account at every stage of the investigation. In conclusion, this chapter ensured that the results could be comprehended by offering a comprehensive and understandable explanation of the techniques employed in different sectors

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1 Introduction

This Chapter presents the research results, discussions and interpretation of research findings derived from the work of Chapter One and Chapter Three. The reported results are based on tabulated and statistical frequencies of the study respondents. The presented and analyzed data was obtained from the Chitungwiza Zengeza 1 ward 7 young women, community members and women organizations. The data was collected through a variety of methods, including interviews, focus groups, and surveys. The results will be analyzed and discussed in relation to the literature review and theoretical framework presented in the previous chapters. The findings will be used to draw conclusions and make recommendations for future research.

4.1. Demographic Profile of Participants.

The researcher intended to engage 50 young women, 5 Non-Governmental Women Organizations, 20 Community Members from Chitungwiza Zengeza 1 ward 7 Chitungwiza,

Respondents	Intended	Engaged	Percentage
Local Community	20	15	95%
NGO	5	5	100%
Young Women	50	50	100%

Table 4.1 summarizes the intended and actual engagements of the study's participants.

4.2 Demographic Data

The study findings indicate that demographic data was collected from young women in Chitungwiza Zengeza 1 Ward 7 to understand the problems young women are facing at workplaces. The data included age, education level, job title, Geographic location, marital status. Analyzing these demographic factors will provide insights into how these young women cope with these problems allowing for targeted support and interventions. The study's young female participants ranged in age from 18 to 30, as seen in Fig. 4.2 below. This is a significant discovery

because it indicates that most young women in the target ward face problems at work since they may still be developing.

4.3.1. Age Distribution.

Concerning age as a specific component of demographic data, the participants were grouped into two separate age groups; young women and local community members.
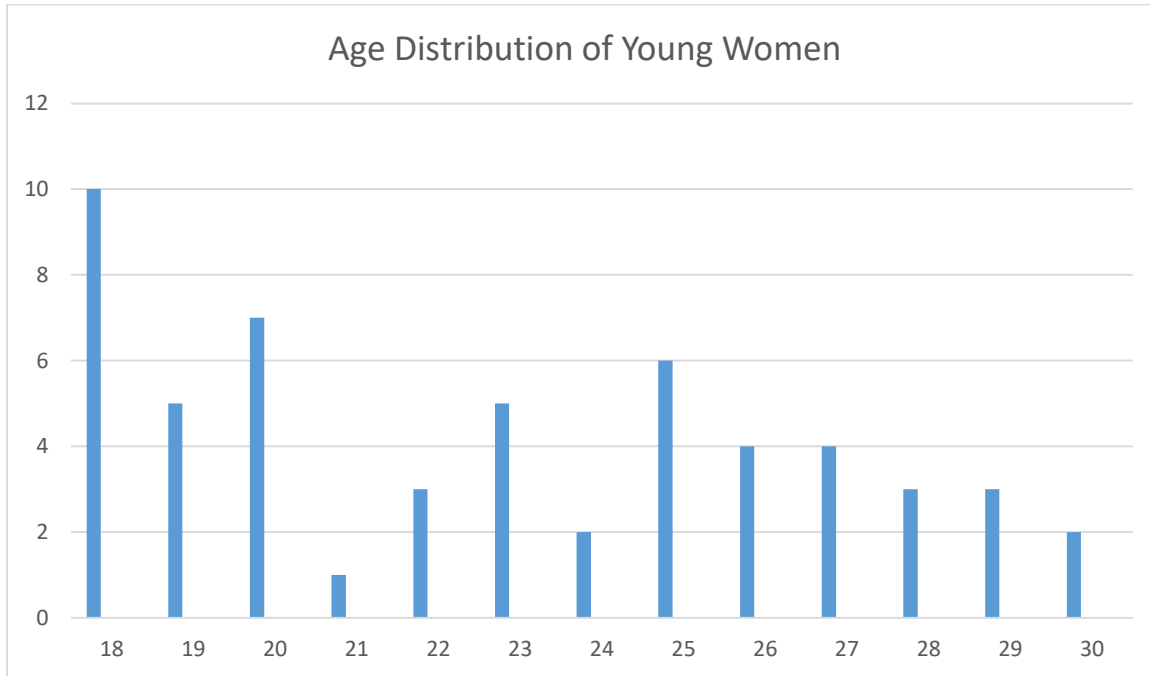
Figure 4:2's statistics data indicates that selected female volunteers were selected from the workplaces. The plan was to include working women between the ages of 18 and 30 who are currently employed. A number of the young ladies who took part in the survey have been employed in their current positions for several years. According to the data, most young women did not succeed in completing their postsecondary education, and of those who did finish their postsecondary The researcher was guided by the conditions and difficulties that young women are encountering at their places of employment. They did, however, face a number of difficulties that had an impact on their verbal, physical, psychological, and emotional health.

4.2.1 Local Community

The local community members who participated in the study were aged between 18 and 30 shown in Fig. 4.2 below. The years of working of participants and their job occupation. The years of working allowed for a diverse range of perspectives and experiences to be represented in the study, which is important for understanding the challenges faced by young women at workplaces.

Number of People	Age	Years of working
6	18-23	3-6
9	24-27	5-6
5	28-30	2-7

Fig 4.2 illustrates the age and years of working of community members

4.3.1. Education.

It can be inferred from the research that there is a mix of educational backgrounds among women. Some young women have received tertiary education while others have not had the opportunity to pursue education to tertiary level. Some have not reached tertiary level at all, some have received education, and some have received secondary education while none have received tertiary. The majority of young women are certificate holders while followed by tertiary and O level and the least number reached A level

Level	O level	A level	Certificate	Diploma	Tertiary
Participants	15	12	17	14	15

Fig 4.3. illustrates the distribution of educational levels within each age group.

This table provides a concise representation of the highest education level reached by an individual within each age group of young women in Chitungwiza.

4.3.3. Marital Status.

The young women involved in the research were either married or single. Figure 4.3 below shows that a large number of these young women are not married and they live with their families. The

