

CHAPTER 4: EVIDENCE FROM THE IMPACT STUDY ON GOKWE NORTH AND SOUTH DISTRICTS

The chapter presents the findings of the study in two main forms: quantitative data presentation and qualitative data presentation, respectively. The results presented herein were gathered from the five-point Likert scale questionnaire which was administered to 260 participants and the qualitative focus group discussions conducted with eight (8) groups each comprising 10 participants. For quantitative analysis, a variety of statistical techniques was employed which were augmented with SPSS to establish the impact of development policies on rural women in the two districts of Gokwe. Thematic analysis was conducted for the qualitative results. The Chapter provides the demographic characteristics of the respondents for both quantitative and qualitative instruments and goes on to assess the levels of awareness of the two development policies, and analyse the major factors affecting the implementation of development policies and the major impacts and benefits of those development policies on women in Gokwe. Factor analysis was employed for the quantitative data while thematic analysis was employed for the qualitative data.

The Study administered 399 questionnaires and received 260 returns. This was a 65% response rate. The study performed Cronbach's Alpha test to ascertain the reliability of the data collection tool. Mudzingwa (2019:120) cites Drost 2012:11) who confirms that Cronbach (1951)'s Alpha test has been reliably used by many researchers, and results ranging from 0.7 to 1.0 are considered practicable for data collection. The Alpha coefficient in the study was 0.867 which shows a reliable data set as shown in Table 4.1.

Table 4.1: Reliability Statistics

Cronbach's Alpha	N of Items
.867	37

Table 4.2 depicts the demographic characteristics of the respondents to the questionnaire. The sample comprised 257 women and 3 men giving a total of 260 respondents. The respondents were from Gokwe Town Centre, Nembudziya Growth Point, and some villages namely: Chigova, Maramwidze, Machona, and Gwehava from Gokwe North and Gokwe South. Ninety-nine percent (99%) of the respondents were women since the aim of the study was to explore the experiences of women in the Gokwe District concerning the two development policies. The men (1%) who participated in the study were key participants who hold key posts in the Ministry of Women Affairs.

The ages of the respondents ranged from 18 years to 55 years. The 18-25 age group constituted only 9% of the total participants and the lowest proportion (Table 4.1), a characteristic which was attributed to the mobility and migration of the young in any population (Nyamudeza, 2012 and Maravanyika, 2012). The 36-45 years age group had more participants at 41%, while the 45-55 years age group was lower at 25%. Table 3 shows that most of the respondents (63%) managed to complete their secondary education. This could be a result of the various efforts by the Government of Zimbabwe to promote equal opportunities in education for males and females since 1980 (Zhou and Zvoushe, 2012). However, only a small number of the respondents from Gokwe held degrees (5%) and it was concluded that those institutions of higher learning have always been a rare occurrence in Gokwe (ZIMSTAT, 2012 and Mutami, 2015). A significant number (13%) of the respondents attained only primary education and they did not get any opportunity to go to high school due to various reasons ranging from early marriages to lack of school fees. In addition, 63% of the respondents were married, an indication that marriage is an easy option for most girls in rural areas. Table 4.2 presents the demographic characteristics of the respondents to the study.

Table 4.2: Demographic characteristics of respondents (Field Work)

Demographic Characteristic	Category	Frequency	Percentage (%)
Gender	Females	255	99
	Males	3	1
	Total	258	100

Age Group	18-25	24	9
	26-35	64	25
	36-45	106	41
	45-55	64	25
	Total	258	100
Level of Education	Degree	14	5
	Diploma	48	19
	Primary	34	13
	Secondary	162	63
	Total	258	100
Marital Status	Single	24	10
	Married	162	63
	Divorced	47	18
	Widowed	25	10
	Total	258	100
Place of Residence	Growth Point	88	34
	Town	16	6
	Village	154	60
	Total	258	100
Occupation	Formally Employed	51	20
	Not Employed	126	49
	Self Employed	81	31
	Total	258	100

The respondents were asked if they were aware of the Growth Point Policy and the Growth-with-Equity Policy. From Figure 4.1, 55% of the respondents strongly agreed that they were aware of the Growth Point Policy while 25% strongly disagreed, thus an indication that the Growth point policy is known by women in Gokwe. The same women were also asked if they were aware of the Growth-with-Equity Policy, 45% strongly agreed that they were aware of the policy while a significant percentage of 35% strongly disagreed with knowledge of the policy. Comparing the two policies, there was an indication that the Growth Point Policy was better known amongst Gokwe women

than the Growth-with-Equity Policy. The responses are presented in Figure 4.1.

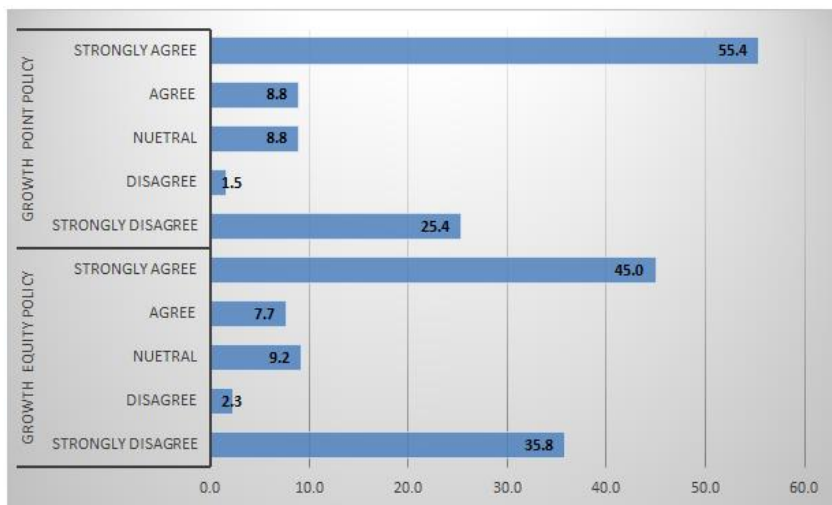


Figure 4.1: Awareness levels of Policies

Still on the awareness objective, the same respondents were asked how they got to know about the two policies in the study. The responses are shown graphically in Figure 4.1. About 38.8% of the respondents strongly agreed that they got to know about the policies through Government programmes while 30% of the respondents strongly disagreed. Figure 4.2 also reveals that 36.2% of the respondents strongly agreed that they got to know the policies through friends and family while 31.5% strongly disagreed on the channel of knowledge. Asked whether media and literature were a significant contributor to their knowledge of the policies, 33.2% of the respondents strongly agree while an almost equal number at 32.6% strongly disagreed. The results imply that government programmes were the major source of knowledge for the two development policies in Gokwe.

Figure 0.2: Sources of Knowledge of the Policies by the Respondents

Table 4.3 shows a correlation matrix. A correlation matrix is a rectangular array of numbers that provides correlation coefficients between a single

variable and every other variable in the investigation. The correlation between factors assessing the level of awareness of women in terms of development policies implemented for them was computed using Spearman's method and the results are resented in Table 4.3. As argued by Ratner (2011:2), in Masango (2019), correlations that range from 0 to 0.4 are weak, 0.4 to 0.7 are moderate, while those correlation coefficients greater than 0.7 are strong. The correlation coefficient between a variable and itself is always 1 that is a perfect correlation, as indicated by the 1s in the table. Table 4.3 also shows a statistically significant correlation between the first variable; 'I am aware of the Growth-with-Equity Policy' and the 4th variable; 'I got to know the policies through government programmes' (0.747) which is a strong correlation at 1% level of significance. There is also a moderate correlation between the variables 'I got to know about the policies through media and literature' and 'I am aware of the Growth Point Policy' at 0.595 correlations that is a statistically significant correlation at a 1% significance level. This means that there was a strong positive relationship in the way the respondents were answering those questions.

Table 4.3: Correlations of Policy Awareness level factors

			SBQ8	SBQ9	SBQ10	SBQ11	SBQ12	SBQ13
Spearman's rho	SBQ8	Correlation Coefficient	1	.				
	SBQ10		.643**	.	1			
	SBQ11		.747**	.	.691**	1		
	SBQ12		.704**	.	.584**	.763**	1	.
	SBQ13		.734**	.	.595**	.679**	.726**	1

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Key: SBQ8 – I am aware of the Growth-with-Equity Policy

SBQ9 – I am aware of the Growth Point Policy

SBQ10 – I got to know about the policies through Government Programmes

SBQ11 – I got to know about the Policies through friends and family

SBQ12 – I got to know about the Policies through Media and Literature

SBQ13 – The policies benefited me in many ways

In the study, the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy was used to test the adequacy of the sample (Ramrakhiani 2017). The acceptable measure is 0.7 and the sample used by the study had a measure of 0.812 which is higher than 0.7, indicating a very strong measure of good adequacy of the sample. Table 4.4 also shows Bartlett's Test of Sphericity that was also used by Ramrakhiani (2017). The study uses it to test the independence of the variables used to explore the level of awareness of the two development policies by the women. The whole point was to find out if the variables were correlated. Variables will be independent if they have a significance value less than 0.05% and, in this case, the variables in the study had a Bartlett's significance value of 0.000 indicating that they are independent and not related at all.

Table 4.4: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.812
	Approx. Chi-Square	658.523
Bartlett's Test of Sphericity	Df	6
	Sig.	.000

Four variables were used to assess the level of awareness in the women, 'I got to know about the policies through Government programmes'; 'I got to know about the policies through friends and family'; 'I got to know about the policies through media and literature'; and 'I am aware of the Growth Point Policy'. These variables got different levels of responses and the outstanding component or theme emerging from the analysis was that there is a general awareness of the policies through government programmes. Most of the participants got to know the two development policies through Government Programmes.

