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Development Policy, Rural Space and Gender:

An Impact Study Gazing at Women in Gokwe through the First Decade of Independent Zimbabwe's Early Equity Policies

- Mbumba RDC
- Runde RDC
- Gokwe North RDC
- Gokwe South RDC



Tapiwa Musasa

Development Policy, Rural Space and Gender: An Impact Study Gazing at Women in Gokwe through the First Decade of Independent Zimbabwe's Early Equity Policies

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DEDICATION

To my late mother Sunungurai Mashingaidze Chigova. *Ndivo vaijuruja majuru vachitengesa kuti ndiwane mari yechikoro.* May her dear soul rest in Eternal Peace

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My first heartfelt gratitude goes to my doctoral supervisors, Dr. Alice Zinyemba and Dr. Nyasha Kaseke who went through every sentence in this thesis, making the corrections and giving expert guidance. Dr. Alice Zinyemba played additional encouragement and counselling roles without which I could not have made it. Thank you both for your labour of love which have culminated into this stupendous research output. Stay blessed. My husband provided me all the financial, emotional, and technical skills where I was found wanting and without him, all could have been a failure. Thank you once again. The Catholic University of Zimbabwe made all this happen by affording me the chance to study. Thank you. Last but not least, I appreciate the editor of this thesis. He was thorough and patient. Thank you. Above all, all glory goes to God Almighty for life and blessed opportunities. *Tenda Mambo mweya wangu. Rumbidza Tenzi iwe mweya wangu.*

BOOK SYNOPSIS

This monograph is the culmination of an analysis of the effects of the Growth Point Policy and the Growth-with-Equity Policy on the livelihoods of women in remote rural areas like Gokwe North and Gokwe South Districts found in the region of Gokwe in the Midlands Province of Zimbabwe. The objectives of the study were: to explore the extent of awareness of the Growth Point Policy and the Growth-with-Equity Policy among the women; to explore the factors which influence the effective implementation of development policies in Gokwe; to critically examine the effects of the two development policies on the livelihoods of rural women; to assess the challenges Gokwe women face in accessing the benefits from development policies and to examine the benefits rural women accrue from effective policy implementation. While women face more or less the same social, economic, political, and cultural challenges worldwide, it is worth noting that women in developing countries like Zimbabwe, more so in remote rural areas like the Gokwe region, face double and intersectional exclusion by being away from the mainstream economic activities and due to poor infrastructure.

The study adopted a descriptive research design, and employed a mixed research methods approach, where both quantitative and qualitative methods in data collection were used. The mixed methods approach was used for the sake of triangulation, so that the strength of one or two qualitative methods can be enhanced through the use of one or two quantitative methods. Triangulation increases validity and reliability of data, a more rigorous exploration of facts and figures, to give more valid findings. The research targeted women aged 18 years and above. Using stratified sampling, a sample of 399 women was selected for data collection and the same number of questionnaires were distributed in the study area. The study also made use of focus group discussions comprising 10 participants each to validate the responses from the questionnaires. The quantitative data were analysed using Principal Component Analysis (PCA) while the qualitative data were analysed using Thematic Analysis.

The study found that some women in the two Gokwe districts (Gokwe North and Gokwe South) are aware of the two development policies in the study

that are the Growth Point Policy and the Growth-with-Equity Policy while some could not differentiate the two policies. The two policies were implemented in Zimbabwe soon after independence (1981) but the rural women had limited benefits from the policies due to a wide range of challenges which included; male dominance, the way rural people are socialised to view women, lack of education on the part of the women, lack of access to property, credit and other essential resources like land. In addition, many other factors were found by the study which affect the way rural women access the benefits of development policies and these include nepotism, the age of the recipients of policy benefits, and the lack of competence of the Government officials implementing the policies, among factors. If policy planning is conducted inclusively, along lines of gender and age, rural women are likely to contribute significantly to Gross Domestic Product (GDP) and the overall national development since women are reputed to be hard workers in all sectors of the economy throughout their lives.

The study recommends that policymakers and implementers involve all women from all geographical areas irrespective of age, ability, or disability in all the policy cycle stages in a substantive manner. Policies should be area-specific and gender-sensitive without turning a blind eye to Gender Equality and Social Inclusion (GESI). In addition, women should be encouraged to stay in school as long as possible including the re-introduction of adult education. More women should be assisted to get access to credit, land, and property rights including teenage programmes at school which can also encourage most girls to stay in school as they benefit in terms of education, leadership, and entrepreneurial skills and wealth creation at a tender age. Lessons can be drawn from Rwanda, Finland, and other countries around the world where gender equality is a priority in all development policy planning.

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LIST OF ACRONYMS

AFC	Agricultural Finance Corporation
AGRITEX	Agricultural Extension Services
BLF	Better Life Programme
CEDAW	Convention on the Elimination of Discrimination against Women
CSGE	Communities Supporting Girl Education
EFA	Exploratory Factor Analysis
GESI	Gender Equality and Social Inclusion
GISE	Gender Inequality and Social Exclusion
GMB	Grain Marketing Board
GP	Growth Point
GPP	Growth Point Policy
GWEP	Growth-with-Equity Policy
IGATE	Improving Girls' Access to Education
KMO	Kaiser-Meyer-Olkin
LAMA	Legal Age of Majority Act
MENA	Middle East and North Africa
PCA	Principal Component Analysis
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SSA	Sub Saharan Africa
UDHR	Universal Declaration of Human Rights
ZIMASSET	Zimbabwe Agenda for Sustainable Socio-Economic Transformation
ZIMVAC	Zimbabwe Vulnerability Assessment Committee
ZINTEC	Zimbabwe Integrated Teacher Education Care

CHAPTER 1: DEVELOPMENT POLICY AND RURAL WOMEN: CONTEXT AND FOCUS

The study aims to critically explore the impacts of development policies on rural women with special reference to Gokwe's two districts, Gokwe North and Gokwe South, respectively, and examine the extent to which women took advantage of the policies and the impact of those policies on their livelihoods. Globally, women face more or less the same problems socially, economically, politically and religiously. Their problems include, among others: poverty, discrimination, unequal access to opportunities in employment, lack of promotion in formal employment and domestic violence. It is common practice across the developing world that when development interventions are implemented by governments and communities, women are expected to benefit indirectly through their husbands or cumulative benefits intended for the whole community, but rarely as individuals endowed with special rights and needs. These challenges adversely affect rural women more than they affect their urban counterparts. The main argument anchoring this study is that women in rural Zimbabwe appear to continue facing intersectional discrimination, despite post-independence formulation and implementation of development policies. The gist of the study is to examine and document the experiences of these women and how they benefited from post-independence policies.

The study explores how women in Zimbabwe, particularly those in remote Gokwe District, have benefited from development policies in the country. The intention is to ascertain whether the rural women have taken advantage of the policies introduced by the Government of Zimbabwe, and what improvements, if any, to their livelihoods and survival trajectories have been realised and can be measured. The study focuses on the Growth-with-Equity and the Growth Point policies. The study takes its main argument from the phenomenon of gender disparity in the world. Women have been discriminated against in many ways because most countries in the world have patriarchal societies, some historically and others currently that men are given preferential treatment in all facets of life. This scenario has made women to remain economically dependent on their spouses. Statistics indicate that women remain the poorest in the world because two thirds of

people living on less than \$1 per day are women, a scenario which is deplorable and needs improvements in all sectors of the economy across the world (Africa Partnership Forum, 2007). A UNDP report indicates that the world's richest 225 people are all men and more than 70% of the poorest people are women, because they earn less than men for the same work, a situation which continues to perpetuate gender inequality across the world. In addition, women are rarely found to be leaders in political parties or executive branches of governments world over. Very few countries have reached the 30% target outlined by the Beijing platform for action for women parliamentarians, let alone the 50% current guideline in international, regional and national policies as specified by Africa Partnership Forum (2007). In addition, the author avers that no country in the world has closed or reduced the gender gap significantly, despite heightened awareness of gender issues. These figures show that gender equality discussions have remained on paper, without substantive implementation in the whole world. Women across the world continue to be subjected to psychological, physical, economic, and sexual violence irrespective of age, academic qualifications, income or social standing. As argued by the African Partnership Forum (2007), statistics show that between 20% and 50% of women worldwide experience domestic violence. For example, in France, 95% of its domestic violence victims are women and 51% at the hands of their husbands. The statistics shown here need to be reduced through policy formulation and domestication of international and regional gender equality guidelines.

In Sub Saharan Africa, women face many obstacles to achieving their potential at work and other spheres of life. Gender inequality has adverse effects on economic and social progress in the region (Chichester *et al.*, 2017). The greater demographic proportion of poor women in Africa resides in the rural areas, and lack of rights, resources and economic opportunities continue to be the major drawbacks, when compared to their counterparts in the urban areas. In education for example, Africa remains one on the continents with the largest gender gap. Among females above the age of 15, only 51% are able to read and write compared to 61.7% for men (Africa Partnership Forum, 2007). On another note, poverty, male child preferences and work demands often prevent girls from attending school, a trend further compounded by child marriages. These are deep rooted problems in Sub-Saharan Africa which

needs a change of attitude and socialisation processes if any meaningful changes are to be realised. HIV&AIDS is also worsening the situation since there are no schemes to take care of the bedridden, a responsibility which is relegated to women, hindering women and girls from attending school or participating in other economic activities. However, the mortality rate due to HIV&AIDS has been reduced significantly due to the improved accessibility to Anti-Retroviral Therapy drugs, a positive development which is highly recommended in the development discipline, particularly for developing countries. In the agricultural sector where women tend to be dominant, lack of access to land, credit facilities and other agricultural inputs affects women's ability to utilise their full potential as farmers, reducing their chances of ever owning properties or to develop as individuals.