young women were grouped into 2 groups, married and not married and the data is shown below. The largest number of young women are not married presented by 51% while married are 49%.
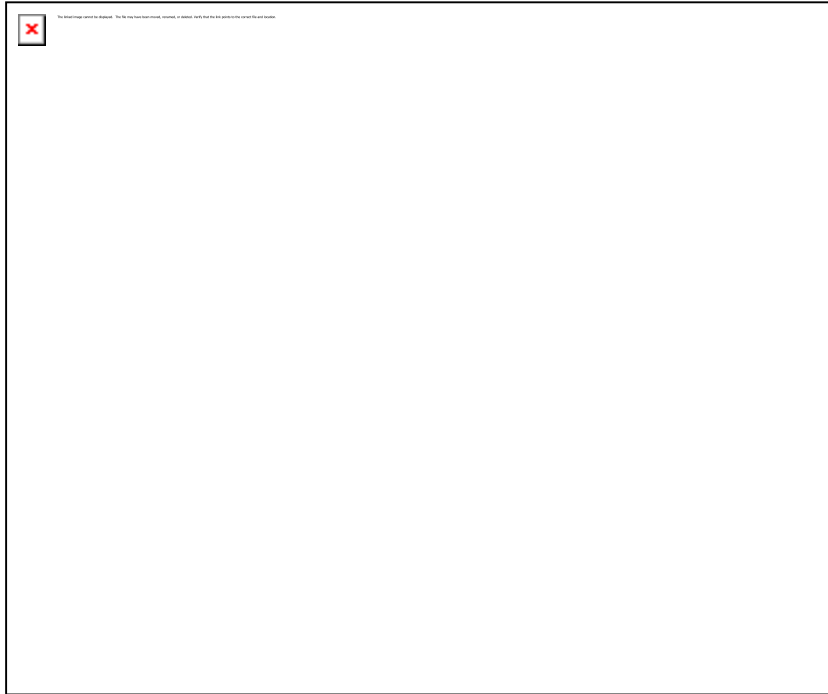
4.4.   Objective One: Findings on the problems faced by young women in Chitungwiza Zengeza 1 Ward 7.
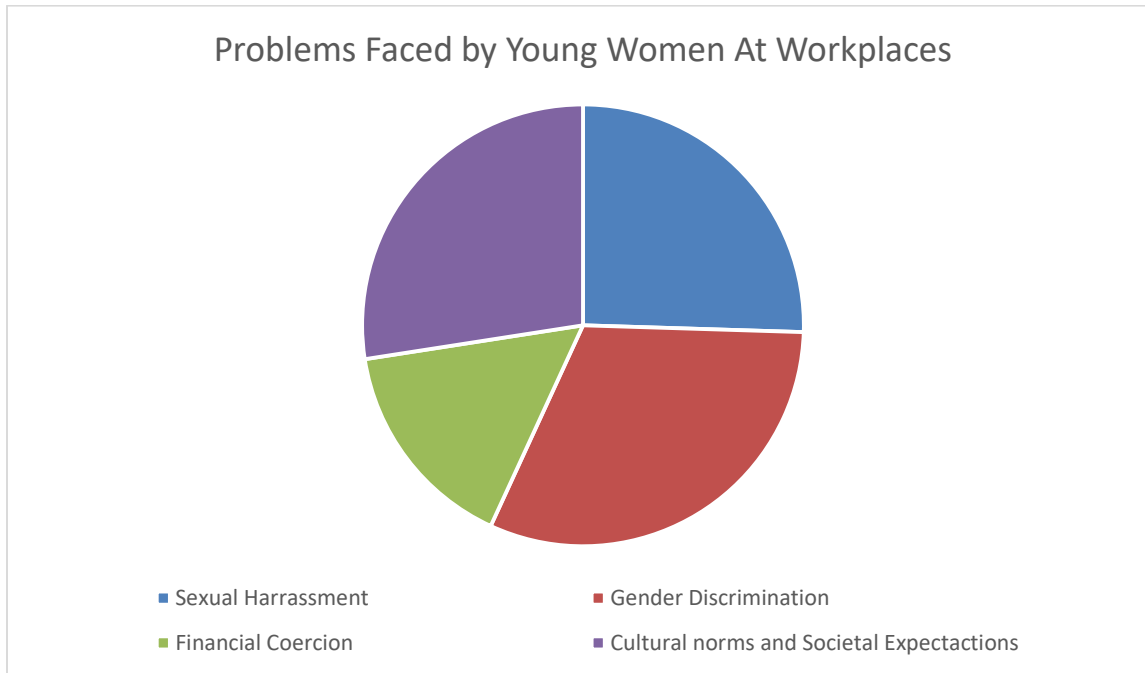
Fig 4:4: Showing the problems and the percentage faced by young women at workplaces

The study indicates that young women in Chitungwiza experienced various problems at workplaces. The study was conducted on the young women, community members and women organizations. These included physical violence, sexual harassment, emotional manipulation, and economic coercion, gender discrimination as shown on Fig 4: 4 above. Sexual harassment encompassed non-consensual sexual acts or coercive sexual behavior. Emotional manipulation included tactics like verbal insults, humiliation, or threats to harm themselves or their child. Economic coercion involved controlling their finances, preventing them from accessing employment or education forcing them into financial dependence. The assessment into the problems faced by young women at workplaces in Chitungwiza revealed that the participants encountered several difficulties. The study indicated the responses from participants which are gender-based discrimination being the highest percentage at 80%, followed by cultural norms at 70%. 65% young women indicated that they face sexual harassment. Additionally, participants noted that they were often financial coercion 40% overworked and underpaid compared to their male counterparts. The study also highlighted the impact of societal expectations on women's work abilities.

4.4.1. Physical Abuse/Sexual harassment

Sexual Harrassment

Legend: ■ Young Women ■ Community Members ■ Young Women Organisations
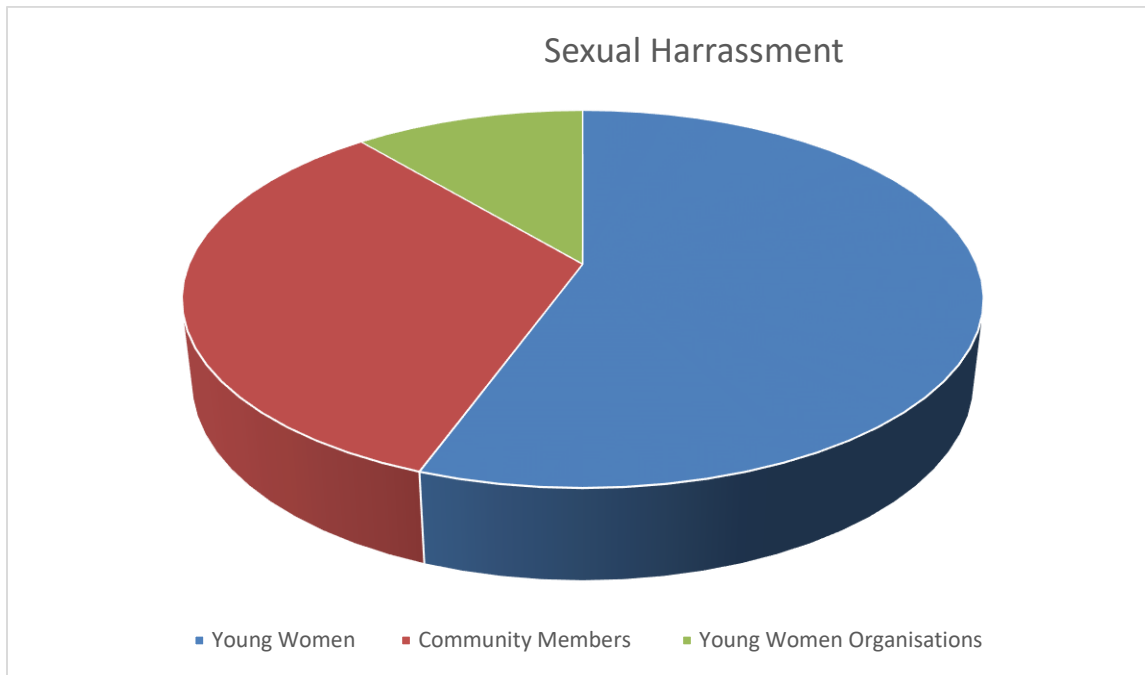
Fig 4.5 *Showing the percentage of women faced sexual harassment*

Some responses from Questionnaires say all the 75% of young women who answered have experienced sexual harassment from their work mates and bosses 40% of community members and also 15% from young women organizations also faced sexual harassment according to Fig 4.5 above shows young women from all different sectors have faced sexual harassment. The study uncovered that sexual harassment was a significant problem faced by young women at workplaces in Chitungwiza. Many of the participants reported experiencing unwanted sexual advances, inappropriate comments, and physical touching from male colleagues or superiors. These experiences often led to feelings of fear, discomfort, and lowered self-esteem. This is further supported by some submissions from young women on Focus group discussions that the participants that the fear of losing their jobs or being labeled as 'difficult' prevented them from reporting the incidents " *If you report to the police you might lose your job* ". The study indicates that sexual harassment has become an occupational hazard for young women, and more needs to be done to address this issue." The research findings agree with Mazhozhere (2016) who says that power dynamics played a significant role in sexual harassment incidents with young women who

were in junior positions or less secure employment feeling particularly vulnerable. This was also supported by some community members engaged in this research in a Key Informant Interview held on 20 April 2024. They submitted that many young women are being taken advantage of buy their superior for them to gain higher positions at work even though they're qualified for the job position.