Exploratory Factor Analysis (EFA) was used, and one component was extracted as the distinguished one which was worthy of analysis, based on the strength of the Eigenvalue (Table 4.5). The study suppressed components with eigenvalues less than 1, and component 1 with an Eigenvalue of 3.087 extracted. Brandon (2011) referred to Kaiser (1958) who recommends that only components with Eigenvalues of 1.0 or greater should be retained, thus the study similarly rejected the other 3 components since they had Eigenvalues of less than 1, showing a weak relationship.

Table 4.5: Total Variance Explained on Policy Awareness Levels

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	3.087	77.170	77.170	3.087	77.170	77.170
2	.423	10.573	87.743			
3	.293	7.325	95.068			
4	.197	4.932	100.000			

Extraction Method: Principal Component Analysis.

As shown in Table 4.5, even the new version of the Kaiser criterion Method which suggests a cut-off point of 0.8 (Kaiser, 1975 in Child *et al.*, 2006) could not increase the components worth of study because their Eigenvalues were below 0.8. These results imply that most women in Gokwe are aware of the developmental policies through Government programmes.

The variables used to assess the level of awareness of the development policies by the women in Gokwe districts are shown in Table 4.6. Component 1 had 4 variables: 'I got to know about the policies through Government programmes', 'I got to know about the policies through friends and family', 'I got to know about the policies through media and literature', and 'I am aware of the Growth point policy' that had loading values of: 0.909, 0.890, 0.875 and 0.839 respectively as shown in Table 4.6. The theme emerging from the variables is: 'moderately high awareness levels of development policies in their areas'.

Table 4.6: Awareness Levels on Development Policies

	Component
	1
I got to know about the policies through Government programmes	.909
I got to know about the policies through friends and family	.890
I got to know about the policies through media and literature	.875
I am aware of the Growth Point Policy	.839

Extraction Method: Principal Component Analysis.

The respondents were asked to give their views on which factors would affect the way development policy is effectively implemented. Eight (8) factors were suggested by the study as influencing the way development policy is influenced and corruption came out as being the highest with 63.3% of the respondents strongly agreeing (Table 4.7). A few women (0.8% and 1.9%) disagreed and strongly disagreed respectively, but there was a general indication that corruption is a highly rated factor in the failure of Government development policies in Gokwe. Second in line was the lack of development funds as 62.6% of the participants strongly agreed that it influences the success or failure of development programmes.

Lack of appropriate technology and incompetence on the part of Government officials were also taken to be important factors in influencing the implementation of development policies in Gokwe's two districts since the respondents strongly agreed at 57.8% and 51.9% respectively. Lack of involvement of the recipients of policy (women) was also another factor suggested by the study and 50.2% of the respondents strongly agreed while 45.1% agreed indicating the need for involvement of the recipients if development policy is to succeed in rural areas like Gokwe region. About 39% of the respondents strongly agreed that lack of education on women affects the success of development policy while 53.5% also agreed. The age of the women and the negative attitude toward the women were also considered important factors affecting the success or failure of development policy, with 39.5% and 34.1% strongly agreeing and agreeing respectively, while an additional 51.6% and 53.5% also agreed to the importance of those factors respectively.

Table 4.7: Factors Influencing Effective Implementation of Development Policy (Fieldwork)

Response Analysis on Factors Influencing Effective Implementation of Development Policy					
	Strongly Agree %	Agree%	Neutral %	Disagree%	Strongly Disagree%
Lack of Education for Women	34.1	53.5	8.9	1.9	1.6
Negative Attitude of Women	39.5	51.6	5.8	1.2	1.9
Age of Targeted Women	43.8	48.8	5.0	0.8	1.6
Lack of Involvement of Women	50.2	45.1	2.3	1.2	1.2
The incompetence of the Government	51.9	42.2	3.5	1.2	1.2
Lack of Appropriate Technology	57.8	36.4	3.1	1.6	1.2
Lack of Funds	62.6	32.3	3.5	0.8	0.8
Corruption	63.6	31.0	2.7	0.8	1.9

The Correlation Matrix in Table 4.8 shows the correlation between the factors that influence effective development policy in the two Gokwe Districts. There is a weak to moderate correlation between the factors influencing development policy in Gokwe. For example, there exists a weak correlation between the variable ‘Corruption negatively influences development policy implementation’ and the variable ‘The age of the targeted women has a lot to do with success or failure of policy’ with a value of 0.140 a correlation which is statistically weak at 0.05%. Similarly, there is a moderate correlation between variables: ‘Incompetence on the part of Government Officials leads to failure of development policy’ and ‘Lack of appropriate technology leads to failure of development policy’ at a correlation of 0.488 which is statistically significant at 0.01% significance. The factors influencing the effective implementation of development policies are weakly and moderately correlated as argued by Table 4.8.

Table 4.8: Correlations of Factors Influencing the Effective Implementation of Development Policy

		SCQ1 6	SCQ1 7	SCQ1 8	SCQ1 8	SCQ2 0	SCQ2 1	SCQ2 2	SCQ2 3
Spearman's rho	SCQ16	1							
	SCQ17	.529**	1						
	SCQ18	.290**	.475**	1					
	SCQ19	.300**	.461**	.488**	1				
	SCQ20	.322**	.461**	.405**	.455**	1			
	SCQ21	.140*	.281**	.268**	.329**	.450**	1		
	SCQ22	.251**	.295**	.313**	.342**	.259**	.389**	1	
	SCQ23	.178**	.267**	.286**	.286**	.297**	.261**	.486**	1

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Key: SCQ16 – Section C Question 16 in Questionnaire: Corruption negatively influence development policy implementation

SCQ17: Lack of funds negatively affects the way development policy is implemented

SCQ18: Lack of appropriate technology leads to failure of development policy

SCQ19: Incompetence on the part of Government Officials leads to the failure of development policy

SCQ20: Lack of involvement of policy recipients at planning levels leads to policy failure

SCQ21: The age of the targeted women has a lot to do with the success or failure of the policy

SCQ22: Negative attitude of women leads to policy failure

SCQ23: Lack of education in the recipients leads to policy failure

The study employed the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy to test the adequacy of the sample available, and it provided a resultant measure of 0.854 for the study (Table 4.9). This is a very satisfying result indicating strong adequacy of the sample based on the $KMO \geq 0.5$

threshold (Rozman *et al.*, 2019, Virupashka and Puranik 2016). The study had opted to use 0.7 as the cut-off to rely on higher values only which are closest to 1.0, thus a measure of 0.84 is considered adequate. The Bartlett's Test of Sphericity which was also used by Ramrakhiani (2017) was used in the study to test the independence of the variables used to explore the factors affecting the effective implementation of Government development policies on women in the two Gokwe Districts. Variables with a significance value less than 0.05 are said to be independent and the variables used in the study had a Bartlett's significance value of 0.000 indicating their independence.

Table 4.9: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.854
Approx. Chi-Square		774.830
Bartlett's Test of Sphericity	Df	28
	Sig.	.000

The Exploratory Factor Analysis (EFA) was conducted on the eight (8) variables/components used to analyse the factors affecting the implementation of development policies on rural women, and these factors were: Incompetence on the part of Government Officials leads to failure of development policy; lack of involvement of policy recipients at planning levels leads to policy failure; Lack of funds negatively affects the way development policy is implemented; Lack of appropriate technology leads to failure of development policy; Negative attitude of women leads to policy failure; The age of the targeted women has a lot to do with success or failure of policy; Corruption negatively influence development policy implementation; lack of education in the recipients leads to policy failure (Table 4.10). The emerging themes from the study were that corruption negatively impacts the success of development policies and the lack of follow-up strategies. These were the two major components being shown in Table 4.10 because they had outstanding Eigenvalues of 3.950 and 1.088 respectively. This means most of the respondents strongly agreed that corruption is one of the worst enemies to the success of the two development policies.

Table 4.10: Total Variance Explained on Factors affecting Development Policy

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.950	49.380	49.380	3.950	49.380	49.380
2	1.088	13.606	62.985	1.088	13.606	62.985
3	.793	9.910	72.895			
4	.632	7.900	80.795			
5	.467	5.841	86.636			
6	.373	4.662	91.298			
7	.367	4.584	95.883			
8	.329	4.117	100.000			

Extraction Method: Principal Component Analysis.

The variables which influence development policy implementation are shown in Table 4.11. Using Component Factor Analysis (CFA), the study summarised the variables which had greater loading values ranging from 0.503 to .810. (Table 4.11). CFA was also used by Cirnar (2018) to measure the determinants of women's empowerment in Turkey. Two major components namely: corruption negatively affects the success of development policies (component 1) and the absence of accountability and supporting initiatives (component 2) emerged in the study as the factors affecting the implementation of development policies on Gokwe women. This is based on the strong association or relationship of the variables. Component 1 had 8 variables, namely: incompetence on the part of Government Officials (0.810), lack of involvement of policy recipients at the planning level (0.777), lack of funds (0.772), lack of appropriate technology (0.764), negative attitude of women (0.666), the age of the targeted women (0.627), lack of education in the recipients (0.585) and corruption (0.576), ideas also emphasised by Sell and Minot (2018), Cirnar (2018) and Asaolu (2018) as major factors affecting women empowerment. All these variables were summarised to mean the absence of supporting initiatives and accountability in the way development policies are implemented. These ideas were also raised by Ahmed (2016) and Brynard (2009) as they argue that proper structures for training Government officials, eliminating corruption, provision of technological equipment, and inclusion of the recipients in the planning stage of policies are very crucial if the development policy has to be successfully implemented for women. For component 2, only two strong variables emerged with loadings above 0.5 and

these were: negative attitude of the women leads to policy failure and lack of education in the recipients leading to policy failure with loadings of 0.576 and 0.503 respectively. The emerging theme was therefore anchored on the lack of education and awareness of the recipients of policy that negatively affects the successful implementation of development policy (Salvesen *et al.*, 2008, Asaolu, 2018).