In terms of gender disparity, the situation of women in Zimbabwe is not different from their counterparts in the African region and most of the world. Gender inequalities continue to hinder the progress of women in most facets of life. Colonial policies which had racial segregation connotations had more negative effects on women (more so for rural women) who neither had voting rights nor access to education and work opportunities compared to their male counterparts. A brief examination of the history of development policy in Zimbabwe reveals that development policy has been skewed against the rural areas. Looking at colonial instruments such as the Hut Tax of 1894, the Native Reserve Act of 1899, the Native Land Husbandry Act of 1930, the Land Tenure Act of 1969 and the bottle neck Education System among others, only the white minority benefited while blacks were excluded, with adverse effects on the women.

An analysis of the impacts of just one of these policies may help shade light on how bad the situation was for the blacks and the women in general. The Land Apportionment Act of 1931 for example, shaped the situation of landlessness in the country, a situation which was further aggravated by natural population increases leading to pressure on the land due to high population densities. Section 46 of Southern Rhodesia constitution and barred native Zimbabweans from owning any productive land except in the rocky and dry parts of the reserves. The Land Apportionment Act resulted in many negative impacts to the livelihoods of the black people which included inequitable

land distribution, paving way for over-exploitation of natural resources which inevitably led to environmental degradation and a threat to sustainable livelihoods. The rural areas remained excluded, marginalised and a domain for women due to the fact that men resided in the urban areas, close enough to offer the much-needed cheap labour in the mines, factories, industries and the low density white residential areas (kumayadhi) as gardeners and maids. Three factors can be identified, namely: racial discrimination, rural exclusion, and gender discrimination, all leading to the feminization of rural agriculture and poverty (Mapuva, 2015).

When Zimbabwe attained independence in 1980, the ZANU-PF-led Government had a mammoth task at hand to redress the imbalances brought to the populace by the white colonial rule. This was done by changing the systematic inherited policies which had so much racial segregation, to bring about democratic, egalitarian and inclusive policies intended to reverse inequalities and to benefit most of the populace. Some of the major policies included the Growth-with-Equity and the Growth Point policies, both launched in 1981. The Economic Adjustment Programmes dominated the 1990 to 1995 era, while the Land Policy and the Indigenization and Empowerment policies were formulated during the years 2000 to 2010. Using the growth pole theory as an optic of reference, Zimbabwe was taking Françoise Perroux's idea that devolution and decentralisation would curtail rural urban migration through the creation of a better economic space in the rural areas (Mapuva, 2015).

The assumption was that industries and factories would create employment through manufacturing and service delivery, while Government departments were predicated to offer services like birth and death registration, passports and many more in the remote districts of the country. This was presumed to curtail rural -urban migration since the same services would be available in the local environment. The introduction of these new services was expected to generate employment opportunities for the youth, a sector of the population which is very mobile, encouraging them to remain in the rural areas to make contributions through the much-needed labour pool, knowledge and skills. With the introduction of development policies in the rural areas soon after independence, women were expected to benefit more by

virtue of being the majority in the rural areas. A close examination on the effects of development policy (The Growth Point Policy and the Growth-with-Equity Policy) on rural women is necessary to assess levels of women's inclusion and exclusion in the mainstream economy due to geographical location or gender lines.

While a significant number of scholars have written about Gokwe District (Gokwe North and Gokwe South), the studies had not focused on women in the two districts of Gokwe. Studies conducted by Nyambara (2002), Nyamudeza (2012), and ZIMSTAT (2012) portrayed the district as a remote place with economic and political challenges and the focus was on the general population and state of affairs, not specifically for women. The situation in both districts of Gokwe is further aggravated by the fact that Gokwe is a very remote marginalised area where development initiatives were never a priority. This provided the two districts a disadvantage compared to other districts in Zimbabwe. Gwimbi (2009) argues how Gokwe is one of the largest regions in Zimbabwe, the reason why it was divided into two district-Gokwe North and Gokwe South in the early 1990s for easy administrative purposes. Gokwe region is in the country's agro-ecological region three, receiving an annual average of 819mm rainfall, with average temperatures of 26°C per year (Mudzimu undated and Nyambara, 2003).

Cotton used to be the major agricultural income earner for farmers in the region but geo-political circumstances have changed due to the declining cotton prices on the world market leading to fewer farmers growing the white gold. As argued by Burns and Omeno (2007), Gokwe-South was identified as one of the most food insecure areas of the country. This is due to the fact that the farmers used to rely on the cotton to buy food but now the situation has changed and cash inflows are very low. Climate change and increased midseason droughts has led to less harvest of maize that is the staple food in the country, thus families are left susceptible to food insecurity (Africare Zimbabwe, 2015).

Machingura (2016) also avers that Gokwe region suffered due to remoteness and marginalisation since the colonial era, and the provision of education remained a challenge, even after independence due to political instability

during the ethnic conflicts in 1983 and the political violence that accompanied the 2008 elections. These disturbances affected women and girls mostly as they were used as sex objects at bases by the youths who were in control of the situation, unleashing the violence on people. Female teachers and young girls were raped in Gokwe- Gumunyu, leading to many leaving school and migrating from the area. Such scenarios led to the closure of the schools, further aggravating the already pathetic standard of education in Gokwe North. However, the intervention of some Non-Governmental Organisations such as World Vision and UNICEF has been very crucial to the communities of Gokwe-Gumunyu, particularly for the girls and women. They implemented various programmes which include Improving Girls Access to Education (IGATE), Bicycle Education Empowerment Programme (BEEP), Village Saving and Lending (VSL), Emthonjeni Women's Forum, Zimbabwe Vulnerable Assessment (ZIMVAC), Community Supporting Girl Education (CSGE), Basic, Education Transitional Fund, The Education in Emergencies and Post Crisis Transition and other programmes (Machingura, 2016).

As argued by Youth Alliance for Democracy (undated), some violations of human rights have been reported to be perpetuated by members of some political parties, and women have been found to be the worst victims. The situation is aggravated by lack of access to information, low levels of education and poverty. Gokwe-Nemangwe, is a constituency situated some 40km West of Gokwe Centre (Gokwe South district), with an estimated population of about 57000 people. Most of residents are young and most of them used to be employed by the Cotton Marketing Board (CMB) while others relied on agricultural activities in the production of crops such as cotton, maize, millet (rapoko) and rice. However, a significant decline has been noted in the number of employed youths due to the fluctuation of cotton global prices already discussed in the study (Gwimbi, 2009). Vulnerability has increased and it has more negative impacts on women and children due to the feminization of poverty in most of Zimbabwean rural areas, thus women in Gokwe are exposed to poverty and vulnerability due to their geographical location, historical factors, like colonisation and gender insensitive development policies.

Very few studies have isolated rural women in remote areas like Gokwe North and Gokwe South, whose situation is aggravated by the fact that the region suffered marginalisation and exclusion from the main economy for a long time during the colonial era due to inaccessibility, pests and diseases. For example, studies done by Sibanda and Makwata (2017), Nyambara (2003), Saungweme (2013) on rural development did not specify how women as a special group benefited from policy and other development initiatives but focused on conflicts between the Shangwe and the new arrivals who were the immigrants from Rhodesdale area. Another example is from the studies carried out by Nyambara (2002) on the economic situation and land ownership in Gokwe. When the era of the landlords came into effect, it is the men who benefited. The women are not mentioned anywhere. Even the tenants are..." young men from the urban areas" (Nyambara, 2002:81) and nothing is mentioned about young women. The Communal leaders (chiefs and headmen) who were the landlords were also male since women rarely occupied such influential positions. It may be assumed under the patriarchal systems that women would benefit from their husbands since the food is prepared from the same point. One needs to point out the plight of unmarried mature girls, widows and the single mothers. Nothing is available to their titles as individuals. Taking into consideration that some of the women are also leaders of households as widows and single mothers, it will remain difficult for such households to get access to resources, a situation which inevitably affects child safeguarding, protection and care.

Even the married women have nothing to benefit since the cash from the cotton is usually kept by the male leader of the family. Their input is needed during the rainy season as sources and providers of labour for weeding, planting and harvesting- in metaphoric terms, hewers of water and wood- while they are seldom considered or consulted on how and when to spend the money, thus gender inequalities have always existed within households in Gokwe. Women in Gokwe town, for example, may have an advantage over the women in Nembudziya Growth Point (Gokwe North district) or other surrounding villages due to the differences in geographical location, access to resources, opportunities and information which affect their levels of awareness and adoption of development programmes.

Most policies changed in the developing world when the nations attained independence, with an ultimate goal of reversing the injustices perpetrated by the colonial rulers. Sibanda and Makwata (2017) buttress the view that policies were meant to redress imbalances perpetrated by the unjust colonial rule. These injustices were along racial and gender lines. While efforts to redress imbalances along racial lines have been clearly defined by many scholars, very few studies have made efforts in Zimbabwe to examine how women have been included or excluded by development policy.