These results are in agreement with a study by Marara, (2022) who found that harassment, cultural norms, and gender inequity. The majority of sexual harassment occurrences, according to the study, were unreported because of things like embarrassment, fear of reprisals, and mistrust of the legal system.

4.4.2 Gender-Based Discrimination
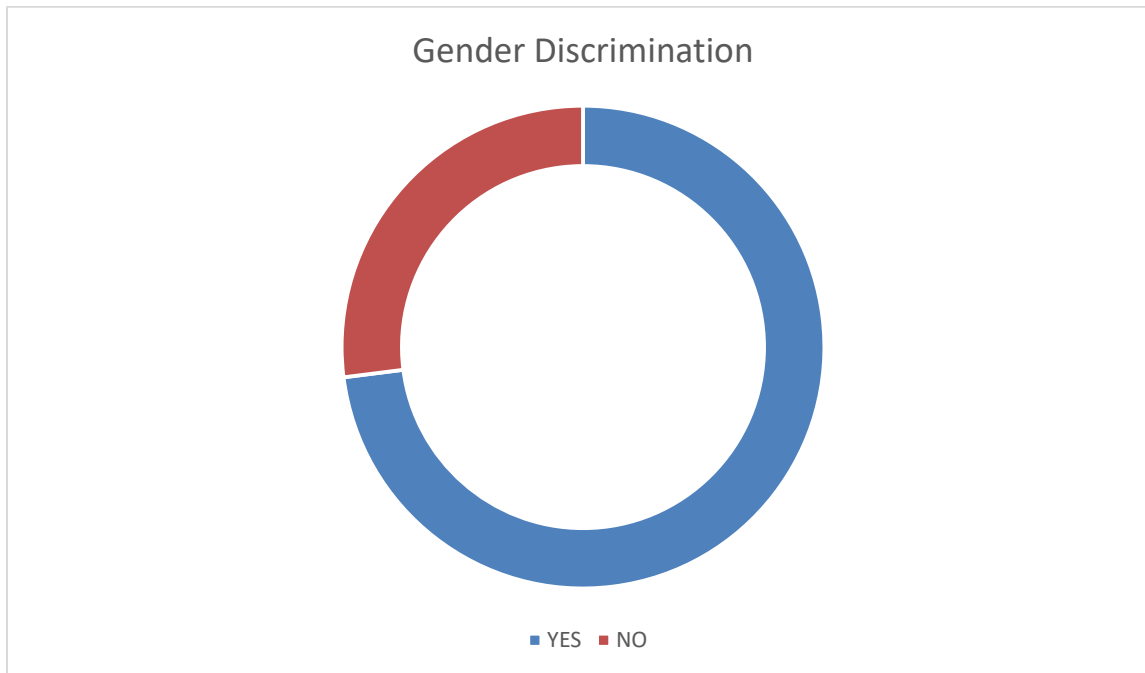
Fig 4:5 *Responses from Questionnaires showing the percentages of young women who faced gender discrimination*

From the focus groups and questionnaires in the study, participants revealed that gender-based discrimination was a significant problem faced by young women in the workplace. According to Fig 4.5 73 % of young women from questionnaires reported experiencing gender discrimination. Many of the participants reported experiencing unfair treatment based on their gender, including lower pay, fewer opportunities for promotion, and dismissive attitudes from their colleagues and superiors. Participants revealed that gender-based discrimination often led to feelings of frustration and discouragement, and contributed to a sense of inequality and injustice in the workplace.   The study also found that some young women were encouraged to take on traditional gender roles, such as administrative or secretarial positions, rather than pursuing more technical or leadership roles. This supported by young women participants from the Focus group 1.

A participant (A) said, '*I was passed over for a promotion because my boss believed that the position required more "assertiveness," which he associated with men*.' Another participant stated, '*I've been called "too emotional" or "too sensitive" when I voice my opinion or suggest a new idea, even when I'm expressing myself in the same way as my male colleagues.*'

4.4.3 Financial coercion

The study findings indicate that financial coercion was another form of gender-based discrimination experienced by young women in the workplace. Some participants reported that they were offered lower salaries or denied raises or bonuses because of their gender.

A participant(B) from the Focus group 1 held on the 15 of April 2024 said, '*I found out that my male colleague, who was hired at the same time as me, was paid 20% more than me. When I brought it up with my boss, he brushed it off and said that my colleague "had more experience."* '*Certainly! Financial coercion can manifest in other ways as well:*

Some participants reported being denied opportunities for overtime or promotion because they were perceived as "less committed" to their careers, even when they were equally qualified and dedicated to their work. Some participants mentioned being given more menial or tedious tasks because they were seen as "better suited" to them, which limited their ability to develop new

skills and advance their careers. Some participants also reported experiencing "pay secrecy," in which they were discouraged or prohibited from discussing their salaries with colleagues, which made it more difficult to detect and challenge gender-based pay disparities.

4.4.4 Cultural norms and Societal Expectations

The study findings showed that cultural norms and societal expectations had a significant influence on the experiences of young women in the workplace. Many participants mentioned that they were expected to conform to traditional gender roles, such as being nurturing, supportive, and self-sacrificing.

A participant (C) from women organizations said, '*In my culture, it's considered disrespectful to challenge your elders, especially if they're male. So, I find it difficult to speak up or challenge my boss when I disagree with him.*'

Some participants reported experiencing pressure from family members or society at large to prioritize marriage and childbearing over their careers. This could make it more difficult for them to pursue professional advancement. Some participants noted that they were expected to dress and behave in ways that were considered "appropriate" for women, even when these expectations conflicted with their personal preferences or the requirements of their jobs. Also, some participants mentioned that their colleagues and superiors often made assumptions about their skills and abilities based on their gender.

"During the focus group 2 held on the 15 of April 2024, one community member (Participant A) shared an experience that highlighted the impact of cultural norms and societal expectations on her career. She said, '*I was working as a receptionist in a male-dominated company. One day, my boss called me into his office and told me that I needed to smile more when answering the phone because "women's voices sound nicer when they're smiling." He said that the clients would be happier if I "sounded friendlier." I felt uncomfortable and embarrassed, but I didn't feel like I could say no.*'"

4.5 Objective Two: Findings on the factors contributing to the problems faced by young women at workplaces in Chitungwiza Zengeza 1 Ward 7
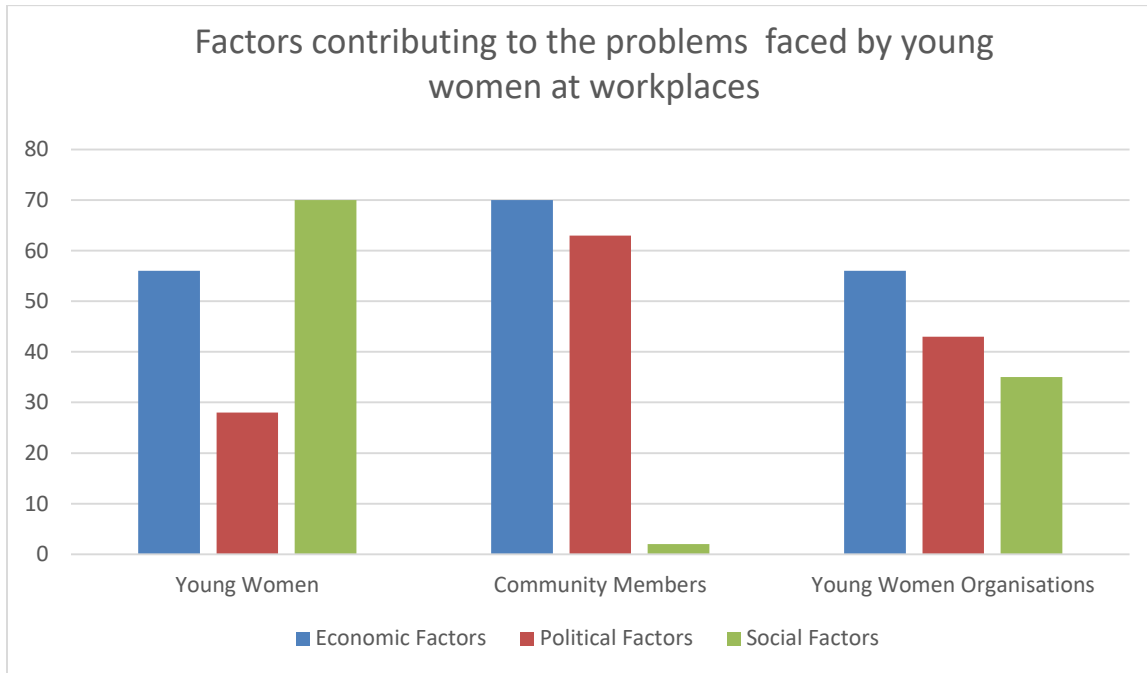
Fig 4.6 *Showing factors contributing to the problems faced by young women at workplaces*