Table 4.11: Factors influencing Policy implementation for Women in Gokwe - Component Matrix^a

Factors influencing implementation of Development Policies on Women	Component	
	1	2
Incompetence on the part of Government Officials leads to the failure of development policy	.810	
Lack of involvement of policy recipients at planning levels leads to policy failure	.777	
Lack of funds negatively affects the way development policy is implemented	.772	
Lack of appropriate technology leads to the failure of development policy	.764	
A negative attitude toward women leads to policy failure	.666	
The age of the targeted women has a lot to do with the success or failure of the policy	.627	
Lack of education in the recipients leads to policy failure	.585	
Corruption negatively influences development policy implementation	.576	

Extraction Method: Principal Component Analysis.

a. 2 components extracted

The participants in the study were asked to respond to the questions on the Likert scale seeking views on the impacts of development policies on the livelihoods of rural women. Most of the responses were distributed on the 'strongly disagree' to 'agree' scale while very few respondents disagreed with the suggested impacts (Table 4.12). About 56.8% of the respondents strongly agreed that effective policy implementation positively contributes to the

economy while an additional 39.8% agreed with the suggested impacts. On another note, some 50.8% of the respondents in the study strongly agreed that projects led by women become more viable if policies are implemented effectively while some 47.1% of the respondents strongly agreed that effective policy implementation enables women to access international markets. Use of time efficiently, diversification of livelihoods and promotion of effective participation in markets are some significant impacts that respondents strongly agreed with percentages of 46.5%, 41.8%, and 47.3% respectively. The section, therefore, shows that women agree with the fact that development policy has to be effectively implemented for it to change the livelihoods of women in remote rural areas like Gokwe.

Table 4.12: Response Analysis on Effects of Development Policy (Fieldwork)

Effects of Development Policy	Strongly Disagree %	Disagree %	Neutral %	Agree %	Strongly Agree %	Total %
Positively contribute to the economy	0.4	1.5	1.5	39.8	56.8	100
Projects are more viable	1.2	1.2	4.6	42.2	50.8	100
Enabled Access to International Markets	2.2	1.2	3.9	45.6	47.1	100
Use of time efficiently	1.2	0.4	5.8	46.1	46.5	100
Access to information and media	0.8	3.0	8.4	44.4	43.4	100
Decision-making capacity increased	0.8	0.7	7	51.2	40.3	100
Implement plans timeously	0.4	0	8.9	53.1	37.6	100
Reduces Gender-Based Violence	1.5	0.8	8.1	57	32.6	100
Share their opinions openly	3.1	0.8	7.3	54.	34.4	100
Less Financial Problems	2.6	1.2	4.3	55.3	36.6	100
Diversified their livelihoods	1.6	0.8	6.6	49.2	41.8	100
Promotes Effective Participation in Markets	1.9	0.8	4.3	45.7	47.3	100

Table 4.13 shows a correlation matrix of the 12 variables used to examine the effects of development policies on women in Gokwe's two districts. As shown by the correlation matrix, a relationship can be positive or negative based on the values. If a correlation coefficient is greater than zero, it is a positive relationship, while a correlation coefficient less than zero is a negative relationship. In a negative correlation, one variable increases as the other one decreases and vice versa, indicating an inverse relationship, while in a positive correlation both variables increase in tandem in the same direction. Spearman's bi-variate formula was used to determine the relationship between the different variables. The results in the table show a mixture of weak and moderate correlations between the variables. While variable 25 (women share their opinions openly when they are included in economic activities) has a perfect correlation with itself (1), it has a weak correlation with variable 27 (.336) which argues that women have fewer financial problems when they are economically engaged through effective development policy implementation indicating that there was no strong relationship in the way the respondents provided responses to the question.

Variable 26, empowering women reduces Gender-Based Violence has a moderate correlation with variable 27 (.519 at 0% significance level). Similarly, variables 27 and 29 also had moderate correlations with variable 28, at 0.472 and 0.4 respectively all at a 0% significance level. On the other hand, variable 28 (women implement plans timeously when they are empowered) weakly correlates with variable 30 (0.185) at a 0.003 significance level. Variable 26 and variable 35 also have a weak correlation of 0.07 at a 0.263 significance level, while another very weak correlation also exists between variables 25 and 36 (Women's projects have become more viable as a result of effective policy implementation. (0.05). This means the variables used to examine the effects of development policies have positive relationships with each other, although the strength of the relationship varied. For example, the relationship between variable 27 and variable 36 is such that the more women's projects become viable because of effective policy implementation, the more women become financially independent and have fewer financial problems, thus a strong positive correlation.

Table 4.13: Effects of Development Policies on Women's Livelihoods in Gokwe (Fieldwork)

			25	26	27	28	29	30	31	32	33	34	35	36
Spearman's rho	SDQ25		1											
	SDQ26		.430**	1										
	SDQ27		.336**	.519**	1									
	SDQ28		0.091	.300**	.472**	1								
	SDQ29		-.001	.133*	.165**	.400**	1							
	SDQ30		0.103	0.078	0.084	.185**	.355**	1						
	SDQ31		0.034	-.004	-.003	0.064	.204**	.466**	1					
	SDQ32		-.001	-.002	-.00	0.042	0.117	.211**	.355**	1				
	SDQ33		-.001	-.001	-.001	0.015	0.089	.246**	.279**	.468**	1			
	SDQ34		0.081	0.034	0.063	-.001	0.083	0.061	.185**	.323**	.360**	1		
	SDQ35		0.023	0.07	0.025	0.006	-.004	0.08	.153*	.249**	.343**	.385**	1	
	SDQ36		-.005	-.012	-.012	-.011	0.086	0.074	.153*	.172**	.326**	.354**	.370**	1

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Key: SDQ25: Women's Contributions positively contribute to the economy

SDQ26: Projects are more viable

SDQ27: Enabled Access to International Markets

SDQ28: Use of time efficiently

SDQ29: Access to information and media

SDQ30: Decision-making capacity increased
 SDQ31: Implement plans timeously
 SDQ32: Reduces Gender-Based Violence
 SDQ33: Share their opinions openly
 SDQ34: Less Financial Problems
 SDQ35: Diversified their livelihoods
 SDQ36: Promotes Effective Participation in Markets

In the study, the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy was used to test the adequacy of the sample. The ideal adequate measure is 0.7 and the sample used by the study had a measure of 0.699 which can be rounded off to 0.7, indicating a good measure and adequacy of the sample. Table 4.14 also shows Bartlett's Test of Sphericity which was also used by Ramrakhiani (2017), and the study uses it to test the independence of the variables used to explore the effects of development policies on women in the districts of Gokwe. The objective was to assess if the variables were correlated. Variables will be independent if they have a significance value less than 0.05/5%. The variables in the study had Bartlett's significance value of 0.0005% indicating that they are independent and not related at all. If variables are independent, it means one variable is not changed or affected by the other variables in the study. This means each variable stands alone without depending on the other to change. For example, the variable; 'effective implementation of development policy reduces gender-based violence' has nothing to do with the variable; 'women share their opinions more openly when development policy is implemented effectively on them. This means rates of gender-based violence can change even if women are sharing their opinions openly or not.

Table 4.14: KMO and Bartlett's Test (Primary Data)

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.699
Approx. Chi-Square	826.220
Bartlett's Test of Sphericity	
Df	66

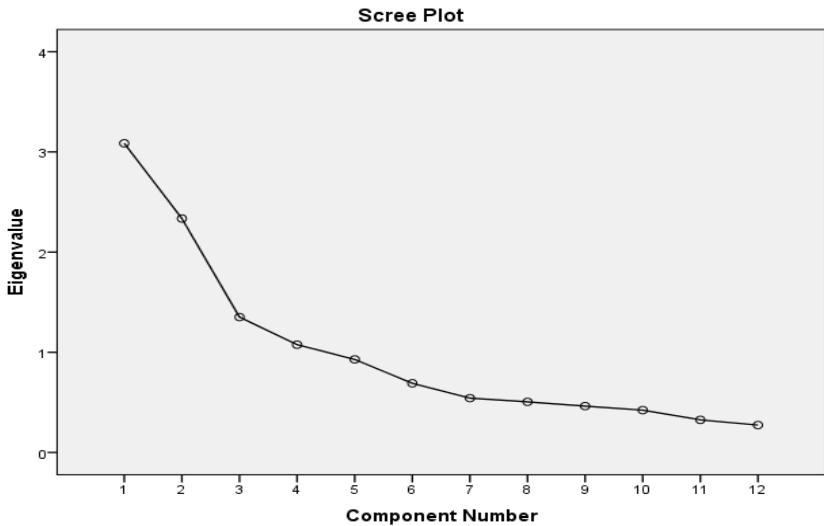


Figure 4.3: Scree Plot- Kaiser Criterion Method on Effects of Development Policy

Figure 4.3 shows the Kaiser -Criterion Method used in the study to show information on the 12 variables used to assess the effects of Government policies on women. As argued by Conway and Huffcut (2003) in Bandon (2011), the Kaiser's Criterion is commonly used in conducting Factor analysis, leading to the rationality of choosing the method for the study. The method is used to extract common factors, or to which most respondents provided similar answers, and when computed statistically, they would emerge as the strongest factors with the greatest eigenvalues. The strongest or most common answers will be grouped to determine emerging themes for the study. In this case, components are the emerging themes from the study and they are supported by the number of respondents agreeing or disagreeing with that variable. In the Kaiser Criterion Method, the old version states that the cut-off point of the eigenvalues of the variables should be greater than 1, while the new version states that the Eigenvalues should be greater than 0.8. From the criterion used, 4 components were identified using the older version

(Figure 6). The components were: women get empowered when development policy includes them (component 1) women diversify livelihoods (component 2), women contribute to economic growth (component 3) and inclusive policy implementation promotes efficiency (component 4). The study shows that women can be empowered through effective policy implementation as most of the variables grouped were showing that theme.