When Zimbabwe attained independence in 1980, Government recognized the role of women during the liberation struggle and new laws were put in place to ensure that women also reaped the benefits of independence. Some changes were promulgated for the women and the whole population in general. Mungwini (2007), examines how the Zimbabwean government was committed to changing the status of women in Zimbabwe since independence in 1980, although the programmes and policies could not have achieved the outlined objectives due to other unforeseen challenges. At independence, women were for the first time in the history of the country officially recognized as an oppressed group and as such were the target of a conscious government policy to change their situation through the introduction of the Legal Age of Majority Act of 1982(LAMA) which applied to all-men and women. Other policies and pieces of legislation which benefited women included the Sex discrimination Removal Act of 1985, Reconciliation policy, the Growth-with-Equity Policy, the Growth Point Policy, the Domestic Violence Act of 2006 and the National Gender Policy of 2013 – 2017 While all these are efforts to achieve gender equality, the results are still very low and more still need to be done.

As argued by Sibanda and Makwata (2017), Zimbabwe's early years of independence were marked by policies aimed at redressing colonial era injustices, thus previously marginalised individuals and groups were assimilated into the mainstream economy. The new policies formulated for this purpose included the Growth-with-Equity Policy that was adopted in 1981 as the first post-independence policy. Guided by democratic and socialist principles adopted by the country, the policy had aims and objectives to re-

allocate and re-distribute resources. This policy became the basis for national planning and every citizen was supposed to be catered for in development initiatives.

The targeted marginalised people included women, youth and the general populace which did not have the means and capacity to participate in the economic programmes. Government had to assist the marginalised groups through providing free education and health, land resettlement and job creation. Considering that the rural areas in Zimbabwe had been marginalised since the colonial era, the Growth-with-Equity policy focused on rebuilding rural infrastructure, in addition to re-distribution land and wealth in general. Saungweme (2013) looks into the peace and reconciliation pillar, and how critical it was for sustainable development to take place so that different ethnic groups and races could co-exist and work together.

The Growth-with-Equity Policy was divided into five main pillars, namely: health, education, agriculture, industry, and reconciliation. Clear benefits of this policy were in the health and education sectors because public and social facilities could be accessed by the majority as opposed to the scenario during the colonial period. Zvobgo (1987) observes that the Government realised that education was the backbone through which an economic revolution could be realised, through which the economy could stand and be self-sustaining through the provision of skilled manpower and professional people in various key sectors, hence the need for a socialist education. The sex ratio in schools improved through the education for all. For example, the 1982 enrolment figure in education was 1 934 614 as compared to 1 235 994 in 1980, showing a significant rise. The figures rose to 2 431 000 in 1983. By 1990 the figure was expected to reach the 3 217 000, and the target was reached with so many benefits to the women and girls (Galabawa, 2001). In less than a year after primary education had become free, enrolment increased phenomenally by 232%. Secondary school's enrolment rose by 33% while the demand for teachers saw teacher education enrolment skyrocketing by 254% (Galabawa, 2001). Similarly, university enrolment figures ballooned. However, the number of educational centres did not increase correspondingly although efforts were made in that direction.

In 1989, the country had 4,504 primary schools with an enrolment of 2,274,178 pupils compared to 2401 primary schools with an enrolment of 819,586 pupils in 1979. Similarly, a significant rise of secondary schools and enrolment figures were seen in 1989 as compared to previous lower figures in 1979 (Galabawa, 2001, Zhou and Zvoushe, 2012). The growth and expansion were welcome initiatives and developments which enabled the generality of the people who were previously marginalised to access the much-desired education.

A significant rise of teacher training was also seen and these included: the Zimbabwe Integrated Teachers' Education Course (ZINTEC), Belvedere, Chinhoyi, Masvingo, Hillside, Mkoba, Gweru and Shamva, among others which were created to cater for the need to have the classes manned by qualified teachers (Zhou and Zvoushe, 2012). Most importantly, Education for All (EFA) helped to break the cycle of poverty by creating a new generation that was functionally literate and numerate. The Government had therefore become a welfarist state with limited re-distribution especially in the first decade of independence (Parpate, 1995, Mazingi and Kamudzi, 2009 and Zhou and Zvoushe, 2012).

Like any other policy, the Growth-with-Equity Policy had successes and challenges. There was generally an increase in the number of women who went to school. Some literacy and numeracy skills were obtained, to the advantage of women across the country. The skills gained by women were very essential in effecting operation of their small business ventures, and ability to read instructions on chemicals and fertilizers packaging used in the agricultural sector, thus increasing levels of self-reliance and independence. More girls managed to complete their Ordinary Level studies, compared to previous years before independence, enabling them to enrol in teachers' colleges and health institutions as student teachers and trainee nurses respectively. Mazingi and Kamudzi (2009) are of the view that there was an increase of women graduating as teachers and nurses in the period between 1981 and 1990 that was the period when the results of the Growth-with-Equity Policy were being realised. Evidence can be seen even today by the way female nurses dominate the health sector while female teachers are equally dominant in the education sector, especially in primary schools.

However, when challenges in the implementation of the policy started to show, women and girls were the first to be affected. Zhou and Zvoushe (2012) buttress the view that the period between 1991 and 1996 saw much retrenchments and introduction of user fees when the Economic Structural Adjustment Programme (ESAP) was introduced in the country. Women topped the lists of school drop-outs due to the cultural, male preference practice in Zimbabwe and most of the African region. In addition, adult literacy classes which benefited women the most died a natural death when user fees were introduced.

As argued by ILO (2017), most women were pushed into the informal sector and 53.2% of informal businesses were owned by women, an indication that the Growth-with-Equity expected in the policy never really benefited women to the full but continued to show fissures of discrimination along gender lines. Zinyemba (2014) avers that, men also participated in the informal sector, but their areas of specialisation (which were mainly manufacturing and repairs), were inevitably noticed to be paying more than the fruits and vegetable vending which was the domain of women, a clear sign of gender disparity in the informal sector.

Manyanhaire *et al.* (2011) assert that growth center is a service center or a central point chosen to initiate growth to other peripheral areas. Rural centres identified and targeted for such kind of growth and development initiatives are referred to as Growth Points (GPs) in Zimbabwe. The idea originates from the theoretical framework of Francois Perroux in 1949, whose idea was that development does not take place uniformly across spaces but follows nodes or poles that for some specified reasons have a tendency to attract other investments, only to diffuse later to areas around them (Mapira, 1997, Glassen, 1998, and Mapuva 2015).

The concept of Growth Points (GPs) in Zimbabwe was introduced in 1978 as part of an initial plan called during the colonial era “Integrated Plan for Rural Development”, in which Chisumbanje, Jerera, Mataga, Mushumbi, Gutu, Maphisa, Murehwa, Nkayi, Sanyati, and Wedza were identified as the 10 pilot rural service centres to be given growth point status. Gokwe joined the list in 1980 and is amongst the very few to register success stories for the

Government when the Growth Point attained town status in 2007. The rapid growth of Gokwe may be attributed to the availability of the cotton production and associated industries and other infrastructural development attracted by the Gokwe- Kwekwe, Gokwe –Harare highways (Manyanhaire *et al.*, 2009).

The Growth Point Policy of 1981 had many objectives at its inception. The main objectives included: to decentralise administrative functions, to promote rural industrialisation, to create rural employment, to reduce pressure on urban facilities, to create a nationally, evenly balanced development pattern and to give the rural 70-80% of the population worthwhile development opportunities which they were historically denied for a long time by the colonial regime which had an urban bias, neglecting the rural areas. Mapuva (2015:142) concurs and summarises: “In line with the dictates of the growth poles theory, Zimbabwe established the growth points which helped in the curtailment of rural urban migration through the decentralisation of services to rural areas and the creation of employment opportunities for the rural folk”. ¹As early as 1982, the Government had identified ten more places to be set up as Growth Points, and thereafter more places were given Growth Point status (Wekwete, 1988).

Among others, the following criteria were used to select the centres which could be awarded Growth Point Status:

- Proximity to an area of elevated agricultural production;
- Possession of a basic economic potential to jumpstart agro-industrial ventures;
- Presence of a significant population in the surroundings to provide labour and market;
- Accessibility to existing or newly planned sources of water supply, electricity, residential areas, and other necessary infrastructure (Wekwete, 1988; Zhou and Zvoushe, 2012)

¹ Mapuva, J. (2015). Skewed Rural Development Policies and Economic Malaise in Zimbabwe Bindura University, Bindura.pp 140-159.

By 1987, 16 rural centres had been granted Growth Point status leading to intensification of investments in rural infrastructure in areas of electrification, telephone installation, construction of water supply dams and waste disposal systems (Zwizwai *et al.*, 1992; Zhou and Zvoushe, 2012; Nhede 2013). Successes were registered for some of the growth points in areas like the decentralisation of social services, reducing the distance the rural people used to travel to get such services like passports and birth certificates. Farmers could also sell their produce close by, reducing transport costs and making their lives better as they would have more cash at their disposal to meet other needs like paying school fees and purchasing of properties for their families (Wekwete, 2001). Examples can be cited of Cotton Marketing Board and ginneries, Grain Marketing Board Depots at Nembudziya Growth Point in Gokwe North and Nemangwe Growth Point in Gokwe South District.

However, the Growth Point Policy had its own challenges. Most of the centres were allocated growth point status on political basis without actually following the stated criteria, leading to their failure to take off. Mismanagement of funds by some government officials hindered the industrialisation and, in the end, dampened the enthusiasm of some potential investors to come to the rural centres. (Manyanhaire *et al.*, 2009, and Conyers, 2001). The main point of inquiry remains on how women as a marginalised group benefited from this policy. While the success of such centres could have been a welcome achievement by women across the country, their failure had its worst effects on women because they would continue travelling to Harare and other cities for birth certificates, passports and purchasing the wares for their informal markets.