The study indicated the factors contributing to the problems faced by young women shown by Fig 4.6 above. Young women reported social factors as the highest percentage contributing to the problems faced by young women at 70%. Economic factors also contribute at 56% and least factors at 28%. Also, community members reported economic factors at 70% as the highest percentage contributing factor to the problems faced by young women at workplaces followed by political factors at 63% at the least being social factors at 2%. Additionally, Young Women Organizations reported economic factors as the highest percentage contributing factor at 56 % followed by 43% of political factors and lastly 35% of social factors. The study findings indicate that there are many factors contributing to the challenges young women are facing at work places. During focus groups and key Informant Interviews participants flagged out the factors contributing to the problems young women are facing at workplaces. The statistical data table

Fig 4.3 below shows the responses from the participants about the factors contributing to the challenges young women are facing.

THEMES	RAISED ISSUES
Economic factors	•poverty •Financial stress •low wages •Lack of access to credit
Social Factors	•Social expectations •gender stereotypes
Political Factors	•Lack of political representation •Inadequate legal protection

Table 4.3 *showing factors contributing to the problems young women faced at workplaces*

4.5.1 Economic Factors

4.5.5.1 Poverty

The problems faced by young women in the workplace can be complex and multifaceted. The study findings indicate that poverty is a contributing factor. Some study findings from questionnaires shed light on how poverty impacts young women at work mentioned by participants include, poverty can limit a young woman's ability to access the education and training needed to secure a well-paying job or advance in her career. Some community members

mentioned that poverty can also limit the support networks that young women have access to, such as mentors, professional contacts, or social networks that can help them navigate workplace challenges.

During Key informant interview held on 23 April 2024, A participant from women organizations (Participant A) said "

"*Growing up in poverty, I had to work twice as hard to prove myself in the workplace. The stereotype that poor women are less educated and less capable is a constant battle. I had to overcome so many barriers just to get a foot in the door, let alone advance in my career. But I refused to let poverty define me. I knew I had the skills and the drive to succeed, and I wasn't going to let anyone tell me otherwise.*"

In addition, the research findings agree with Bouchama (2018) who says economic environment is marked by high unemployment rates contributes to lack of economic chances that disproportionately affects young women. The participants revealed the factors contributing to the challenge's women faced at workplaces. From the discussions with the young women and organizations and community members expressed that economic factors are affecting young women.

4.5.5.2 Financial Stress

The study findings indicate that financial stress is the contributing factor to the challenges faced by young women at workplaces. 10 Young women indicated in questionnaires that young women are more likely to face wage disparities and lower earnings compared to their male counterparts, which can exacerbate financial stress. Young women said they face discrimination when it comes to promotions and advancement opportunities, which can limit their earning potential and increase financial stress. The study findings on financial stress and young women in the workplace indicates that young women may also face challenges in balancing work and personal responsibilities, particularly if they are also responsible for caring for children or elderly family members. Some participants mentioned that financial coercion can lead to added stress and reduced work hours, which can affect their earning potential. Also, 5 young women mentioned

that young who come from low-income backgrounds or who have taken on significant student loan debt may be more financially stressed than their peers, which can affect their ability to make ends meet and advance in their careers.

During focus groups 1 held on the 15th April 2024, one community member (Participant B) shared her the experiences and perspectives of young women in the workplace:

"*As a young woman starting out in my career, I was shocked by the amount of financial stress I faced. The cost of living, student loans, and the struggle to find well-paying work all added up. I felt like I was constantly just treading water, trying to keep my head above the surface. And when you're worried about making rent or affording groceries, it's hard to focus on your career and climb the ladder.*

4.5.5.3 Lack of access to credit and Low wages

The study findings indicate that lack of access to credit and low wages can have a significant impact on young women in the workforce. Some study findings pointed out by young women in questionnaires include, limited options for borrowing, young women may face challenges in accessing credit, particularly if they have limited credit history or low income. This can limit their ability to finance major purchases, like a car or a home, which can affect their financial stability and quality of life. Participants said they are overrepresented in low-wage jobs, which can limit their earning potential and perpetuate the cycle of poverty.

During the Focus 2 group held on the 15 of April 2024, A participant (C)said" *We are not able to get loans because we have low wages or its your first time applying for loan*"

4.5.2. Social Factors

4.5.2.1 Social Expectations

From questionnaires, the study findings identify social expectations as a contributing factor to the challenges faced by young women in the workplace in several ways. 15 participants said that they face pressure to conform to gender roles. They also said young women may feel pressure to conform to traditional gender roles and expectations in the workplace, which can limit their

opportunities and career advancement. Also, participants further identified the lack of work-life balance. Young women are facing pressure to juggle work and family responsibilities, which can lead to increased stress and burnout. Some participants from focus groups said they face limited representation in leadership roles because young women may face barriers to advancement in leadership roles due to gender bias and discrimination, which can reinforce negative social expectations about women in the workplace**.**

During Key informant interview participants were asked about how social expectations contributing the challenges they are facing at workplaces. One woman from woman organization (Participant B) stated"

"*Growing up, I was always taught that women should be caring and nurturing, and that we should prioritize our families over our careers. But when I started working, I realized that this expectation was really limiting my opportunities and my growth. It was hard to reconcile the messages I'd received with the reality of what I needed to do to succeed in the workplace. It felt like I was constantly having to fight against these stereotypes and expectations in order to prove myself."*

Another participant (C)from Key Informant Interviews stated that " *Being a woman comes with many disadvantages, even you have qualities and qualifications to be on a certain position at work you won't be promoted because you're a woman and this has contributed to many problems we facing"*

The results agree with Elder ,2014 who says young women face difficulties while juggling their personal and professional commitments, including childcare and housework. They are frequently disproportionately burdened by societal expectations and traditional gender roles, which affects their general well-being and makes it difficult for them to attain work-life balance.

4.5.2 .2 Gender Stereotypes

From the interviews and questionnaires, 80% of the study findings indicate that gender stereotypes can contribute to several challenges faced by young women in the workplace. Some participants from focus groups stated that they are facing difficulties being taken seriously in the

workplace due to gender stereotypes that associate femininity with weakness or incompetence. Gender stereotypes can lead to lower self-esteem among young women, making it harder for them to advocate for themselves and their careers. Also, some participants said they face bias in hiring and promotion. Gender stereotypes can lead to hiring and promotion bias, making it harder for young women to advance in their careers and achieve leadership roles.

During Focus Group 2 held on the 15 April 2024, a participant (D) stated"

"I was the only woman on my team at work, and I found that I had to work twice as hard to be taken seriously. My male colleagues would often talk over me or ignore my ideas, even when I was the most qualified person in the room. I felt like I had to prove myself constantly, and it was exhausting. It made me question whether I belonged in the workplace at all."