The Eigen values of the variables were grouped to bring out themes from the study. The following variables were grouped and used to extract component 1(women can be empowered through effective policy implementation): women share their opinions openly when they are included in economic activities, empowering women reduces Gender-Based Violence, women have fewer financial problems when they are economically engaged through development policy implementation, women implement plans timeously when they are empowered, women diversify their livelihoods when they are economically engaged, women's decision-making capacity is increased when they are empowered economically and economic engagement promotes women's effective participation in markets. These emerging themes were then used to analyse the importance of each variable in influencing the way Government policies affected women in Gokwe.

In addition, the study conducted Exploratory Factor Analysis (EFA) on the 12 factors to determine the strongest components, and the results are shown in Table 4.15 which explains well the effects of development policies on women in rural Gokwe. Only three components were chosen because they had the greatest variables with loadings greater than 0.4, as suggested by Field 2005 in Brandon (2011). Component 1 for example had 8 variables namely: women share their opinions openly when they are included in development policy (with a loading of 0.744); empowering women reduces Gender-Based Violence (0.705); women have fewer financial problems when they are economically engaged through development policy (0.697); women implemented plans timeously when they are empowered (0.613); women diversify their livelihoods when they are economically engaged (0.599) and so on. All these variables had loading greater than 0.4 and they were all strongly related to women's empowerment as the main emerging. This is in agreement with Fox (2016) Okeke (2018), UN Women 2017, and IMF (2012) who all

emphasise the fact that women get empowered through control of resources in the family, make quicker effective decisions and grow their businesses for family benefit.

The loadings classified under component 2 bring out the theme of livelihood diversification for the women in Gokwe. Four variables were grouped around that component, namely: Policy implementation has effectively enabled women to access international markets (with the strongest loading of 0.765) participation in development policy enables women to use their time efficiently (0.723); women’s projects have become more viable as a result of effective policy implementation (0.698); women get better access to information and media when they participate in development programmes (0.456). The variables have a strong relationship with arguments presented by Mallya (2005) and Agenor and Canuto (2013) which indicated that better access to international markets leads to new ideas, better options, and livelihoods are diversified to reduce risk. Component 3 denotes national economic growth since the variables associated with the component had everything to do with the increased viability of women’s projects due to effective policy implementation (0.461) and a positive contribution to the economy (0.558).

Lastly, component 4 brought out the theme of reduction in poverty levels, as suggested by (Sen, 2009) who argues how women are the poorest in most societies and all Governments should make efforts to reduce poverty in most of the population, in this case, the women being the majority in most societies. The three (3) variables on this component lead to more production, while the increase in decision-making capacity increases viability in projects (0.401) and a positive contribution to the economy (0.551) all contribute to more production levels through better-performing businesses. Viability in businesses leads to a reduction in family-level poverty as presented by Sen (2009) and UN (2018), who concur that businesses have to be viable for the benefit of all, leaving no one behind.

Table 4.15: Effects of Government Policies on Women in Gokwe (Fieldwork)

	1	2	3
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Women share their opinions openly when they are included in economic activities	.744		
Empowering women reduces Gender-Based Violence	.705		
Women have fewer financial problems when they are economically engaged through development policy implementation	.697		
Women implement plans timeously when they are empowered	.613		
Women diversify their livelihoods when they are economically engaged	.559		
Women's decision-making capacity is increased when they are empowered economically	.551		
Economic engagement promotes women's effective participation in markets	.492		
Policy implementation has effectively enabled women to access international markets		.765	
Participation in development policy enables women to use their time efficiently		.723	
Women's projects have become more viable as a result of effective policy implementation		.698	
Women get better access to information and media when they participate in development programmes		.456	
When development policies are effectively implemented for women, they positively contribute to the economy			.558

These results as presented in Table 4.15 imply that effective policy implementation has much positive effects on women which include active participation in development activities, increased access to information, and increased project viability amongst others.

The respondents in the study were asked to agree or disagree with the suggested benefits of development policy for women in Gokwe as shown in Figure 4.4.

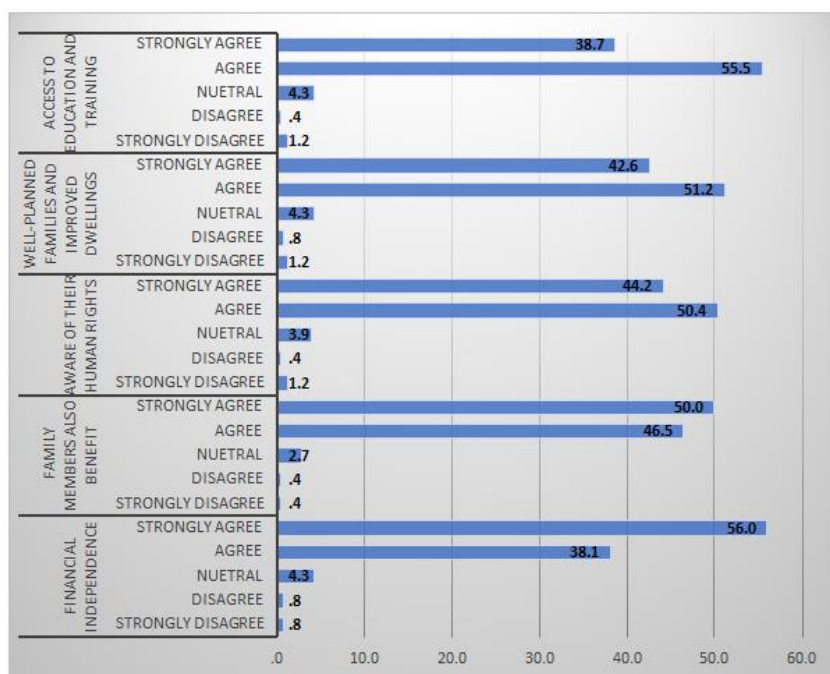


Figure 4.4: Benefits of Development Policy (Primary Data)

Fifty-six percent (56%) of the respondents strongly agreed that women get financial independence when development policies are inclusively implemented, while 38.1% of the respondents agreed on the benefit. The other variable used to assess the benefits women get when development policies effectively include them was access to education and training. Some 38.7% of the respondents strongly agreed that access to education is a benefit that women can get if policies are implemented effectively, while 55.5% agreed to the same benefit. In another question, the women were asked to give their views on the issue of other family members benefiting from the effective implementation of inclusive development policy and 50% of the respondents strongly agreed that family members also benefit if the women are given opportunities through effective and inclusive development policy, while 46.5 % of the same respondents also agreed to that benefit for women. Only 2.7% of the respondents were neutral to this question while 0.4% disagreed.

The respondents were also asked to indicate whether women become aware of their human rights when more inclusive development policies are implemented, whether they also have well-planned families and improved dwellings, and 55% and 51.2% of the respondents strongly agreed to these benefits respectively. These responses from the questionnaire indicate that women see potential benefits they can acquire if development policy is implemented without corruption and exclusion. The general indication was that rural communities are losing out a lot on development gains by excluding women from development policies. These views were also made by Ferrant and Kolev (2016) who argue how sidelining women in the mainstream economy is not only a human rights violation but an economic drawback because no economy can function at its full potential when more than 50% of the population is denied a chance to participate. Women in rural areas see these benefits and they know they can perform if given the opportunity (UN Women, 2018).

The relationship between the variables used to examine the benefits women get from development policies was tested using Spearman's rho and the results are presented in Table 4.16.

Table 4.16: Correlation- Benefits of Development Policies on Women (Fieldwork)

			SBQ13	SBQ14	SEIQ38	SEIQ39	SEIQ40	SEIQ41	SEIQ42
Spearman's rho	SBQ13		1						
	SBQ14		.920**	1					
	SEIQ38		.209**	.176**	1				
	SEIQ39		0.085	0.075	.330**	1			
	SEIQ40		0.014	0.021	.167**	.353**	1		
	SEIQ41		.177**	.191**	.179**	.247**	.485**	1	
	SEIQ42		0.107	0.114	.179**	.167**	.318**	.390**	1

** Correlation is significant at the 0.01 level (2-tailed).

Key:

SBQ13: The Growth-with-Equity Policy benefited me in many ways

SBQ14: The Growth Point Policy benefited me in many ways

SBQ38: Participation of women in development programmes leads to well-planned families and improved dwellings

SBQ39: Women become aware of their human rights when they participate in development programmes

SBQ40: Women get access to education and training when development policies are effectively implemented

SBQ41: Women get financial independence when development policies include them

SBQ42: Children and other vulnerable family members also benefit from women's participation in development programmes.

A strong correlation (0.920) is shown between variables SBQ13, "The Growth Point Policy benefited me in many ways" and SBQ14 which is "The Growth-with-Equity Policy benefited me in many ways." This means that there was a strong relationship in the way the respondents strongly agreed on both questions. These two section B questions however had very weak correlations with other section E questions shown in the table. Variable 13 for example had very weak correlations with SEIQ38 (women get financial independence when development policy includes them) and SEIQ39 (Children and other vulnerable family members also benefit when women participate in development policies) with correlations of .209 and 0.085 respectively. Similarly, Variable 14 (The Growth-with-Equity Policy benefited me in many ways) had very weak correlations of 0.021 and 0.191 with SEIQ40 (Women become aware of their human rights when they participate in development policy activities) and SEIQ41 (Participation of women in development programmes leads to well-planned families) respectively. The indication is that while the questions were all on the benefits of development policies, the ways respondents answered them were not strongly related because of the nature of the information sought by the study. The study intended to determine benefits that can be accrued by women if development policies include them. There was an indication that there are many benefits women get ranging from personal, community, and national benefits. This particular analysis specifically sought the relationship between the variables as indicated.