As argued by Mushuke and Takuva (2013), it remains sad to observe how so many years after the inception of the Growth Point Policy the centres still lag behind with rural people still travelling long distances to urban areas to look for services which were initially meant to be taken to the rural areas through devolution. The Government of Zimbabwe has embarked on devolution with the same aim-to decentralise services and resources, although challenges are inevitable in any development programme. The theories initially followed needed extra practical considerations before they could be applied in Zimbabwe. The growth point policy has very few success stories like Gokwe,

Murehwa and a few more centres which managed to grow into small towns. The rest of the centres remained service centres with only a few beer halls, bakeries and night clubs. (Zhou and Zvoushe, 2012). While such failures of policies negatively affect all sectors of the population, women are hit most considering the fact that the rural area has been a domain of women for a very long period. In very rare cases have women been isolated as a special stratum in the population and an analysis made on how they have benefited from policy, irrespective of the fact that they constitute more than 50 % of the population (ZIMSTAT 2012). This gap in literature on how women benefited from development policy is the aim of this inquiry so that a contribution to knowledge is made through the results. Figure 1.1 below demonstrates the location of the two Gokwe districts, Gokwe North and Gokwe South.

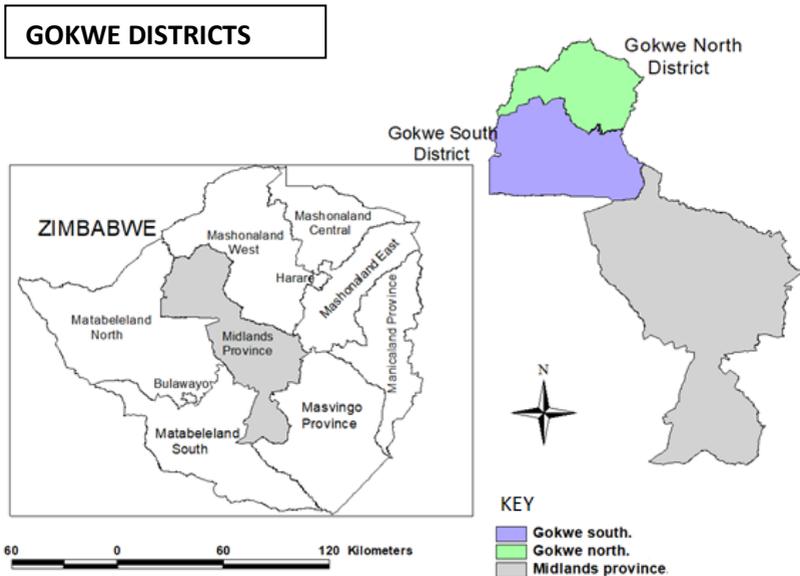


Figure 1.1 Gokwe North and Gokwe South Map

The area under study, Gokwe Region which is now divided into 2 districts of Gokwe North and Gokwe South, is located in Zimbabwe's Midlands Province (Figure 1.1). Gokwe Town is 300 kilometres from Harare and 157

kilometres from Kadoma while Nembudziya growth point is 72kilometres from Gokwe town, 165kilometres from Kadoma and 305 kilometres from Harare. Gokwe region is delimited by Sanyati River to the east, Chemagora forest and Nkayi districts to the South, Kariba and Binga to the West and North respectively. Gokwe is in ecological region 4 experiencing very high temperatures and low rainfall (250-500mm/year). Three specific sections of interest have been chosen for the study: Gokwe Centre (Gokwe Town), Nembudziya Growth Point and the peripheral rural areas. Gokwe center is the urban area/town in Gokwe district. The region is dry and rainfall is very sporadic leading to poverty incidence of 75 % (ZIMSTAT, 2012). Food shortages are very common due to drought, while bumper harvests may also be experienced when the season is good in terms of rainfall amounts, combined with the large size of the farms and the good soils. The soil types range from black clay, red clays to medium sandy soils (Nyambara, 2003). With an average altitude of 1220m, the temperatures are normally very high (30–40-degree Celsius maximums). Zimguide Online (2019) maintains that the area experiences average temperatures of 29 degrees Celsius for most of the year with winter temperatures of 22 degrees Celsius being considered the lowest. Drought resistant crops like cotton, maize, millet (rapoko), sorghum and millet are very common. Groundnuts are also found in the district; thus, farmers usually have a wide range of crops and sources of starch and protein are available.

In the 1950s, the population used to be very sparse due the tsetse fly infesting the area and the thick forests. While the tsetse fly made the area unsuitable for human inhabitation, the thick forests reduced accessibility, making the area unattractive to many people including the colonial settlers, and the district lagged behind in development activities. This scenario explains the sparse populations in Gokwe district until the 1960s when the colonialists forcibly removed people from their homelands into Gokwe region using the Land Apportionment Act of 1930 and the Land Husbandry Act. While the Shangwe are considered to be the original inhabitants of Gokwe, immigrants came from other places in the 1950s. Forced migrants from the Rhodesdale area (crown land) were involuntarily taken to the region of Gokwe, and the population size and densities began to increase. In the 1960s and 1970s, immigrants coming to Gokwe were volunteers in search of bigger pieces of

land and in search of where to grow cotton 'white gold' particularly in 1962. At the moment, languages range from Zezuru, IsiNdebele, Chikaranga, and Korekore, just to mention a few. People from other provinces were attracted by the large pieces of land they were offered and the 'white gold' which was the main cash crop in the district (Nyambara 2002, 2003 and Maravanyika, 2012). The geographical location physical characteristics and the colonial era exclusion of the region led to delayed development opportunities for a long time, giving rise to terms like marginalised or remote which all carry segregating connotations.

With time, much changes came to Gokwe's two districts. The once sparsely populated districts started to experience an influx of immigrants in the 1950s. These two pieces of legislation created land alienation and the greatest inequality in the country as the best land was seized to further white interests, supremacy and dominance leaving the dry areas in regions 4 and 5 to blacks. The black families were given 6 hectares for a family of 6 people, meaning the rural areas were always overcrowded. These immigrants were now coming from urban areas like Kwekwe where ZISCO had retrenched thousands of people. In the 1991-1992 drought, people still moved to Gokwe in search of better farming land. (Nyambara, 2002; Mazingi and Kamidza, 2009).

These increases in population density brought with them changes in the livelihoods of households in Gokwe. Nyambara (2003) maintains that the introduction of cotton as a cash crop in the district in 1962 also attracted more people into Gokwe followed by agricultural institutions such as Agricultural and Technical Extension Services (AGRITEX), credit agencies like the Agricultural Finance Corporation (AFC), parastatals marketing brands like Grain Marketing Board (GMB), Cotton Marketing Board (CMB) assisted communal farmers. More programmes on infrastructure development, installation of marketing depots and many more were all positives in the improvement of growing the cash crop in rural areas particularly in Gokwe.

With such a population growth rate and increase in population density (60 320 people in 1962 to 399 906 people in the year 2000), change in livelihoods

and survival strategies were inevitable (Nyambara, 2003). Pressure began to mount on the land and the immigrants ended up buying land from the chiefs and headmen, creating rural landlords and rural land tenants. Inequality was inevitable and there were groups with better access to land, the major means of production. The Marxist view points out that those with better access to the means of production always accumulate more wealth than those without, the reason why unequal distribution of land has always been a cause of conflict world-wide. The tenants, as argued by Nyambara (2003) were the young men from urban areas who could afford to buy some pieces of land for themselves.

Maravanyika (2012) posits that the state induced migration of people into Gokwe region caused conflicts between the original inhabitants of Gokwe (Shangwe) and the immigrants (Madheruka or MaRhodesdale). The migrations caused the local people to change their lifestyles of nomadic hunting and gathering as they adjusted to the permanent way of agriculture, particularly the growing of cotton. Immigrants were moved to Gokwe to modernise the Shangwe people and clear forests with the intention of reducing tsetse fly. The district was divided into Gokwe North and Gokwe South, with Nembudziya Growth Point or Mutora becoming the administrative centre which was awarded growth point status in 2001. Ginneries were dotted across the district creating employment for People in the district.

Currently, world cotton prices have significantly dropped and the farmers are no longer interested in the 'white gold'. Production costs have surpassed the returns and the farmers are now shunning the crop. These winds of change also came with negative impacts to the livelihoods of the rural people in Gokwe, particularly women. While residents of Gokwe have been cotton growers for so long, they also rear domestic animals like donkeys and cattle (for draught power), goats, sheep and fowls for meat. The donkey remains the oldest animal for draught power found in the district since cattle came in the district later. Tsetse fly prevented the ownership of cattle at any scale and it was only around the late 1970s that cattle were introduced in the district.

The introduction of cattle came as a sign of improvement and development since there was none for a very long time. With the change from cotton as the stronghold of Gokwe economy, the people are now moving to mining which was not a very common economic activity during the prime period of cotton. Only a few official large mines like Copper Queen mine were operating in the district. Currently many illegal gold mines (licensed and unlicensed) have taken over the economic activity of Gokwe. The youth have resorted to mining to augment incomes. Before that, people never used to concentrate on mining. No one had the time for that since “the field” was the main activity for cotton production. Coal mining at Sengwa Colliery is also another sector which has given Gokwe some mileage economically in recent years. At the moment buying and selling is also on the increase in Gokwe. Men and women are resorting to cross boarder trading, selling of vegetables, freezits and catering for travellers at the growth points (Kubatana Archive, 2008; James, 2008; Nyamudeza, 2012, Maravanyika, 2012 and Tumbare 2013).