4.5.3 Political Factors

4.5.3.1 Lack of political representation

Study findings showed that lack of political representation can contribute to problems faced by young women in the workplace in several ways. The responses from questionnaires participants showed that without adequate representation, young women may not have the support of politicians and policymakers to enact laws and policies that protect their rights and support their professional development. Also, without representation, young women may not have the visibility or voice they need to raise awareness about the issues they face in the workplace, such as sexual harassment or wage discrimination. Some participants from focus groups said without representation, young women may have fewer role models to look up to and emulate in the workplace. This can limit their ability to envision themselves in leadership roles and to see themselves as powerful agents of change. Also, participants from key informant interviews said that lack of representation can lead to laws and policies that have a disproportionate negative impact on young women, such as cuts to social programs or access to healthcare. This can limit their ability to manage work-life balance and pursue career opportunities.

During Key Informant when discussing lack of political representation and young women in the workplace at their organization participants (Participant D) shared that'

"I feel like my voice is not heard in the workplace, and that my concerns are not taken seriously. I think this is partly because women are not represented in the leadership of my organization, and they don't understand the challenges that young women like me face."

"I think we need more young women in politics who can advocate for policies that support women's rights and gender equality in the workplace."

The results agree with Marima (2019), who draws attention to the mistreatment of women by other women, citing Zimbabwe's 2018 harmonized election as an example. The women ridiculed the performance of the losing candidates, claiming they ought to have kept out of men's affairs. Comprehending OVAW-P as a reaction to an alleged challenge to patriarchy also clarifies why, as is frequently the case in Zimbabwe, women in politics may be subjected to differential treatment according on the degree of their systemic loyalty.

4.5.3.2 Inadequate legal protection

Study findings indicates young women may lack adequate protections against discrimination in the workplace, such as gender-based pay discrimination, sexual harassment, or discrimination based on pregnancy or family status. Even when legal protections exist, they may not be enforced consistently or adequately, leaving young women vulnerable to workplace Inadequate legal protection can contribute to challenges faced by young women in several ways. From the responses in the questionnaires, participants stated they are afraid to report discrimination or harassment in the workplace due to fear of retaliation from their employer or colleagues. Some participants said without adequate legal protections, they have limited recourse if they are discriminated against or harassed in the workplace. This can lead to feelings of powerlessness and despair. Young women reported being discouraged from speaking out about their experiences due to a culture of silence or a lack of support from their employers or colleagues.

During focus group 1 a participant lE) shared her experience of inadequate legal protection and the challenges it presents in the workplace"

"I experienced sexual harassment from a supervisor, but I didn't feel like I could report it because I was afraid that I would lose my job or be labeled as a troublemaker. I felt like I had no one to turn to, and that I was powerless to stand up for myself. It made me feel really vulnerable and alone."

The results agree with the study by Clark (2019) who highlighted that lack of supportive policies and legal frameworks further contributes to the problems faced by young women in African workplaces. Inadequate enforcement of existing laws and the absence of gender-responsive policies limit the protection and support available to young women. This lack of institutional support exacerbates the obstacles they face in achieving equal opportunities and fair treatment in the workplace.

4 .6 The effects of the problems faced by young women at workplaces in Chitungwiza Zengeza 2 Ward 10

Effects of the problem faced by young women at workplaces

- Career progression
- Mental Health
- Work Dynamics
- Retention and Attrition
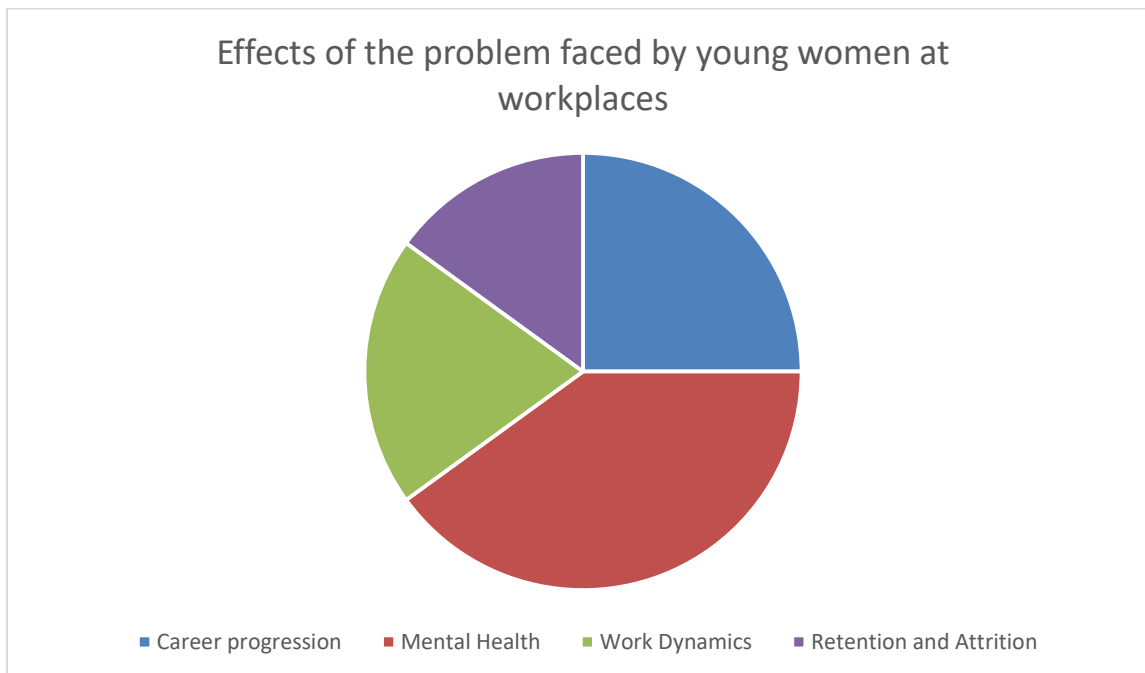
Fig 4 .7: *Showing the percentage of the effects of the problems faced by young women at workplaces*

Fig 4.7 present the responses from questionnaires, focus groups and key Informant Interviews on the effects of the problems faced by young women at workplaces. Participants flagged out mental health as the highest percentage at 40% indicating that 40% of young women are affected mentally due the problems the. Also, 25% young women career progression is affected. Additionally, participants indicated that 20% of work dynamics is affected and lastly 15% participants face retention and attrition at their workplaces. The study findings from questionnaires, focus groups and interviews indicate that these effects collectively contribute to a challenging work environment for young women. Participants said challenges faced by young women in the workplace can encompass various aspects such as gender bias, unequal opportunities for advancement, stereotyping, and work-life balance issues. These challenges can have significant effects on young women, affecting their career growth, confidence, mental well-being, and overall job satisfaction.

The research findings agree with Kangoye (2016) who says the difficulties faced by young women at workplaces have major psychological impact on young women as stress, worry and unfair treatment have detrimental effect on mental health and job satisfaction.

Effects of the challenges	Description
Career Progression	Slower advancement due to limited mentorship and networking opportunities.
Mental health	Higher levels of anxiety, imposter syndrome, and burnout affecting well-being.
Work Dynamics	Microaggressions, discrimination, and exclusionary behavior impacting engagement.

Retention and Attrition	Higher turnover rates as young women seek more inclusive environments

Table Fig 4.4 *showing the findings of the effects of the challenges faced by young women at workplaces*

4.6.1 Limitation on career progression

The study findings showed that young women in the workplace often experience gender-based discrimination, limited opportunities for career advancement, stereotypes that undermine their abilities, and difficulties in maintaining a healthy work-life balance. These challenges can result in lower job satisfaction, decreased confidence, and higher levels of stress and burnout among young women employees. The study also highlighted that young women may face barriers in accessing leadership roles, receiving equal pay compared to their male counterparts, and dealing with workplace cultures that may not be inclusive or supportive of their needs. Additionally, societal expectations and stereotypes can contribute to a lack of recognition for their achievements and capabilities, leading to feelings of being undervalued or marginalized in the community. The participants said they are affected in the sense that they face slower career progression compared to their male counterparts, often due to barriers such as limited access to mentorship, sponsorship, and networking opportunities. This can lead to a lack of representation in senior leadership roles and a glass ceiling effect.