Table 4.17 shows Bartlett's Test of Sphericity results used to test the adequacy of the sample for analysing the benefits of development policy on women in the region of Gokwe. The result for the study was 0.636, a measure which was found to be adequate considering that the acceptable measure is 0.7 as argued by Ramkhiani (2017). The study uses it to test the independence of the variables used to explore the effects of development policies on women in Gokwe. The objective was to find out if the variables were correlated. Variables will be independent if they have a significance value less than 0.05/5%. The variables in the study had a Bartlett's significance value of 0.000 indicating that they are independent and not related.

Table 4.17: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.636
Approx. Chi-Square		836.164
Bartlett's Test of Sphericity	Df	21
	Sig.	.000

Objective 4 examined the benefits of effective policy implementation on women, their families, their communities, or the nation at large. The variables on the benefits of development policies on women were analysed using Principal Components Analysis (PCA) and the results are presented in Table 4.18. Only components with Eigenvalues above 1 were taken, as recommended by Kaiser (1940) in Brandon (2011). Three components emerged which are the major themes; personal and family benefits increase (component 1), exposure increases knowledge sharing and awareness (component 2), and financial self-reliance increases (component 3) that had significant values above 1 which is the recommended cut off point of significance. These could sufficiently be used to describe the benefits women accrue through the effective implementation of development policies. Component 1 was the strongest with an Eigenvalue of 2.639 and a percentage variance of 37.693. The second component had an Eigenvalue of 1.803 a % variance of 25.760, while the third component had an Eigenvalue of 1.042 and a % variance of 14.884. The three strongest components had a cumulative percentage of 78.337 amongst them, indicating a strong correlation.

Table 4.18: Total Variance Explained on Benefits of Development Policy (Primary Data)

Component	Initial Eigenvalues	Extraction Sums of Squared Loadings
-----------	---------------------	-------------------------------------

	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.639	37.693	37.693	2.639	37.693	37.693
2	1.803	25.760	63.453	1.803	25.760	63.453
3	1.042	14.884	78.337	1.042	14.884	78.337
4	.627	8.963	87.300			
5	.479	6.837	94.137			
6	.348	4.969	99.106			
7	.063	.894	100.000			

Extraction Method: Principal Component Analysis.

On the Component matrix, the three distinguished components are shown together with the variables aligned to them (Table 4.19). The three components are: personal and family benefits increase, knowledge sharing raises awareness, and financial self-reliance increases that best describe the benefits women accrue from effective policy implementation, were extracted by the study using the Principal Component Analysis (PCA). While Kaiser (1974) in Rozman *et al.* (2019) suggests a cutoff point of 0.5 in the loadings variables, Castello and Osborne (*ibid.*) suggests a 0.4 threshold in the loadings of the variables used to determine the components for analysis, and the same was also used by the study. Component 1 had 6 variables namely: participation of women in development programmes leads to well-planned families and improved dwellings with loading of 0.770, the highest value on that component. The other variables were: women become aware of their human rights when they participate in development programmes (0.710), women get access to education and training when development policies are effectively implemented (0.664), the Growth point policy benefited me in many ways (0.508), the Growth-with-Equity Policy benefited me in many ways (0.518), women get financial independence when development policies include them (0.529), children and other vulnerable family members also benefit from women participation in development programmes (0.542) as shown in Table 4.19

Table 4.19: Component Matrix (Primary Data)

	Component		
	1	2	3

Participation of women in development programmes leads to well-planned families and improved dwellings	.770		
Women become aware of their human rights when they participate in development programmes	.710		
Women get access to education and training when development policies are effectively implemented	.664		
The Growth point policy benefited me in many ways		.838	
The Growth-with-Equity Policy benefited me in many ways		.829	
Women get financial independence when development policies include them			.659
Children and other vulnerable family members also benefit from women's participation in development programmes.			.597

Extraction Method: Principal Component Analysis

All these variables shown in Table 4.19 are in line with Somani (2017), Marthur (2021) and UNESCO (2014) who concur that women benefit socially, economically, and politically when they are included in development policies. All these variables had strong positive loadings which effectively summarise the benefits that rural women get when development policies are implemented effectively. The other theme which is emerging from all the variables is 'Personal and family benefits increase' (Component 2) that was a contribution of two strong variables; 'the growth point policy benefited me in many ways' and 'the Growth-with-Equity policy benefited me in many ways' which had loadings of .838 and .829 respectively. This means the responses from the respondents indicated that women benefit significantly as individuals and family members when they are effectively included in the development, ideas also posited by (UNWOMEN, 2012; Wodon and Leigh, 2018).

The respondents were asked to share their views on which challenges they think prevent women from accessing the benefits of development policies. Figure 4.5 shows the results from the questionnaire. Male dominance was the most outstanding factor which the participants viewed as deterring women from accessing the benefits of development programmes brought into the two districts by the Government. About 40% of the respondents strongly agreed that male dominance is a challenge for women's empowerment, while 52.9% agreed. About 2.7% of the respondents were neutral to that factor while 0.8% of the respondents strongly disagreed that male dominance is a deterrent to women's empowerment through development policy programmes.

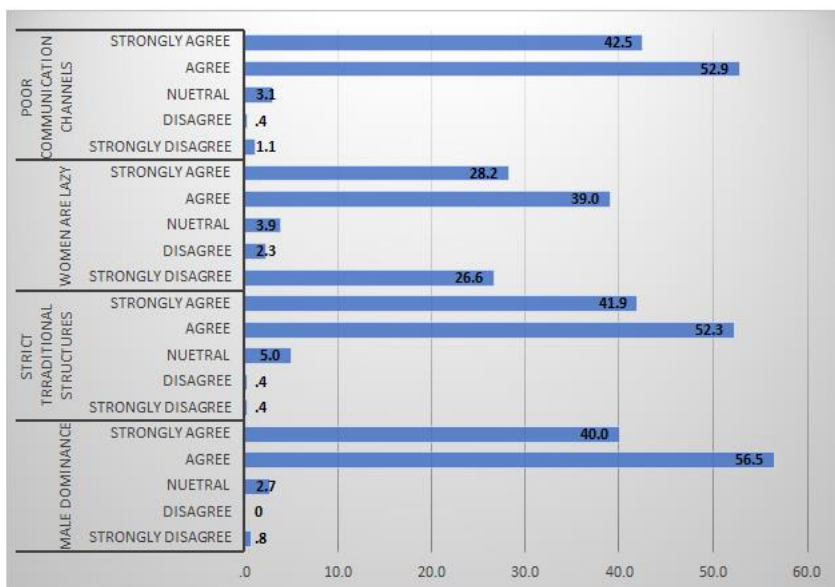


Figure 4.5: Challenges Women Face (Primary Data)

The statistics show that most of the respondents view male dominance as one of the major challenges women face in trying to access benefits from development policy, a view also shared by UN WOMEN (2018), Fox (2016) and Okeke (2018) who concur that men overshadow the potential of women in the name of culture, thus preventing the contribution of more than half of the population to participate in the mainstream economy.

The other factor hindering women from accessing benefits from development policy is strict traditional structures. The view was strongly agreed to by 41.9% of the respondents, while some 52.3% agreed. About 5% were neutral while 0.4% disagreed. An additional 0.4% strongly disagreed that strict traditional structures are a hindrance to women's ability to access benefits of development. The results reveal that most of the respondents are in agreement with the variable suggested by the study. Poor communication channels also emerged as one of the factors hindering the ability of women to access development policy benefits with 42.5% of the respondents strongly agreeing, 52.9% agreeing, 3.1% neutral, 0.4% disagreed and 1.1% strongly disagreed as shown in Figure 4.5.

The Correlation Matrix in Table 4.20 shows the correlation between the questions used to examine the challenges women face in accessing benefits from development policies. As stated by Ratner (2011) in Masango (2019) a perfect correlation of 1 exists between a variable and itself, while values between 0.1 and 0.4 are referred to as weak correlations. Moderate correlations range from 0.4 to 0.7. The results in Table 4.20 show a weak correlation between the variable 'strict traditional structures are a challenge to the success of development policies on women' and the next variable which argues that 'poor communication channels prevent women from accessing development policy benefits (0.135), while a moderate correlation exists between variables SCQ1 and SCQ2 (male dominance prevents women from accessing benefits of development policy) (0.442).

The table shows that most of the relationships between the variables are weak except where a perfect 1 exists in the relationship between a variable and itself. The five variables: strict traditional structures are a challenge to the success of development policies for women; male dominance is the greatest challenge to women empowerment; poor communication channels are one of the challenges negatively affecting development policy implementation; nepotism and corruption negatively impact policy implementation, and development policies face challenges because the women are lazy; had no strong correlation except in one relationship between SCQ2 and SCQ1. This means that the factors are independent of each other. In as much as male dominance is a challenge to women accessing benefits from development policy implementation, there is no relationship with the fact that poor communication channels also hinder access to development policy benefits.