Gokwe experienced shortage of skilled manpower and professionals for a very long time. Teachers who were found in schools were mainly untrained teachers from various districts and provinces all over the country. Qualified teachers and other experienced personnel shunned the district due to the climatic conditions and the state of the roads. The very few who came in to take up high posts like headmasters, members of parliament, nurses and so on were from other districts because the inhabitants of the district were lowly educated and unqualified for these posts. These delayed opportunities for Gokwe residents were due to the fact that schools were very far away and children had to walk long distances to school leading to high percentage of school dropouts. In addition, the parents never took education seriously since the children were already an available labour force in the cotton fields, no one would query a child for absconding school. Additional labour force for the day was always welcome. Another factor leading to the missed/delayed opportunities in Gokwe is that there were very few high schools offering Advanced level education. Most schools offered up to Ordinary Level. Teacher training colleges, technical colleges, vocational centres, universities and any other institutions of higher learning remained an elusive goal in Gokwe.

The closest one could go for higher learning institutions. like technical colleges, Teachers' colleges and so on was Kwekwe or Bulawayo, thus higher skills and qualifications remained lower in Gokwe compared to other districts in the country. Although improvements have been noted by the introduction of Advanced level education in some schools (only Nyamuroro and Cheziya high schools have boarding facilities to date in Gokwe North,) the situation is still below expectation compared to the low level of education and the population. More can still be done. (ZIMSTAT, 2012; Parliament Research Department, 2011 and Mutami, 2015).

Table 1.1: Population of Gokwe Disaggregated by Sex (Zimbabwe National Statistics Agency (web), 2012)

District	Population		Total
	Male	female	
Gokwe South	147 726	158 256	305 982
Gokwe North	116 467	123 885	240 352
Gokwe Urban	10 914	13 140	24 054
Gokwe region	275 107	295 281	570 388

Table 1.1 shows the population of Gokwe North and Gokwe South. The statistics show that there are more women than men in Gokwe that could be used to suggest that more developmental programmes can be established for women and men. In addition, the figures also show that the percentage of women in Gokwe district is significant and cannot be excluded in developmental activities.

The study intends to examine the livelihoods of the women in three specific areas (Nembudziya Growth Point, Gokwe Town Centre and the surrounding villages in Gokwe region and to identify indicators and pointers which attempt to explain the effectiveness of the Growth-with-Equity Policy and the Growth Point Policy on women as a special stratum of the population in Gokwe. With reference to the Growth-with-Equity Policy and the Growth Point Policy, the majority interests should be served since women are the majority in the district, thus they are supposed to benefit on equal basis as men. This does not appear to be the case on the ground from the specified period of policy implementation to date. Women were already strategically

positioned to benefit from the Growth Point Policy. However, the assumption never became a reality since the intended benefits from the policy continued to exclude them despite their heavy presence in the rural areas. The study intends to find out the extent to which women were included in these policies since independence.

Women from Gokwe North and Gokwe South, continue to be excluded in the mainstream economy as evidenced by their low numbers in leadership positions, less ownership of properties and access to financial resources or credit facilities, despite the fact that development policies have been formulated and implemented since independence with the intention to improve the livelihoods of the same women and everyone else.

The Growth Point Policy was implemented in 1981, aiming to decentralise services and decongest services in the urban areas while at the same time promoting even development across the country. The Growth-with-Equity Policy was adopted in 1981 as well, with the intention to grow the economy with equal opportunities to all sectors of the population, particularly those which had been historically marginalised. Women, particularly rural women, have been one of the strata of population historically excluded from mainstream economy who were supposed to benefit from the development policies. Despite some noticeable increases in female enrolment figures in schools and other institutions of higher learning, the question which continue to be asked today is why the status quo has remained the same for women in Gokwe region in terms of empowerment, economic engagement and inclusiveness despite policy implementation. The study seeks to find out if the women in Gokwe region (Gokwe North and Gokwe South) have really benefited from the Growth-with-Equity Policy and the Growth Point Policy, implemented in Zimbabwe soon after independence.

The aim of the study is to examine the impact of government development policies on women in Gokwe Town, Nembudziya Growth Point and the surrounding villages in the two districts of Gokwe with particular reference to the Growth Point and the Growth-with-Equity Policies. The study has the following objectives:

1. To explore the extent to which women in Gokwe South and Gokwe North are aware of the Growth Point and the Growth-with-Equity Policies;
2. To examine the factors influencing effective implementation of development policies on women in the two Gokwe districts;
3. To examine the effects of these two policies on the livelihoods of Gokwe women in terms of economic engagement, empowerment and inclusiveness;
4. To assess the benefits of the two policies on women in Gokwe's two districts;
5. To examine the challenges Gokwe women face in accessing benefits of Development Policies;
6. To suggest and recommend some policy strategies which can be used to effectively implement policies for rural women in the district of Gokwe.

The research questions guiding the study are:

1. Which development policies were implemented in Zimbabwe since 1980?
 What is the level of awareness of the women in Gokwe on the Growth-with-Equity and Growth Point Policies?
 What indicators can be used to measure change in the lives of the women in Gokwe Districts attributable to development policies?
 What factors influence the effective implementation of development policies on women in Gokwe?
 What prerequisites should be provided for Gokwe women to effectively receive gains from development policy?
 Does effective implementation of development policy on women in Gokwe solely rely on the women themselves or on other groups in the population?
3. What are the effects of The Growth Point Policy and the Growth-with-Equity Policy on the livelihoods of women in Gokwe?
 Are there any indications of economic engagement of women in the rural Gokwe region compared to periods prior to policy implementation?
 Are there any noticeable indicators of women empowerment in the two Gokwe districts?
 Does the mainstream economic sector show some inclusiveness?

4. What are the benefits and challenges of the two development policies on women in Gokwe District?

Do the benefits outweigh the challenges faced by rural women in Gokwe?

Do the women in Gokwe show improved standards of living as individuals or as beneficiaries of spouses?

5. What recommendations can be made for effective policy implementation for women in Gokwe?

What suggestions can be made for remote rural and small urban areas in terms of women empowerment?

Can all rural and remote areas benefit from the same policy countrywide?

Women in remote rural areas appear to remain in poverty despite the formulation and implementation of development policies.

The study focused on Gokwe Town, Nembudziya Growth Point, and some villages in Gokwe South and Gokwe North. Women aged 18 years and above were randomly selected, observed, and interviewed during focus group discussions, and were requested to answer questionnaires. Limitations of the study included high transport costs because of the distance of the area under study from Harare where the researcher resides. The economic hardships in the country during the study period also presented challenges to the researcher since the respondents were already stressed and appeared not willing to answer questions for no financial benefit. They did not want to be disturbed from their day-to-day endeavours just to respond to some questions. The leadership structures in the rural areas are such that it is not possible to gather people for focus group discussions or interviews before being granted permission by the traditional leadership that was time consuming. Accessibility into the two districts of Gokwe was usually a challenge due to the state of the roads particularly during the rainy season. The researcher made trips to the study area during the dry season.

The study makes significant contributions to many areas as indicated below:

1. The study provides new insights into the effectiveness of some government development policies on the livelihoods of rural women in general and more importantly at the household and individual levels. The study is approaching development policy from a micro

rather than a macro perspective, highlighting challenges caused by overshadowing vulnerable groups like rural women.

2. The study provides rural sex disaggregated data provision that is usually not available for remote areas, benefiting researchers and academics.
3. The study makes a significant contribution to literature on rural development policy and women empowerment.
4. The study is useful to policy makers so that they understand heterogeneity of population and their problems, and the impacts of a whole plethora of macro issues like political, legal, cultural and environmental challenges which may overshadow effectiveness of policies on a micro scale.
5. The study assists women to identify their self-worth and become proactive and self-advocates in development issues since structural and institutional hurdles like socialisation and patriarchy are not problems to be solved overnight. It contributes, through awareness and sensitisation, of the women about the need to be involved in policy formulation and implementation as stakeholders and beneficiaries.

The chapter has provided an introduction of the topic under study, giving the reader an overview of what prompted the study and how it was conducted. An overview of the status of women worldwide was given and the purpose of development policies in most countries. The background of the study provided a detailed analysis and historical background of Gokwe's two districts in terms of population size, climatic conditions and levels development. The statement of the problem, aim of the study, objectives of the study and research questions were enlightened. The chapter also outlined the delimitation of the study, limitations and the significance of the study. The next chapter reviews literature related to the study.

CHAPTER 2: DEVELOPMENT POLICY, GENDER AND WOMEN MARGINALITY: A REVIEW

This chapter critically reviews literature available in the corpus of scholarship related to development policy in general, with particular reference to the Growth-with-Equity Policy (1981) and the Growth Point Policy (1981). The specified policies are examined to establish how women have been affected by development policies in Zimbabwe, identifying benefits and challenges, if any. The concepts of rural development and rurality will be examined to give the different spatial, geopolitical, geographical factors affecting women, and the status of women in economic, political, and social fields globally, regionally, nationally and locally. The concept of inclusivity will also be reviewed, in line with Sustainable Development Goals (SDGs).