During the focus group 1 discussion, one participant (A) said, *"I feel that there is a lack of communication within the team, which makes it challenging to collaborate effectively on projects. We often work in silos, and important information is not shared transparently. This creates confusion, delays in decision-making, and ultimately affects the quality of our work. I believe that improving communication channels and fostering a culture of openness and transparency could greatly enhance our team's productivity and cohesion."*

4.6.2 Mental Health

The study findings from questionnaires indicate that the challenges faced by young women in the workplace and society have a significant impact on their mental health. These challenges, such

as gender discrimination, unequal opportunities for career advancement, work-life balance issues, and societal expectations, can contribute to increased stress, anxiety, and emotional strain among young women. Responses from the community members from the focus groups indicated that the effects of these challenges on mental health include, young women facing workplace challenges may experience heightened levels of stress due to pressure to perform, navigate discrimination, and balance multiple responsibilities. Chronic stress can have a detrimental impact on mental and physical well-being. Some participants said that they encounter uncertainty, competition in the workplace can contribute to feelings of anxiety and apprehension. Fear of failure, imposter syndrome, and concerns about job security can exacerbate anxiety symptoms. Also, the study findings showed that constant exposure to challenges and obstacles at work can lead to feelings of hopelessness, inadequacy, and despair, which are common symptoms of depression. Discrimination, lack of support, and limited opportunities for growth can contribute to depressive symptoms.

During focus groups 2 discussion, one participant (A) said' *some problems we face at work affecting our mental health and causing stress and this affects our work performances"*

The results of the study agree with recent evidence research by Kiefer (2015) his research indicates that female professionals are more prone to imposter syndrome than their male counterparts. Cultural conventions, prevailing gender stereotypes, and socioeconomic influences all have an impact on this occurrence. These external factors may drive women to downplay their abilities and become less willing to acknowledge their accomplishments.

4.6.3 Work Dynamics

The study findings from questionnaires and key Informant Interviews indicate that young women are affected by gender biases and stereotypes which influence workplace dynamics, leading to discrimination, and exclusionary behavior towards young women. This can create a hostile or unwelcoming work environment, negatively impacting their engagement and productivity. Some

participants said the challenges they are facing at work place can exacerbate imposter syndrome among young women, causing them to doubt their abilities, feel inadequate, and fear being exposed as frauds in their roles and this led to decreased confidence and self-esteem. Also, the study findings showed that women are the affected at work advancement when they are not given equal access to mentorship, training, or promotional opportunities, young women may feel stuck in their careers and struggle to advance. Hence, these studies are in agreement with recent evidence from Khan (2018) who emphasized the difficulties young African women have at work contribute to larger social injustices. Promoting gender equality and building inclusive societies require addressing these issues.

During Key Informant interview held on 23rd of April 2024 participants were asked about how work dynamics affect their work advancement. One young woman (Participant A) said ' *men are the one who are given opportunities to explore their skills even attending training program and this affect us as young women as we constantly left behind and this reduce our self- esteem.*"

4.6.4 Retention and Attrition

The study findings from focus groups showed that the challenges young women face at work places contribute to higher turnover rates among young women, as they may seek more inclusive and supportive work environments elsewhere. The participants said turnover can result in talent loss for organizations and hinder efforts towards diversity and inclusion. Most participants during interviews and questionnaires showed that they're always on job hunting after leaving the toxic work environments.

During Focus Group 1 held on the 15th April 2024, participant (B) said" *they would rather be unemployed or find another job than to continue working in environment that affect their mental health*".

4.7 CONCLUSION

The findings of the problems faced by young women in the workplace in Chitungwiza ward 7 revealed a range of barriers and obstacles that limit their opportunities for advancement and success. Focus group discussions and in-depth interviews have been carried out with young women, community members, parents and NGOs various challenges have been brought forward . The study found that these challenges include sexual harassment, gender-based discrimination, limited career advancement, and the struggle to balance work and family responsibilities. Moreover, societal expectations and cultural norms were identified as reinforcing gender inequality and contributing to the difficulties young women encounter in their professional lives.

CHAPTER FIVE

DISCUSSION, SUMMARY OF FINDINGS CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This thesis took a bottom up approach to analyze the summary, conclusion and recommendations based on the study results, on the assessing measures of tackling problems faced by young women at workplaces in Chitungwiza Zengeza 1Ward 7. The objectives which

were pointed out in the first chapter of the study will be used to draw up conclusions as well as making up recommendations.

5.2 Summary of the findings

This section presents a summary on the findings of the study starting with the main body of the dissertation which is divided into five chapters which cover the background of the study, literature review on the challenges faced by young women at work places in Chitungwiza Zengeza 2 Ward 10 methodology framework as well as the discussion of both quantitative and qualitative results and the conclusion

5.2.1 Summary of the findings: Objective One

The objective one, which tried to examine the problems faced by young women at workplaces in Chitungwiza Zengeza 1 Ward 7. The statistical data shows there are numerous problems young faced at workplaces. However, gender discrimination and economic factors were found as the challenges young women are facing at workplaces. Findings were discussed aligned to objectives, theoretical framework as well as available literature related to the phenomenon under study. The study indicated the challenges faced by young women at workplaces in Chitungwiza identified several key findings that shed light on the unique obstacles and barriers young women encounter in the workplace. The study statistical data shows that large number of young women in Chitungwiza face gender discrimination in various forms, including unequal pay, limited career advancement opportunities, and bias in hiring practices. A significant number of participants reported experiencing harassment, discrimination, and a hostile work environment in Chitungwiza. The literature review conducted for objective one also corroborated the statistical findings, highlighting the alarming rates of sexual harassment among young women in Chitungwiza district. Several studies and reports consistently documented the vulnerability of young women at workplaces indicating that they are at a higher risk to face gender discrimination. The literature review identified factors such as power dynamics, socio-economic disparities, and cultural norms that contribute to the problems young women face at workplaces.

5.2.2 Summary of findings: Objective Two

The objective two, which tried to analyze the factors contributing to the challenges facing young women at workplaces in Chitungwiza Zengeza 1 Ward 7. The statistical data shows the contributing factors towards the problems faced by young women are economic, social and political factors. This includes examining social expectations, gender stereotypes and leadership barriers that young women encounter in their professional. The literature review from the objective two indicated that the persistent issue of gender discrimination in workplaces affecting young women globally and locally. The literature review indicated the factors contributing to problems faced by young women at workplaces reveals a prevalent issue of gender discrimination, reflected in unequal pay, biased hiring practices, and limited career advancement opportunities. Addressing these disparities is crucial to creating a more equitable work environment and empowering young. The study highlights that young women in Chitungwiza struggle with work-life balance due to long working hours, inflexible policies, and societal expectations. Furthermore, the literature review reveals the pervasive impact of the contributing to the problems faced by young women at workplaces. Gender stereotypes and societal pressure to conform to traditional norms often prevent these young women from seeking help or disclosing their experiences.

5.2.3 Summary of findings: Objective Three

Objective three, which was to assess the effects of the problems faced by young women at workplaces, particularly in the context of Chitungwiza. The statistical data shows that the problems young women face at work places have negative effects on them, mentally, limitation on career progression, jobless, low self-esteem. The literature review also indicated that, the presence of negative workplace dynamics, including harassment, discrimination, and toxic work environments, has detrimental effects on the mental health, job satisfaction, and overall well-being of young women. The literature review conducted for objective three also aligns with the statistical findings, emphasizing the effects of the problems faced by young women at workplaces. It highlights the effects of mental health on career progression and self-esteem. Young women struggle to have equal rights to navigate the problems they face.