Table 4.20: Challenges of development policies on women

		SCQ1	SCQ2	SCQ3	SCQ4	SCQ5
Spearman's rho	SCQ1	1.000				
	SCQ2	.442**	1.000			
	SCQ3	.135*	.154*	1.000		
	SCQ4	.227**	.375**	.111	1.000	
	SCQ5	.321**	.325**	.135*	.363**	1.000

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Key:

SCQ1: Strict traditional structures are a challenge to the success of development policies for women

- SCQ2: Male dominance is the greatest challenge to women's empowerment
- SCQ3: Poor communication channels are one of the challenges negatively affecting development policy implementation
- SCQ4: Nepotism and corruption negatively impact policy implementation
- SCQ5: Development policies face challenges because the women are lazy
- 4.2.7.2.3 Factor Analysis of Challenges Women Face

The study employed the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy to test the adequacy of the sample available. KMO that is the most commonly used measure by researchers provided a resultant measure of 0.678 for the study (Table 4.21), a satisfying result indicating strong adequacy of the sample based on the $KMO \geq 0.5$ thresholds (Rozman *et al.*, 2019; Virupashka and Puranik, 2016). The study had opted to use 0.7 as the cut-off to rely on higher values only which are closest to 1.0, thus a measure of 0.678 is rounded to 0.7, the cut-off point suggested by the study which is being considered adequate for the study. The Bartlett's Test of Sphericity that was also used by Rozman and Tominic (2019) effectively, was also used in the study to test the independence of the variables used to explore the factors affecting the effective implementation of Government development policies on women in Gokwe. Variables with a significance value less than 0.05 are said to be independent and the variables used in the study had Bartlett's significance value of 0.000 indicating their independence.

Table 4.21: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.678
	Approx. Chi-Square	165.083
Bartlett's Test of Sphericity	Df	10
	Sig.	.000

In addition, the study conducted Exploratory Factor Analysis (EFA) on five (5) variables/components used to examine the challenges women face in accessing benefits from development policy. Three (3) outstanding components were extracted based on the strength of the Eigenvalues (Table 4.22). The study opted to use the new Kayser's Criterion Method where the cut-off point of the values is 0.8 or greater so that more components can be identified. As a result, 3 components namely: exclusion of girls from the

mainstream economy, over-controlling environments, and property ownership rights were extracted with values of 2.061, .975, and .848 (Table 4.23), unlike only one component which could have been extracted had the 1.0 or greater threshold been used as recommended by Kaiser (1958) in Brandon (2011), that only components with Eigenvalues of 1.0 or greater should be retained. This analysis shows that girls are excluded from the mainstream economy from the time they are single and they continue to be excluded even in their marriage homes leading to a vicious cycle of exclusion for women throughout their lives. This provides them no enabling environment since the environments all over them are over-controlling. They enter adulthood with no properties and they remain in that vicious cycle of poverty. These ideas were also averred by Singh (2014), Driedger (2013), IMF (2017) and Maruzani (2017) who all concur that the challenges women face is more or less the same worldwide and that their exclusion reduces them to second class citizens in their nations while they are the majority in every nation.

Table 4.22: Total Variance Explained on Challenges Women Face (Primary Data)

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.061	41.229	41.229	2.061	41.229	41.229
2	.975	19.498	60.727	.975	19.498	60.727
3	.848	16.951	77.678	.848	16.951	77.678
4	.636	12.722	90.400			
5	.480	9.600	100.000			

Extraction Method: Principal Component Analysis.

Table 4.23 presents the variables associated with the challenges women face in accessing the benefits of development policy.

Table 4.23: Challenges Women Face in Accessing Benefits from Development Policy (Primary Data)

	Component		
	1	2	3
Strict traditional structures are a challenge to the success of development policies for women	.756		
Male dominance is the greatest challenge to women's empowerment	.715		
Poor communication channels are one of the challenges negatively affecting development policy implementation	.706		
Nepotism and corruption negatively impact policy implementation	.641		
Development policies face challenges because the women are lazy		.937	

The Principal Component Analysis (PCA) method used extracted 3 components that are detrimental to the women in their quest to access the benefits of development policy. Components 1, 2, and 3 had 4, 1, and 2 variables respectively. However, the other variable for component 3 was ignored since it had a negative loading value, and only values close to 1 were chosen ranging from .499 – to .937 (Virupashka and Puranik, 2016). The variables used to determine component 1 were: strict traditional structures (0.756), male dominance (0.715), poor communication (0.706) nepotism and corruption (0.641). All these components show that women exist in over-controlled environments (spouses and society) where they do not have the freedom to exercise their potential without interference. These ideas are in line with ideas from (Wodon, 2018; Ajulor, 2018; Makinde, 2017 and Hussein, 2018) outlining a host of challenges women face in accessing the benefits of any development programme in third-world countries. Component 2 only had one variable, the laziness of women while component 3 also had one variable, the issue of male dominance. The two components had values of .937 and .499 respectively. Despite having single variables, the two components could not be discarded for two reasons. The first reason is that component 2 had the highest loading value of .937 and its relevance could not be ignored. The second reason was that the two components are both widely discussed in the literature in the study, so they could easily be concluded to have the same characteristics as women in other rural areas in other African countries.

Scholars like Cloette 2011, Siambombe (2015), Chigudu (2014) and Zhou and Zvoushe (2012) concur that woman in developing countries always face challenges in accessing benefits from developing policy.

Table 4.24: Demographic characteristics of the Respondents (Fieldwork)

Groups	Sex		Age		Marital Status		Education		Source of Income		Place of Residence		Total
				N		N		N		N		N	
1	F	10	18-25	2	Married	6	Degreed	0	Employed	1	Town	0	10
			26-35	6	Single	1	Secondary	8	Farmers	8	Village	10	
			36-45	2	Divorced	2	Primary	2	Markets	1	Growth Point	0	
			46-55	0	Widowed	1			Other	0			
2	F	10	18-25	2	Married	8	Degreed	0	Employed	0	Town	1	10
			26-35	6	Single	1	Secondary	7	Farmers	8	Village	7	
			36-45	2	Divorced	1	Primary	3	Markets	2	Growth Point	2	
			46-55	0	Widowed	0			Other	0			
3	F	10	18-25	2	Married	7	Degreed	0	Employed	2	Town	0	10
			26-35	3	Single	0	Secondary	7	Farmers	6	Village	10	
			36-45	5	Divorced	1	Primary	3	Markets	2	Growth Point	0	
			46-55	0	Widowed	2			Other	0			
4	F	10	18-25	3	Married	8	Degreed	2	Employed	2	Town	0	10
			26-35	4	Single	0	Secondary	6	Farmers	5	Village	0	
			36-45	3	Divorced	1	Primary	2	Markets	3	Growth Point	10	
			46-55	0	Widowed	1			Other	0			
5	F	10	18-25	3	Married	7	Degreed	0	Employed	0	Town	1	10
			26-35	5	Single	1	Secondary	10	Farmers	8	Village	8	
			36-45	2	Divorced	2	Primary	0	Markets	2	Growth Point	1	
			46-55	0	Widowed	0			Other	0			
6	F	10	18-25	3	Married	6	Degreed	0	Employed	0	Town	0	10
			26-35	2	Single	1	Secondary	8	Farmers	7	Village	10	
			36-45	5	Divorced	2	Primary	2	Markets	3	Growth Point	0	
			46-55	0	Widowed	1			Other	0			
7	F	10	18-25	2	Married	5	Degreed	1	Employed	1	Town	10	10
			26-35	3	Single	1	Secondary	6	Farmers	5	Village	0	
			36-45	5	Divorced	2	Primary	3	Markets	4	Growth Point	0	
			46-55	0	Widowed	2			Other	0			
8	F	10	18-25	0	Married	2	Degreed	1	Employed	3	Town	0	10
			26-35	1	Single	2	Secondary	6	Farmers	6	Village	10	
			36-45	6	Divorced	2	Primary	3	Markets	1	Growth Point	0	
			46-55	3	Widowed	4			Other	0			
Total		80											80

Table 4.24 above shows the demographic characteristics of the participants in the qualitative data gathering process. The eight (8) focus groups used comprised 10 participants each and the discussions were conducted physically in 2020 and through teleconferencing in 2021. The eight focus group discussions had forty-nine (49) married participants, seven single,

thirteen divorced and eleven widowed. In terms of age, 15 participants were aged between 18 and 25 years, while the 26-35 age group and the 36 to 45 age group had 30 participants each. Only 5 participants were aged between 46 and 55 years as shown in Table 4.25 above. Only 4 participants had a degree education while the majority (58) had attained secondary education and eighteen participants had attained only primary education. Most of the participants were farmers (52) while 18 of the participants made a livelihood through markets in the growth point and only 10 were formally employed in clinics and schools in Gokwe town (Gokwe South) and Nembudziya Growth Point (Gokwe North) and other rural schools. Most of the participants resided in the village (55), while only 12 and 13 participants from Gokwe Town and Nembudziya Growth Point managed to participate in the qualitative research respectively (Table 4.24). The participants were drawn from Chigova, Lunga, Maramwidze, and Chiwashira Villages. The findings from the quantitative inquiry were very useful in complementing the findings from the quantitative inquiry. The demographic characteristics of the participants in the study exhibited a similar pattern from both research instruments, making the results more valid and reliable.

The participants were asked the following three questions: Are you aware of the Growth Point Policy and or the Growth-with-Equity Policy? If yes, how did you get to know about the policy? Did you get any benefits from the implementation of the policy? The responses from the 8 focus group discussions are summarised in Table 4.25.