The study is guided by, and follows the centre periphery and growth poles theory by Perroux (1949) who states that growth centre or growth points were taken as a means to decongest the urban amenities by creating and offering the same resources in the rural areas. The theory argues that activities needed to be decentralised from the centre so that most of the people is able to access services and opportunities which makes it unnecessary for them to want to migrate to the centres for the same services. While Perroux emphasised that growth does not occur simultaneously at all times, the growth poles are necessary for the trickle-down effects which will end up spreading and giving many advantages to the whole economy. The central idea of the growth poles theory is that economic development is not uniform over an entire region, but takes place around a specific point because of certain characteristics which attract growth (James 1996).

Scholars like Hughes and Kozlowski (2008) emphasise that poles are usually urban locations, benefiting from agglomeration economies, but it is important to observe how even rural centres are centres of growth because of some unique characteristics they possess which favour growth and development. Planners also take advantage of this trickle-down effect and they implement policy in such a way that the people in the periphery benefit from the process (Parr, 1999; Bhadhari, 2006 and Manyanhaire *et al.*, 2011). To curb rural urban

migration, Zimbabwe introduced the same concept at independence in 1980, taking a cue from the ideas of Perroux.

Intersectionality theories also guided this study by providing ideas on how different forms of oppression intersect and compound, leading to unique experiences of marginalization. According to Crenshaw (2019), intersectionality is key in explaining the intersection and interaction of different identities like race, class, gender, sexuality and ability in producing multiple forms of oppression leading to marginalisation and exclusion. In addition, structural intersectionality examines how institutions and structure like laws, policies and education perpetuate intersectional oppression. Crenshaw(2019) argues that individuals experience multiple form of oppression simultaneously, leading to compound marginalisation. These theories guided the study by examining how women as a group can be inevitably be excluded from mainstream economic development through male dominance and exclusive policies, because of their identities and geographical location. Similarly, intersectional environmentalism is a critical framework that examines the intersections of environmental issues with social justice and human rights. It recognizes that environmental degradation and pollution disproportionately affect marginalized communities (Pellow 2017). Since the study intended to examine the plight of rural women in terms of being included in post-colonial development policies in Zimbabwe, the theory guided the study through its key principles which include; environmental justice and recognition that marginalized communities are often the most vulnerable to environmental degradation, compounding environmental injustice, poverty and a widespread violation of human rights. Intersectional Environmentalism therefore emphasizes the importance of human rights in environmental decision-making, ensuring that environmental policies prioritize the well-being of marginalized communities like rural areas.

A rural area is a countryside area where the major economic activity is largely agriculture (Conyers, 2001). However, the study observes how, due to globalisation and urbanisation, economic activities in rural areas have diversified from mainly agricultural to include other activities. Singh (2009) avers that rural development is a strategy which enables specific groups of people, especially the rural poor, essential needs and wants. It also leads to

sustainable improvement in the quality of life for the intended beneficiaries. Mapuva (2015) argues that rural development has always prioritised agriculture and forestry, but changes have been noted and the process has diversified into mining, tourism, processing and canning locally produced goods. Approaches have also changed from top-down to bottom-up through the increasing intervention of Non-Governmental Organisations. Most development practitioners now favour the bottom-up approaches since they involve the communities changing them from recipients to participants in development. In addition, Anriquez and Stamoulis (2007) define rural development as development that benefits rural populations; where development is understood as the sustained improvement of the population's standards of living or welfare.

Due to the fact that rural development is affected by ongoing processes like globalisation and urbanisation that have always brought changes, like the commercialisation of agriculture, the liberalization of trade and markets for food and other agricultural products, the increase of labour migration and the privatization of resources and services, it is essential for leaders and implementers of development policy to always monitor and evaluate the impact of any development intervention strategy, to assess the extent or level of improvement in people's livelihoods. Inclusiveness of all social groups, particularly the vulnerable, is critical in development programmes for any community to attain meaningful development. This inquiry therefore defines rural development as development that improves the standards of living, creating an enabling, inclusive economic, social and political environment for all sectors of the rural population, particularly women and children.

The concept rurality was defined by Anriquez and Stamoulis (2007) as any area that is not urban, where urban is characterised by population agglomerations which has no social ties as those found in rural set ups. By this definition of exclusion, urban spatiality has mostly been described in terms of number of population agglomerations and responsible authorities in control of the urbanised geographical locations, and the availability of services like tarred roads, electricity and piped water. This may however be subjective considering that some urban areas may have sparse population and lack electricity, thus they may erroneously be classified under rural. The concept

rurality appears to be the opposite of urban in most cases, and is highly characterized by poverty. While rural development is increasingly taking the front seat in development planning through programmes like rural electrification, housing, water treatment and devolution which is promoting the decentralisation of services, the rural area remains far behind in terms of development.

Bourke and Dillon (2018) define inclusivity as a concept in which development policies and strategies are planned and implemented in a way that includes everyone, paying particular attention to the marginalised groups in society like women, children, the disabled, the mentally challenged and many more. While the writers think diversity is critical in business, they proffer that it is not enough without inclusion, thus inclusive leaders will be noticed by the way they cast a long shadow and spread their arms wide to rope in everyone. It is therefore clear that people feel included when they are consulted and treated equitably with respect, among other things. On the same line of thought are Perch and Labbate (2009), who emphasise the need to include everyone from a human rights-based approach where every individual is valued irrespective of colour, race, ethnicity, sex among other identity differences. ILO (2017) goes further and offers inclusive growth strategies, where deliberate efforts should be made by policy planners and implementers to create employment in areas and sectors where the most impoverished people live. If leaders use this kind of approach, it shows that they care about everyone especially those without economic muscle in society. In concurrence is Include (2017) who concludes that Sub Saharan Africa can only leverage its demographic dividend through the inclusion of all segments of society including the poorest populations into the development agenda, rather than including them at policy implementation stages. Lack of inclusive and transformative development has always cost the continent and put at risk the chances of achieving its long-term sustainability and socio-economic development. Social inclusion was further defined by Bulger (2018) and the World Bank (2017) as a process of improving the terms of individuals and groups to take part in the society through markets, services and spaces. Markets include labour, land, housing and credit while services include electricity, health, water and education while spaces refer to the importance of political, physical, cultural and social environment (Bulger, 2018). This

inclusive list enables societies and Governments to identify how best they can ensure that their groups which have been traditionally excluded from the opportunities and resources can be integrated into the mainstream economy, leading to a healthy, sustainable and enabling environment for sustainable development. The whole society, not just groups, should have the capacity to participate and solve common societal problems peacefully and collectively, all included and treated equally without discrimination (Woolcock, 2013).

Social exclusion, is one ugly face of inequality because it comes along with poverty to the excluded group (Sen, 2000, in Rawal, 2008). As argued by the World Bank Report (2017), identity is a driver of social exclusion, in which the most common group identities were found to be occupational status, caste, ethnicity, age, religion gender and race among others. Based on these arguments and facts, it can be argued that women face multi-dimensional, multi-faceted challenges which deny them enjoying the same benefits as their male counterparts. Women appear to be finding it difficult to access jobs and other resources like land, education and political power because they have been treated as second class citizens in most African societies.

De koker (2015) laments the rate at which women are financially excluded in developing countries like Kenya and Nigeria. Women constitute 55% of the people without bank accounts in the world and the statistics weigh heavily on the women in developing countries in Sub Saharan Africa (SSA) because the bank account opening procedures are a major barrier particularly for undocumented and illiterate women. It is a fact that identity documentation procedures are done to eliminate fraud and other financial crimes but one wonders why the banks do not even consider that women have fewer crime rates than men. As argued by the World Bank (2015), women in Nigeria comprise 2% of prisoners while in Kenya they constitute 5, 3%. Their crimes are common in shoplifting, prostitution and credit card frauds but the numbers are very low. If closely examined these small crimes still point back to the poverty and lack of basic needs at home as the major cause that could be eliminated if women are included in employment and engaged in other economic activities. The World Bank (2014) reports that financial inclusion benefits all and promotes access to other resources which will otherwise be out of reach to some marginalised groups.

Financial inclusion also helps in achieving inclusive growth, but most women in Africa are not financially stable because they are excluded from many benefits. With enough access to credit, women in Africa could improve their status significantly. As argued by Zinyemba and Changamire (2014), financial challenges have led the women in Zimbabwe's Siyaso Magaba in Mbare to rely on social capital to pool resources together, and in most cases, they are found performing in lower order activities like catering, and vegetable sales. Compared to their male counterparts who run big hard ware stalls, the women will remain in poverty without the ability to run sustainable livelihoods as individuals. This means female headed households will suffer in terms of basic need provision as compared to male headed households, a situation not conducive for equitable sustainable development.

Idris (2008) laments that, Tanzanian women constitute 2.1 million out of the 3.4 million people not in the labour force, a gross indicator of economic exclusion. Even in the employed sector, 83% are vulnerable particularly those in rural areas working in the agricultural sector where women dominate (Idris 2008). It is also critical to observe how men in the agricultural sector are the majority landholders in Tanzania, while the few women who own plots have smaller ones in size compared to males. The agricultural sector in most countries in SSA is being affected by el-Niño induced droughts due to climate change, thus irrigation has become a priority for guaranteed harvests. Most women cannot afford irrigation equipment; thus, their plots remain mainly rain-fed leading to reduced harvests as compared to their male counterparts. As argued by the FAO (2014), women in Tanzania own less livestock than men. All these challenges, exclusions lead women to end up being the labourers preferred by both male and female land owners since women have always been considered a source of cheap labour. This leads to instability and insecure livelihoods, leading to a host of other social ills like prostitution and shoplifting alluded to by Nel de koker (2015).