5.3 CONCLUSION OF THE FINDINGS

This section present conclusions of the findings of the study on the investigation into the challenges faced by young women at workplaces has revealed a multitude of critical issues that impact the professional experiences and well-being of young women in the workplace.

5.3.1 Objective One: Problems faced by young women at workplaces in Chitungwiza Zengeza 1 Ward 7

This section presents conclusions of the findings of the study on the problems faced by women at workplaces in Chitungwiza Zengeza 1 Ward 7. The study identified several challenges faced by young women. Based on the findings it can be concluded that the study has provided valuable insights into the key obstacles and barriers that impact the professional experiences of young women in the workplace. The findings have shed light on the pervasive nature of gender discrimination, highlighting unequal pay, limited career advancement opportunities, and biased treatment as significant challenges faced by young women. Work-life balance challenges emerged as a prominent issue, with young women struggling to manage their work responsibilities alongside personal commitments, leading to stress, burnout, and difficulties in achieving a healthy balance. The barriers to leadership roles, such as limited access to senior positions, lack of representation, and unconscious bias, pose significant challenges for young women aspiring to advance in their careers. Overcoming these barriers is crucial for promoting diversity, fostering inclusive workplace cultures, and empowering young women to thrive in leadership roles.

5.3.2 Objective Two: The factors contributing to the problems faced by young women at workplaces in Chitungwiza Zengeza 1 Ward 7

This section presents conclusions of the findings of the study on the factors contributing to the problems faced by young women at workplaces in Chitungwiza Zengeza 1 Ward 7. The study identified several factors contributing to the problems faced by young women. Based on the findings of the factors contributing to the problems faced by young women at workplaces it provides a comprehensive understanding of the systemic barriers and obstacles that impact the professional experiences of young women. The study revealed that economic, social and political factors like social expectations, financial issues, poverty, are led factors to the challenges faced

by young women. The lack of mentorship and support systems was identified as a critical factor contributing to the challenges faced by young women. However, by addressing these factors through targeted interventions, policy changes, and cultural transformation, organizations and stakeholders can create a more inclusive, supportive, and empowering work environment for young women. Initiatives that promote gender equality, work-life balance, mentorship, inclusive workplace cultures.

5.3.3 Objective Three: Effects of the problems faced by young women at work places in Chitungwiza Zengeza 1 Ward 7

This section presents conclusions of the findings of the study on the effects of the problems faced by young women at workplaces in Chitungwiza Zengeza 1 Ward 7. Based on the study findings of the effects of the problems faced by young women at workplaces shed light on the profound impact these obstacles have on the professional experiences, well-being, and overall success of young women in the workplace. The study revealed that women are affected mentally, financially, and career progression. The struggle to maintain a harmonious work-life balance can impact the overall well-being, mental health, and job performance of young women, affecting their well-being. However, implementing strategies that promote gender equality, support work-life balance, enhance mentorship programs, foster inclusive workplace cultures, and offer leadership development opportunities, organizations and stakeholders can create an environment that empowers and supports young women to succeed, excel, and thrive in their professional endeavors.

5.4 RECOMMENDATIONS OF THE STUDY

Based on the assessing measures of tackling problems faced by young women at workplaces in Chitungwiza, the following recommendations are proposed to address these issues and empower young women in their professional endeavors:

- Organizations in Chitungwiza should establish and enforce gender equality policies that promote equal pay, fair treatment, and opportunities for career advancement for all employees, regardless of gender.

- Employers should introduce flexible work arrangements, family-friendly policies, and well-being programs to support young women in managing their work responsibilities alongside personal commitments.

- There is need for providing formal mentorship programs, leadership development initiatives, and networking opportunities can empower young women in Chitungwiza to access guidance, support, and pathways for career advancement.

- Organizations and companies should cultivate an inclusive and respectful workplace culture that values diversity, encourages open communication, and promotes supportive relationships among colleagues can help alleviate negative workplace dynamics.

- Organizations should provide leadership training, mentorship with senior executives, and clear paths to leadership roles to mitigate barriers and promote the progression of young women into leadership positions.

- There is need for collaboration with policymakers, community leaders, and civil society organizations to advocate for gender equality, support young women in the workforce, and drive positive change at the societal level.

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.APPENDIX 1: LETTER FROM THE DEPARTMENT OF SUSTAINABLE DEVELOPMENT-BUSE
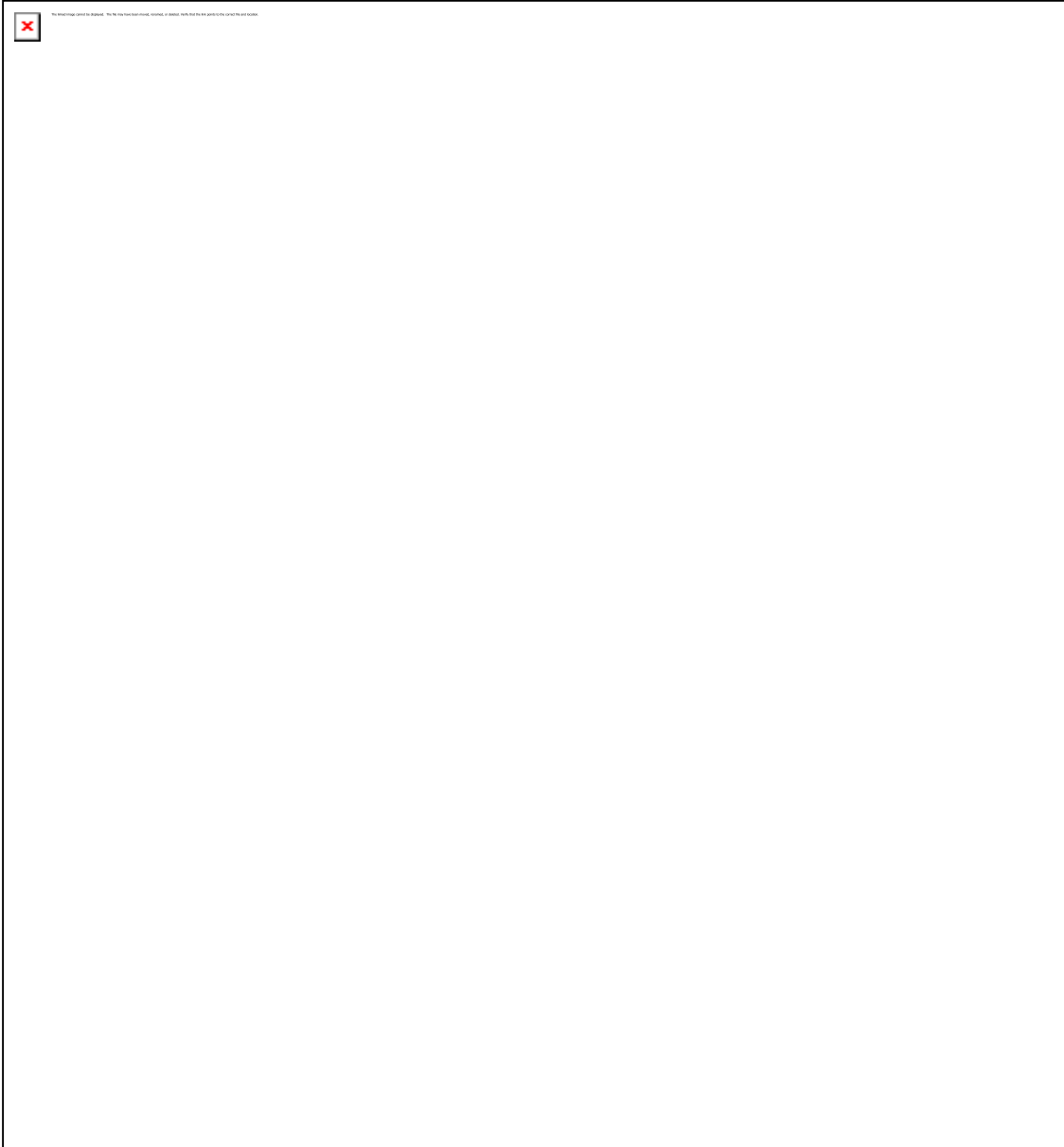
APPENDIX 3: QUESTIONNAIRE FOR YOUNG WOMEN IN CHITUNGWIZA ZENGEZA 1 WARD 7

SECTION A

Dear respondent

I am Primrose Gumbi a student at Bindura University of Science Education studying towards attainment of a Bachelor of Science, Honors Degree in Development. I am carrying out research on the following topic, "**ASSESSING MEASURES OF TACKLING PROBLEMS FACED BY YOUNG WOMEN AT WORKPLACES**". The data collected for this study will be strictly confidential and used only for academic purposes.