Table 4.25: Policy Awareness and Benefits from Development Policies (Fieldwork)

Group	Policy & Awareness	Source of Knowledge	Benefits from Policy
1	Growth point Policy.6 aware Growth-with-Equity policy—All not aware	-Government meetings -Radios -Discussionwith friends I-No idea at all	-Stands -Markets -Vending -Birth certificates and identity documents close by

2	-Growth point policy...6 aware -Growth-with-Equity policy...3 aware -1 not aware of both	-Parliamentarians -Radios -Sharing with family	-Flea markets -GMB close-by by -Grocery shops are many and prices decrease It-Easy to sell wares to passengers on buses
3	Growth point policy—all aware -Growth-with-Equity .6 not aware ...4 aware	-Political meetings -Presidential addresses in the 1980s	-More schools were built -more clinics were built -less traveling to clinics -But the district is too big we need more clinics
4	Growth Point policy...5 aware 5 not aware Growth-with-Equity 6 aware...4 not aware	Radios, Governments programmes -literature -Friends	- are more clinics -Maternity homes are now close-by -More schools Only those close to the growth points have benefited
5	Growth point Policy.8 aware 2 not sure Growth-with-Equity policy:7 aware 3 not sure	-Government Programmes -Clubs and meetings	-In the early 80s we benefited through adult education -Better markets for us. - More products for us
6	Growth point policy: 6 aware 3 not aware -1 not sure Growth-with-Equity—most not sure	Government programmes	-Stands -Markets -More job opportunities for our children- -More business opportunities for women
7	Growth Point Policy...Most aware. Growth-with-Equity: 8 thought the policies were the same because of the names -Younger respondents18-25: Group (2) not aware	Government meetings in the 1980s	-Wholesale shops for groceries -Better opportunities -Children travel easily to school -Only those close to growth points benefit more
8	Growth point Policy:6 aware.4 not aware Growth-with-Equity: all 10 are not aware		-vending opportunities -clinics nearby -Birth certificates close-by -More business opportunities

The responses in Table 4.25 above indicate that the participants were aware of the policies in the study, and Government programmes had much impact on information dissemination through media and public meetings in the rural areas. The participants indicated that their day-to-day lives have been changed through the introduction of these two policies since social services are now found close by in the area. This concurs with the findings from the

quantitative research, and the two instruments complement each other. One of the respondents, a 55-year-old woman had this to say:

“Many people, except the very young ones, would know about Growth points in Gokwe because this place now called Gokwe Town was once a growth point in the 1980s, the period after independence and it was called Gokwe growth point or Gokwe Centre. With time, there was a general improvement from that rural Mungwena township to a modern urban centre with banks, supermarkets, and other state-of-the-art Government buildings. The Growth point finally became a town in 2001 because of the rapid growth rates caused by the high rates of cotton growing in the district. Most people of my age know the growth point policy”

The theme emerging from the responses from the participants indicates that there was a generally high level of awareness of the Growth Point Policy compared to the Growth-with-Equity Policy. Most of the respondents indicated that they got to know the policies through Government programmes and on the radio when they listen to programmes or when parliamentarians come to visit their areas. Responding to the question ‘How did you get to know of the policies’, one middle-aged respondent (35 years) had this to say:

Parliamentarians always refer to Gokwe growth point and Nembudziya or Mutora Growth Point, so such programmes have raised our awareness of the Growth Point Policy..... but the Growth Point Policy and the Growth-with-Equity Policy? Are they different or it's one programme?

For some respondents, the two policies were taken to be the same, an attribute concluded by the study as being caused by the existence of the word ‘growth’ within both policies, so when they responded, they indicated an awareness of both policies. This could also have been because the Growth-with-Equity Policy was not as popular and as well-known as the Growth Point Policy. Some songs by local musicians were also cited as having helped to raise awareness of the Growth Point Policy. One of the participants, a 50-year-old woman, also added:

“There was a period when the Growth Point became very common during the 1980s when some musicians used to sing songs like ‘Ndakabva naye kwaMurambinda’. This raised awareness of the Growth Point Policy and everyone would wish there was a Growth Point in their area, and this is when I got to know about the Growth Points”

Another middle-aged respondent had this to say about the benefits of the two policies :

We benefited from the Growth Point Policy through the establishment of Gokwe Growth Point which is now Gokwe Town. Elder women like myself benefited through adult literacy classes while more clinics and schools were built during that period to the advantage of everyone.

These responses show that the participants from the two Gokwe districts are aware of the policies and the benefits they brought to the district. The responses from the focus group discussions were more detailed as compared to the questionnaire responses because the participants could explain and give examples of how and when they got to know about the development policies implemented in Zimbabwe, and the Gokwe region, in particular, thus giving more substance to the claims made earlier on in the quantitative responses.

The respondents were asked to give their views and opinions on the factors which influence effective policy implementation. The responses from the 8 focus group discussions are summarised in Table 4.26. The factors included favouritism, hatred, lack of monitoring and evaluation, lack of fairness, and corruption, in addition to the presumed challenges like lack of funds, lack of proper technology, and poorly performing Government officials amongst others.

Table 4.26: Factors Influencing Development Policy

Group	Factors Influencing Development Policy Success
1	Corruption, lack of awareness, lack of funds, abortion of programmes, converting public resources to personal use
2	Thefts, public resource conversion to personal use
3	Corruption, individualism, selfishness
4	Excluding others, poverty in the leaders
5	Poverty in the policy implementers so they convert resources to personal use
6	Lack of commitment from the policy recipients, laziness in the women, strict traditional structures
7	Lack of all resources, lack of unity, corruption in the leaders
8	Corruption, tribalism, lack of knowledge, corrupt leaders, excluding others from Government programmes

Responses from all groups interviewed indicated that they were all concerned with the way development policies and programmes for rural women are implemented in their area. The summarised responses above (Table 4.26) are in line with the responses from the quantitative analysis. The answers which

were not clear during questionnaire administration came out clearly when they were explained by the respondents during the focus group discussions that assisted the study to get in-depth answers, thus showing the importance of triangulation in research.

One of the participants, a young woman of 28 years averred:

There are generally poor implementation strategies across the board. Sometimes it's the local leaders stealing the money meant for projects, or giving priority to their relatives alone, but sometimes it's the Government officials channelling resources meant for the public to personal use, while sometimes the women themselves may not know exactly what is expected of them in that policy because they are never consulted and trained. This will lead to people thinking that women have a negative attitude towards development while they are always left out of these programmes. Sometimes you are just hated for being a hard worker by your neighbours, or for being outspoken claiming justice. That will make you excluded from development projects if the local leaders are the ones selecting the beneficiaries. Government should therefore bring more professional officials for objective and efficient implementation of development programmes.

Government support initiatives are lacking and should be improved. In addition, the women are excluded so they tend to lay back and wait for things to happen. Exclusion can be ended through more inclusion of the recipients through wide consultations at the planning stage of the policy. Another villager, a 35-year female also had this to say:

"More monitoring and evaluation strategies are needed because much Government resources have been stolen and benefitted only a few. If equity existed, then more people could have benefited, and women could have improved in status and levels of development. Greediness is a cancer leading to high levels of corruption everywhere. Public resources have been converted to personal use and it is not fair. Women rarely benefit unless they are wives or girlfriends of the leaders"

Emerging themes:

- ☐ Corruption is high in Gokwe North and Gokwe South when Government resources are distributed so policies fail;
- ☐ Lack of follow-up strategies for accountability and transparency;
- ☐ Exclusion of women when policies are planned;
- ☐ Lack of Government support initiatives through monitoring and evaluation.

These emerging themes show the reason why women rarely benefit from development policy because no strict measures are put in place to ensure objectivity, transparency, and social inclusion- thus women are the victims. Some women will also fall prey to sexual harassment as they look for favours so that they can benefit, something which can be avoided with equity and equality. Another participant, a 35-year-old woman also said this:

“It is very difficult to say it openly for fear of victimization but some, not all women benefit by being included on the lists of beneficiaries only when they have sexual relationships with the coordinators of the programmes”

This is an indication that there is still no equality in rural areas like Gokwe and women are always at a disadvantage that may lead to a negative attitude from the women towards such policies and development programmes. The responses show that the way development policy is implemented in rural areas like Gokwe leaves a lot to be desired because of high levels of corruption and lack of monitoring and evaluation in the systems, as shown by the quoted texts above from the respondents. In addition, the responses from the qualitative data gathering process helped the study validate the responses obtained from the questionnaire. When respondents in the questionnaire indicated that they strongly agreed that corruption has a negative impact on the way development policy is implemented, it was not clear which various forms of corruption are experienced in the two Gokwe districts. Focus group discussions clearly explained different forms of corruption, and at the same time participants shared their perceptions and experiences with development practitioners. While the number of alleged sexual relationships could not be ascertained in the responses from the respondents, there is a clear indication that some women are asked for sexual favours in return for benefits to be accrued from development policies. Such scenarios could be avoided with strict measures in place to monitor the way development policies are implemented.

The participants in the focus group discussions were asked to share their views on the effects of development policies on the livelihoods of women in the two districts of Gokwe. The responses indicated that the women in Gokwe are well aware of the potential they have if development programmes are implemented effectively with little or no corruption. Table 4.27 shows the responses from the 8 groups.

Table 4.27: Effects of Development Policy on Women's Livelihoods (Fieldwork)

Group	Effects of Development Policy on women's Livelihoods
1	Learning from others, more exposure, improvement in time and business management for women, opportunities to learn from others
2	Traveling opportunities for the women, effective use of time
3	National economic growth, Women are improved personally, access to training and education opportunities for the women
4	Everyone contributes to the national economy, more resources for the family
5	Child survival, improvement in family status
6	National development, conflict resolution, community improvement
7	Family economic growth, community development, empowering all married and single women alike.
8	Individual empowerment, women become self-reliant in case of spousal death, child development, less GBV because everyone will be busy and no time for conflict

The responses in the table above (Table 4.27) show that the participants agreed that effective development policy implementation has a positive contribution to the livelihoods of women at the household, community, and national levels. This can only happen if these policies are implemented objectively, transparently, and inclusively.

From the question “What do you think are the effects of these policies on the livelihoods of women?”, one of the respondents, a 20-year-old female from Gokwe North had this to say:

“Inclusive development policy can positively change the livelihoods of individual women, the appearance of communities, and economic growth for the whole nation at large. It is easy to notice change and commitment. Just give women the chance to be leaders and you will see”

One of the respondents, a 36-year-old woman from Gokwe South had this say:

” Women are hard workers. Effective policy implementation can help them own some properties which will encourage them to work as equal partners with land and property rights. The worst challenge is that they do not officially own most of the projects, so empowerment is slow. If proper procedures are followed the Government can benefit a lot from the knowledge and skills women possess’.