Some countries in Sub - Saharan Africa (SSA) still have lukewarm policies in which no one makes a follow up on the stated gender ratios in school or at least find out reasons why the girl child is dropping out of school more than her male counterparts. Fewer women are taking science subjects, mathematics and computer sciences. Women also continue to be under-

represented in technical subjects (ILO Survey 2019). Mutume (2016) observes how women in polytechnic colleges are close to 40% in Gambia and only 2% in Zambia. There is need however to further establish why these figures remain so low in some countries while in other sectors they are so high.

About half of sub-Saharan African countries have registered moderate increases towards gender parity in this area, as stated in the UNESCO reports. As argued by a UNESCO (2017) report, some countries still have high female illiteracy rates and some are higher than the regional averages of about 50%. Examples are given of Burkina Faso, Sierra Leone and Ethiopia with rates of 82%, 79% and Ethiopia 77% respectively (UNESCO, 2017). These figures show that a lot still has to be done for sustainable gender parity, if women and girls have to claim their fair share of leadership, management and political positions in Africa. Women constitute about 50% of the total world population, thus investing in women is not a loss but a gain which most countries are losing by turning a blind eye at gender equality policies.

Singh (2014) contends that women constitute two thirds of the world's illiterate people. More than 24 million girls are not attending school for different reasons. In addition, a UNDP Human Development Report (2015) observes how an increase in women education had a 43% reduction in malnutrition and child mortality, indicating how essential it is to educate a woman. Of the estimated 40 million people living with HIV /AIDS worldwide, 2/3 are women. Statistics also show that only 6.4% of women hold parliamentary seats in the Arab States, 14,4% in Sub Saharan Africa, 17,6% in Europe, and 18,5% in the Americas (Women's Learning Partnerships, 2002; Global Monitoring Report, 2002; United Nations Population Fund, 2002; UNDP Human Development Report, 2003; BBC News, 2003 and Centre for Women Policy Studies, 2003, as cited by Global Fund for Women, 2004). The same author also observes how worldwide, 15 million girls under age 18 are married each year. These figures indicate that gender equality is nowhere near in the foreseeable future unless a multi-stakeholder approach involving all organisations, traditional structures and institutions is used at national regional and international levels. Efforts should be made, therefore, to achieve SDG number 5 and 10. It appears the challenges are more prevalent in developing countries where the rural poor women account for more than 70%

of the population. As argued by a report by UN Women (2015) academics offer solutions, strategies and recommendations, but lack of political will in most of the counties remains a hindrance, thus the situation will prevail for generations.

The status of women worldwide remains in dire need of improvement despite international cries and conferences. Some changes have been noted since the Beijing conference in 1995, but still a lot more has to be done. A steady growth in women's rights recognition and representation in politics and leadership can be observed but the figures remain below 50% worldwide. Reference is made to the SADC Protocol on Gender and Development (2008), a document to which 15 African states are signatories, Zimbabwe included. Some of its objectives emphasise the need to create an enabling environment for women empowerment through responsive legislation, policies and projects in the region. While article 12 pegs the 50% representation in all decision-making positions for women by 2015, article 5 spells out affirmative action which should be coupled with training, awareness and sensitisation efforts by the member states so that the representatives have the knowledge and what it takes to participate fully in decision-making and economic forums. However, despite the existence of this protocol and more, women in Sub-Saharan-Africa (SSA) remain marginalised and at the bottom of the ladder in some aspects of life like levels of education, access to property, access to loans among other things.

In the opinion of Kaeber (2003), resources are the medium of power and excluding others by virtue of identity promotes inequality and provides power to certain sectors of the population at the expense of others. Heads of households, chiefs of tribes, directors of firms, managers of organisations and elites within a community all have decision-making authority by virtue of their positions. In most traditional set ups, women rarely have an opportunity to be very influential leaders who can make important decisions or take advantage of situations to accrue wealth or make meaningful achievements in life. However, not everyone can be a leader at the same period, but the leaders within a certain time ought to be equally represented in terms of the identity sectors previously discussed. In research carried out by the European Commission (2013), the statistics revealed that women in the developing

world are more affected by issues like malnutrition, lack of access to education, domestic violence, and non-respect of basic human rights, and lack of income. Hunger and HIV&AIDS have their highest impact on women in developing countries more than in the developed world. However, it appears women across the world have more or less the same challenges although improvements can be noted from country to country. Global Fund for Women (2004) states that women have always been disadvantaged and discriminated against worldwide. In addition, the report observes how about 1% of the world's assets are in the name of women, but \$7 trillion worth of women's work goes unpaid, a tricky situation which shows that if their labour was always paid for, women could be amongst the richest worldwide.

On a global level, the Convention on the Elimination of Discrimination against Women (CEDAW) was adopted in 1979 to cater for women's rights after realising that women had always been a marginalised and discriminated group despite the presence of international instruments like the Universal Declaration of Human Rights (UDHR 1948). The UN (2015) reports that many of CEDAW's 30 articles emphasise the need to give women an equal chance and opportunity in the political, leadership and education fraternities just like their male counterparts (article 7, 8 and 10 for example). Other essential international treaties and instruments include the Southern African Development Community 's (SADC) Declaration on Gender and Development (8 September 1997) and its addendum on the Prevention and Eradication of Violence Against Women and Children (September 1998), the Beijing Declaration and Platform for Action (1995), the International Covenant on Civil and Political Rights (ICCPR, 1976), International Covenant on Economic, Social and Cultural Rights (16 December 1966), and the Convention on the Minimum Age of Marriage of 9 December 1964 (Gudhlanga, 2008).

Gudhlanga (2011) avers that the SADC Ministerial Declaration of 2007 stated that women should constitute 30% of decision-making positions by 2005, revised by the SADC Protocol on gender and development in 2008, so that equality figures should be at 50% representation by 2015. All these instruments and declarations are still to be achieved because women remain under-represented in leadership and politics across the world.

From this background, it is not an exaggeration to say the plight of women in equality and development issues should be tackled using the major international framework of (Sustainable Development Goals. As argued by the UN (2015), agenda 2030 combines the three pillars of sustainable development which are: economic, social and environmental. From these dimensions, goal number 5 specifically mentions gender equality while goal 10 emphasises reduced inequalities. While the rest of the goals mean a lot to the empowerment and development of women, special mention is made here to goals 1 (no poverty), SDG 2 (zero hunger), SDG 3 (good health and wellbeing), SDG 4 (quality education) and SDG 6(clean water and sanitation) which are crucial indicators and measures of development for women in rural areas where these basic needs have been hard to access for generations, particularly during the colonial era.

A World Bank report (2008), indicates that in the Middle East and North Africa (MENA) region, proportion of seats held by women was at 3.9% in 2006 to 8.8% in 2007, but the regional average remains the lowest in the world. The number of women involved in economic paid work remains very low since there are barriers that prevent them from entering formal work, for example factors like age and number of children at home and others. As noted by World Bank (2008), the female unemployment rate is much higher in the MENA region. In 2006, 20% young men and 30% young women were unemployed as some employers openly favour men than women. The fact that women will be expected to take the role of child-care work hinders them to enter into paid work as compared to their male counterparts, thus creating gender inequality. Most women are in rural areas, particularly in Sub Saharan Africa where they practice agriculture. More so, the land they work on is not even in their names, women do not control land. Men are the permanent holders of land, leaving women to have access to land through their husbands. Some cultural and religious beliefs have always led women to trail behind men in their pursuit of education and career opportunities, giving their male counterparts an advantage, thus fuelling gender inequality (Ajayi, 2015, Jayachandran, 2014 and Dormekpor, 2015).

While women play critical roles in child-care services, caring for the sick, food production, rural women have even more responsibilities as they take

care of livestock, and provision of water and fuel for their families, resources which are found some kilometres away from homes, unlike their urban counterparts who do not have such distances to travel for such crucial basic needs. It is also critical to observe how rural women themselves (just like their urban counterparts), are not a homogeneous group. There are many differences amongst them based on age, level of education, marital status, race, religion, and ethnicity, physical and mental health. This lack of involvement has always left women in a disadvantaged position creating insecurities for them and their children. The International Labour Organisation (ILO, 2017) proffers that the balance between work and family is the greatest challenge women face globally, inhibiting them from freely taking up any employment opportunities in any geographical location as compared to their male counterparts. This indicates that more flexibility should be enabled in societies so that women can be able to take up these job opportunities without fearing for the fall of their marriages or leaving their children without enough alternative care. In addition, Bulter and Rahbari (2015:15) also emphasise the need to treat women in child-care as equally important in society as men in formal employment. In advanced economies, policy recommendations usually include providing more flexible work alternatives, eliminating legal and other discriminatory barriers, providing access to high quality affordable childcare, supporting family-friendly work environments that allow family leave (for men and women) for child or elderly care responsibilities, and removing tax disincentives, to name just a few. Women in developing countries can also benefit from these policy recommendations if domesticated and meaningfully implemented.

Plan International (2017) asserts that the challenges women face in attaining equal education status worldwide range from gender discrimination activities like son preference, patriarchal dominance, and gender stereotyping in which boys are socialised as protectors while girls are taken as caregivers. Okoronkwo-Chukwu (2013) and Tanikodi and Surgitha (2007) concur that gender discrimination remains a vicious cycle around the world as women are discriminated against from birth to old age in the form of female feticides and infanticides, girls doing more housework than boys, genital mutilation, early marriages, sexual abuse and trafficking during adolescence, maternal mortality, and lack of old age insurance and safety nets for elderly women

through property wrangles with relatives when they are widowed. The fact that the majority were never well educated means they never got formally employed, thus they do not have a personal pension to fall back on at old age like their male counterparts (UNICEF, 2007; Cosp, 2014).