Please answer the question as honestly and sincerely as you can, without writing your name. Your assistance will be greatly valued.

Thank you in advance for your time and assistance

What is your age? (Tick where applicable)

Years	Tick
18-21	
22 -26	
27-30	
31	

What is your highest level of education? (Tick where applicable)

Level of education	Tick
Primary education	
Secondary education	
Diploma	

Bachelor's degree	
Never been to school.	

What is your marital status?

Time period(years)	Tick
Married	
Single	

4. What is your job occupation?

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5.What are the obstacles that you think young women face in advancing their careers?

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b. How do these problems affect their career advancement and work

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6.Do you think problems young women face at workplaces affect their well-being in your community? If YES, explain how

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7. Have you ever experienced any bias or discrimination at work because of your gender? If so, how did you respond or cope with the situation?......................…………………………………………………………………………
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8.Have you ever experienced any form of physical violence? If yes, how often has this happened?

Times violence experienced	Tick

1-3 times	
4-6 times	
6-8 times	
Lost Count	

9.Have you ever experienced any form of sexual harassment? If yes, how often has this happened?

Times violence experienced	Tick
1-3 times	
4-6 times	
6-8 times	
Lost Count	

10. What factors do you think are contributing to the problems young women are facing at workplaces.

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11.How do you balance work and other aspects of your life (e.g., family, relationships, hobbies)?

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12. Do you feel that your workplace provides adequate support and resources for women?

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15.What type of support, if any, have you received to deal with the challenges you face at workplaces? Kindly state and explain

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16. Do you have policies at your workplace that prevents the problems you are facing at workplaces. If Yes, how effective it is ....

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17. What do you think would be the most effective strategies can be implemented to improve the working environment and confidence among young women in the workplace.

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18. What programs that can implemented that can be helpful to young women at workplaces...………………….………………………………………………………………………
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APPENDIX 4: KEY INFORMANT INTERVIEW FOR WOMEN ORGANIZATIONS IN
CHITUNGWIZA ZENGEZA 2 WARD 10

SECTION B

 Dear respondent

I am Primrose Gumbi, a student at Bindura University of Science Education studying towards attainment of a Bachelor of Science, Honors Degree in Development. I am carrying out research on the "**ASSESSING MEASURES OF TACKLING PROBLEMS FACED BY YOUNG WOMEN AT WORKPLACES** "data collected for this study will be strictly confidential and used only for academic purposes.

Please answer the question as honestly and sincerely as you can, without writing your name. Your assistance will be greatly valued.

Thank you in advance for your time and assistance

Key Informant Interviews QUESTIONS

1.Can you provide an overview of the role of women organizations in promoting gender equality and women's empowerment in Chitungwiza Zengeza Ward 7?

2. How do women organizations in the ward support young women in addressing challenges they face in the workplace?

3. From your organization's perspective, what are the main forms of gender discrimination experienced by young women in workplaces in Chitungwiza Zengeza Ward 7?

4. How does your organization advocate for equal opportunities and gender equality in the local workforce, particularly for young women?

5. In your experience, have you come across instances of wage disparities affecting young women in the workplace within the ward? How does your organization address issues of pay equity and fair treatment for women employees?

6. What measures or strategies has your organization implemented to ensure equal pay and fair treatment for young women working in various sectors in Chitungwiza Zengeza Ward 7

7. Can you share examples of mentorship programs or support initiatives offered by your organization to assist young women in their professional development and career advancement?

8. How have mentorship programs helped young women in overcoming workplace challenges and navigating their career paths in Chitungwiza Zengeza Ward 7?

9. From your organization's perspective, how do work-life balance issues impact the well-being and job satisfaction of young women in the workplace? What support services or programs does your organization provide to address these challenges?

10. What recommendations would your organization make to promote a healthier work-life balance for young women and create more supportive work environments in Chitungwiza Zengeza Ward 7

11. How does your organization address cases of sexual harassment or gender-based violence encountered by young women in workplaces in the ward?

12. What preventive measures or awareness campaigns does your organization undertake to ensure a safe and respectful working environment for young women in Chitungwiza Zengeza Ward 7

13. Can you discuss the training programs or skill development initiatives provided by your organization to empower young women in their professional endeavors?

14. How effective have these training programs been in enhancing the skills and competencies of young women in the local workforce, and what further improvements do you

15. Based on your organization's work and experiences, what key recommendations or strategies would you propose to address the challenges faced by young women at workplaces in Chitungwiza Zengeza Ward 7 and promote gender equality and empowerment in the workforce?

…..THANK YOU…..

APPENDIX 5: AN INTERVIEW GUIDE FOR FOCUS GROUPS DISCUSSION FOR COMMUNITY MEMBERS IN CHITUNGWIZA ZENGEZA 2 WARD 10

SECTION C

Dear respondent

I am Primrose Gumbi, a student at Bindura University of Science Education studying towards attainment of a Bachelor of Science, Honors Degree in Development. I am carrying out research on the "A**SSESSING MEASURES OF TACKLING PROBLEMS FACED BY YOUNG WOMEN AT WORKPLACES** "data collected for this study will be strictly confidential and used only for academic purposes.

Please answer the question as honestly and sincerely as you can, without writing your name. Your assistance will be greatly valued.

Thank you in advance for your time and assistance

QUESTIONS.

1. Can you share your experiences and observations regarding the problems faced by young women in the workplace in Chitungwiza.

2. How prevalent is gender discrimination in workplaces within the ward, and what are its implications for young women's career advancement and opportunities?

3. Are there any existing measures or policies in place to promote equal opportunities and address gender disparities in the workplace for young women?

4. Have young women in the ward faced issues related to unequal pay or disparities in wages compared to male colleagues? How does this impact their motivation and financial stability?

5. What steps can be taken to ensure fair treatment and pay equity for young women working in various sectors in the

6. In your opinion, do young women in Chitungwiza Zengeza 1 Ward 7 have access to mentorship, guidance, and support networks that can assist them in navigating their career paths and overcoming workplace challenges?

7. How can mentorship programs be improved or expanded to better support the professional growth and development of young women in the

8. How do work-life balance challenges impact young women's well-being and productivity in the workplace? Are there support systems or initiatives in place to address these challenges?

9. What recommendations can you provide to promote a better work-life balance for young women and create a more supportive workplace environment in Chitungwiza Zengeza 1 Ward 7

10. Have young women in the ward faced instances of sexual harassment or gender-based violence in the workplace? How are these issues addressed, and what additional measures can be implemented to ensure a safe and respectful working

11. Are there opportunities for young women in Chitungwiza Zengeza 1 Ward 7 to participate in training programs, skill development initiatives, and leadership workshops to enhance their professional capabilities? How can these programs be enhanced to better cater to the needs of young women in the ward?

12. Based on our discussions today, what are the key recommendations or strategies that you believe could be implemented to address the challenges faced by young women at workplaces in Chitungwiza Zengeza 1Ward 7 and promote gender equality and empowerment?

THANK YOU