The general themes emerging from the focus group discussions regarding the effects of development policies on women are:

- Women get empowered through development policy;
- Women diversify their livelihoods;
- Women would contribute to economic growth.

The qualitative results provided more value and validated the claims from the research, thus giving more relevance to the research findings through triangulation. These ideas are also in concurrence with UN Women (2018), a report which pointed out that women are agents of development and when development policy is deliberately planned and implemented for them, families, societies, and nations benefit economically. In addition, IMF (2012) and Sen 2009 concur that inclusive development policy formulation eradicates poverty for everyone, increasing the ideas and voices of different people, more so for rural women who are usually excluded from mainstream economic development activities. More detailed answers were obtained from the 8 focus group discussions conducted. The follow-up questions given to the respondents during the discussions provided more in-depth answers and this increased validity of the responses in the study.

The participants in the study were asked to give their views on what they perceive to be specific benefits for women and their families if development policies are implemented effectively. There was a consensus that women wanted more development programmes in their areas so that their livelihoods can improve. Table 4.28 below shows the summary of benefits from the 8 focus groups.

Table 4.28: Benefits of Development Policy (Fieldwork)

Group	Summary of Benefits
1	Effective implementation of programmes. Individual growth.
2	Personal growth, Rural areas improve in status, improves infrastructure
3	Access to more resources, curbing rural-urban migration
4	Gender equality, rural areas improve in terms of infrastructure
5	Empowerment, Financial benefits, personal, community, and national benefits increase
6	Increase in the number of women participating in development programmes
7	More women participate. More outcomes from the community
8	Community development. More family finances.

One of the participants from Gokwe North had this to say:

“More benefits are realised in the rural areas if development policies are implemented inclusively. Women become equal participants with more or less the same land and property rights as their male counterparts, and that will be a welcome development for most rural women’.

The emerging themes from the discussions were:

- ☐ Empowerment of women
- ☐ Personal and family benefits increase
- ☐ Exposure raises knowledge sharing and awareness
- ☐ Better Livelihoods
- ☐ Financial self-reliance increases

There was a general indication that if more resources and projects are availed for women of all ages, the rural area is a better place to be because there are cleaner and safer environments than the urban area. A younger respondent from Gokwe South in the 18-25 years age group had this to say:

I hate poverty. I want a good life so I was thinking of going to the urban area to start a tuck shop or a vegetable market there. The problem with urban areas is there are too many people and all diseases like corona and cholera start from there. If I get money for projects I will remain in the rural area because it's cleaner and safer, but with all the corruption and lack of financial assistance, there is nothing here.

Some elderly women from Gokwe South (45-55 years) indicated their desire to remain in the rural areas since they are not attracted to urban life. All they wanted is the improvement of the lifestyles in the rural areas through effective development policy implementation and the improvement of female livelihoods. The following extract summarises their responses:

“There is nothing to admire in the urban areas because it is dirty there, because of bursting sewages, rented accommodation, and shortages of food. The rural area is far much better if only corruption can be eradicated, and resources reach every woman through effective development policy implementation”.

These responses revealed the many benefits which can be obtained if there is effective policy implementation. These included increased participation of women in the economy which can contribute positively to the Gross Domestic Product and/or Gross National Product figures. These responses also match those from the quantitative research, in concurrence with UN Women Report (2018) which observes how including women in development programmes is beneficial to national economic growth. It can also be concluded from studies that if effective policy implementation is done for women rural-urban migration could be curbed.

Table 4.29 captures the views from the Focus Group Discussions in response to the question: “What challenges hinder women from accessing benefits development policies”?

Table 4.29: Challenges Women Face in Accessing Policy Benefits (Fieldwork)

Group	Challenges Women Face
1	Distance from the main centres, exclusion, male dominance
2	Lack of education for women, lack of vocational colleges in the district, more tertiary education needed for women in the district
3	Lack of inclusion, Women are not consulted, traditional structures are too strict and segregate women
4	Women's exclusion, male dominance, lack of opportunities and role models
5	The triple exclusion, being a woman, being rural, and being in a remote area.
6	Lack of education for women, lack of resources,
7	Corruption, laziness in some married women, excluding widows and single women
8	Marginalisation due to distance, poor roads, poor infrastructure, leaders, prioritise those in urban areas

The responses above (Table 4.29) from the 8 focus group discussions indicate that women are aware of the barriers to their empowerment. These include the following: lack of consultation of the women, lack of education for the women, corruption within the service providers, marginalisation due to distance from the main service centres, lack of assets and finances among others. One middle-aged woman in the 25-35 age group lamented the women's disadvantaged position in which they enter into marriage without anything of their own. As a result, the women are always frustrated, threatened, and constantly reminded that they do not have anything in the family since everything belongs to the man as indicated in the following extract:

“Young women enter marriage without anything of their own and that is a disadvantage. If only our maiden families could equip us with all the education, the money, or the businesses so that we enter marriages as an empowered equal partner then one would not suffer from unequal treatment at the hands of spouses, in-laws, and communities. It is not possible to be innovative when you are controlled and never given a chance. There is no room to be creative”

Another respondent in the middle-ages (26-35) said

“Madzimai hatimboonekwi sevanhu vane pfungwawo kana mazano anokosha. Unongodiwa kana yava nguva yebasa chete. Kana pava pakuchengeta hama dzemurume kani dzinorwara nedzakura, uye kuchengeta vana vake aaa apawo ndopaunorumbidzwa. Asi zvinongonmdibatsirei ini ndisina kana changu chiri muzita rangu ndichingoshandira vamwe” Meaning, women are only valued when they are needed to take care of sick and elderly members of the husband's family and taking care of the children. But what significance is it to me

when I do not own any property in my name and I continue working for others’.

These extracts show that women are not happy with their situation. All the married respondents in the 18-25 age group indicated that they would prefer to delay marriage if given a second chance and lamented their mistakes for marrying earlier because of peer pressure, societal pressures, and lack of other important things to do in life, thus marriage becomes the only option available.

A group of younger respondents in the qualitative study had this to say:

“We take care of everyone in the family. We need more access to projects so that we make our own money. I do not like waiting for my husband for anything small like tomatoes. If more resources are channeled towards the women, it means they are shared equally in the family, not outside. I have much ideas, but I cannot implement them because of poverty. With more involvement in economic activities, I will not have to wait for the husband to get money for vegetables, but I can get things done within my own time without any restrictions. Participation in development programmes improve knowledge and happiness, motivation as well and you learn from others. When women are on their own, they easily share and you are relieved of pressure and diseases like High Blood Pressure and Diabetes can be reduced”

The following themes could be identified from the responses which were given on this objective:

- ☐ Exclusion of girls from the mainstream economy
- ☐ Over controlling environments
- ☐ Poor infrastructure in rural areas
- ☐ Lack of prioritisation of rural development
- ☐ Lack of land ownership
- ☐ Women are not given a chance
- ☐ Property ownership rights issues

Women in Gokwe have many issues concerning their empowerment and they lament their low status at the moment. They do not own property; they have lower chances of securing higher education as compared to their male counterparts and being victims of early marriages through religious beliefs. Much education and awareness can help ease some of the challenges expressed here by ensuring girl children stay in school to complete their secondary and tertiary education. The demographic analysis of the participants in the focus group discussions shows that very few women in both districts of Gokwe attained degrees and the majority only attained secondary education, an area that needs improvement in line with sustainable

development goals (Goal number 4) which emphasises the achievement of universal and primary education for all and affordable tertiary and vocational education for all (UN, 2018).

The thematic analysis made by the study increased the validation of results and claims made earlier on in the quantitative survey. The personal narrations from the Focus Group Discussions show that women face challenges starting from their maiden household through to their marital home as was also alluded to by IMF (2018), FAO (2017), Okeke (2016) and UNICEF (2015). Just as in the quantitative survey, participants were asked to give their recommendations on how best the women in rural areas can be empowered through development Policy. Table 4.30 shows the summary of responses.

Table 4.30: Participants' Recommendations

Group	Recommendations from participants
1	Give women small loans, more education and training, higher education for women, more vocational training colleges for agriculture, carpentry, building
2	Loans, Help in market sourcing for products, ISALS, community projects
3	Empower girl child from primary school, give small projects for girls, including NGOs to empower women and men on a 50/50 basis, including rural women in planning, wide consultation with the women on priorities
4	Small loans for women, keep the girl child in school, promote equal opportunities in the home
5	Give women land in their names, build industries in rural areas, give women contracts and tenders on equal footing with men
6	Small loans for boys and girls in high schools, nurture equality at a tender age, in homes, communities, and schools.
7	Give more women leadership positions so that they are role models, give rural women parliamentarians positions as well, educate them in tertiary institutions and universities, encourage female higher education.
8	Closely monitored small projects, land rights for women, personal loans

The recommendations from the participants included: provisions of small manageable loans to the women, enabling women to secure leadership positions in political and economic sectors, empowering the girl child through financial projects from high school, increased access to higher and tertiary education among others. These qualitative findings substantiate the claims already established from the quantitative findings.

The chapter presented the findings of the study in two main parts which are: quantitative results and qualitative results. Both parts presented and analysed

the findings on the awareness of the development policies by Gokwe women, the sources of knowledge of the development policies, the factors influencing effective policies implementation and the effects of the same development policies on the livelihoods of Gokwe women. In addition, the challenges women face in accessing benefits from development policies and the actual benefits accrued through effective policy implementation are presented and analysed. The next chapter discusses the findings from the study.