When Sekar and Allargasamy (2015) examine ways to empower women in India, they conclude that the discrimination of women from womb to tomb is well known, not in India alone but across the world. It therefore remains a fact that efforts have to be made to practically and meaningfully develop programmes specifically meant for women. While cultures differ globally, it appears the challenges affecting women are more or less the same and every nation is making strides to make an impact in terms of gender equality. The truth is that the factors against gender equality are intergenerational and are very difficult to eliminate within a short time. Rather, achieving gender parity is a process not an event. As explained by the quoted authors above, India is one of the areas where women are treated with little respects or dignity. The authors further explain that women farmers are capable of increasing production and productivity if given the opportunity to access resources like inputs and agricultural loans.

Achieving gender equality depends on the kind of growth, the nature of the economy, a country's policy settings, and political will not just general economic growth. Where programmes are meant for the generality of the population, deliberate efforts should be made to disaggregate women and evaluate the benefits or strides women have made from a particular development intervention activity as a particular sector of the population. As cited by the Bureau of International Information Programmes and the United States Department of State (2012), there is wide-spread recognition that the world cannot wholesomely solve global issues, be they environmental, political, economic, social or governance issues unless women participate because they constitute more than half of the world's population.

As argued by UNESCO (2003), it is best to use gender sensitive indicators to determine whether anything meaningful has been done for women or not. These indicators have to be realistic, meaningful, time bound, qualitative and quantitative. This means any development intervention or policy should be

measured for success and relevance to the targeted population. For example, The Gender Manual (2002:28-29) and CIDA (1997) argue how professional quantitative analysis of gender sensitive indicators should show exactly how many women benefited from a programme as compared to men, thus sex disaggregated data are a priority to be realistic in addressing gender inequality. It will also be an effective way to measure success in any programme and activity.

Taukobong *et al.* (2016:1492-1514) bring to the fore the fact that investing in the empowerment of women and girls can lead to better health and development outcomes. Empowered women and girls act as agents of change in their communities and they can bring about better health and development outcomes for all. When all is well planned, monitored and evaluated, development policy can meaningfully and gainfully empower women. Without the deliberate effort to target women as beneficiaries' stakeholders may not notice that the policies planned for women are not empowering them at all. The authors suggest a focus on empowerment that requires a shift away from seeing women and girls as beneficiaries of health and development programmes to viewing them as agents of change for their own individual and collective empowerment. Beyond providing resources or benefits, programmes that aim to empower women and girls must involve a process of social transformation, ultimately enhancing the control that women and girls have over their own lives. These realities are non-existent in most communities in the world leading to gross gender disparities even in countries where statistics are indicating high women involvement.

Along the same trope of thinking is Kabeer (2005) who analyses the third Millennium Development Goal (MD3) and argues that the goal was too broad to be achieved in such a short period due to the fact that women empowerment is not an isolated activity but rather a multi-dimensional approach which involves individuals, families, communities and nations. In as much as women may be given an opportunity to attain an education, for example, one wonders if that education will be allowed to nurture the woman into a powerful decision-maker who does not need a man to be complete. The question also remains on how society will view the same woman, whether as a power-hungry woman who wants all the attention to herself or as an equal

participant in all important issues regarding development. It is also critical to identify who was supposed to empower the women or whether the male counterparts who had the power since patriarchy started will be willing to easily handover some of the power or allow women to enter into domains that were traditionally perceived male. Without laying out such strategies, gender equality may remain an illusion worldwide. In addition, O'Neil, Domingo and Valters (2014:1) maintain that there are structural and institutional challenges which hinder women empowerment which will continue inhibiting gender equality unless they are changed. Men and women are social and cultural beings, and unless some social set-ups, cultural norms and values are changed to action dynamism, the role and significance of women may continue to be overshadowed. Until patriarchy for example is demystified, women themselves will continue to accept their subordinate roles and remain subjects to discrimination.

The International Centre for Research for Women (2016) avers that woman face unique barriers to development and continue to lag behind in most if not all walks of life. This may be due to the fact that their contributions are often overlooked as they are perceived to be busy bodies without contributing much to the economy, while in actual fact when men are given the same responsibilities of caretaker functions, they do not cope, thus a holistic integrated approach is required for meaningful change in the lives of women.

The Bill and Melinda Gates Foundation (2015) offers a women empowerment model in which they believe a girl can never be empowered unless she has a voice, a choice and some power. These factors can be enabled when the women have access to resources, some decision-making power which the authors called agency, and access to resources like money, property and employment opportunities. Achieving or getting access to these resources may help her to influence institutional structures to her advantage and the rest of her family and community. It takes commitment, time and effort to create a community with empowered women who can contribute meaningfully to the economies of their nations. The foundation recommended that boys and men have to be engaged so that they move together with the women without being seen as obstacles, hindrances or competitors but rather, as complementing the gender quality process.

UNFPA (online June 2019) observes that it is high time the world sets aside some time to think about effective address of gender disparities since they continue to cause intergenerational inequity, and continued feminization of poverty. If parents continue to view girls as less capable beings than boys, it will have negative impacts on the girl's education because parents will not be prepared to invest much in a girl's education. In concurrence are Wattoo *et al.* (2015) who emphasise the need to take women empowerment as a right rather than a privilege. This means in as much as the women have a right to life (Article 3 of the Universal Declaration of Human Rights), they also have a right to be free and equal (article 1 of the UDHR) and not to be discriminated against (Article 2 UDHR). Excluding women from the main economic activities and other opportunities therefore implies a violation of human rights for more than half of the population in most countries worldwide.

The International Development Law Organisation (IDLO, 2013) brings in another dimension as they examine the legal systems worldwide. The study reveals that women are always disadvantaged as they try to access justice due to financial constraints or even knowledge of the best lawyers. When it comes to claiming their rights, all odds are against them since they may not find it easy to report abusive husbands or male relatives for fear of victimization from families and society, thus legal systems rarely represent women objectively. Their heavy dependence on men for finance makes them think twice before they report activities like rape or physical violence, thus they are found on the receiving end in most cases. The World Bank Group (2017:10) argues that:

“By increasing access to livelihood opportunities, jobs, and income, Community Driven Development (CDD) projects can increase women's economic empowerment, to the extent that the choices regarding infrastructure, assets, and income-generating activities respond to the needs of both men and women. CDD projects can also improve access to services such as education and health, in ways that are particularly beneficial to women and girls and generate substantial time savings for women thanks to rural infrastructure, water in particular”²

² The World Bank Group(2017:10) Community-Driven Development. Available online. https://www.google.com/url?sa=t&rcct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjdi6_7-1_2AhXfQkEAHQQRJCt0QFnoECA0QAQ&url=https%3A%2F%2Fwww.worldbank.org%2Fen%2Ftopic%2Fcommunitydrivendevelopment&usg=AOvVaw16M6L2JoggyOmk18gY9nK6. Retrieved 18 May 2020.

When women are empowered, they are likely to influence change in sectors that affect them like the distances one travels to fetch water or to visit an antenatal clinic. Critical services like birth registration offices can be located within the reach of all women so that the rights of children are not violated when they go for years without birth registration certificates. The argument here by this inquiry is that when women are given a chance, most of the population will benefit. In most cases, mothers will not exclude their children, just as an example, from the fruits of their sweat because once excluded, the same children will remain the mother's responsibility throughout life, thus empowering a woman will cascade down to empowering the whole family.

The World Economic Forum (2018,) notes that if current efforts and commitments are maintained in the future, it will take 61 years in Western Europe to close the gender gap, 70,74 years and 135 years in South Asia, Latin America and the Caribbean, and Sub-Saharan Africa respectively. These estimates appear unrealistic though, but they give an indication of the levels of effort required to improve the state of gender parity in the world. While these estimates reflect the pace observed to date towards achieving gender parity, policy makers and other stakeholders can fast forward this process and should take stronger actions in the years to come. It will also continue to depend on whether all the stakeholders in issues of gender equality find it fit to put a priority to gender parity and equity issues for justice and greater social equality.

In terms of productivity, for example, if the access of women farmers to productive inputs and human capital were on a par with men's access, total agricultural output would increase by an estimated 6 to 20 percent (World Economic Forum 2018). In terms of allocated efficiency, while increases in household income are generally associated with reduced child mortality risks, the marginal impact is almost 20 times as large if the income is in the hands of the mother rather than the father. Hunt and Norm (2016:6) also concur as they argue how the benefits of gender parity to society and families are shown to be extensive, leading to reduced household poverty and increased investments in children's education and health. However, Hunt and Samman

(2016) argue that there is no automatic win-win situation. More needs to be done to educate the women themselves who may be cast in the socialisation traps and still believe in the “kept woman” concept in which they believe the men should work and bring food for them while they wait in the comfort of home.

The marginalised communities have to be sensitised to stand up for their rights ensuring that mainstream economic events do not exclude them especially remote rural districts in developing countries. Most rural communities have played second fiddle to their urban counterparts as opportunities skip them. While some scholars argue that poverty is more prevalent in urban areas, the rural marginalised communities remain out of development interventions, and they seem to be the last to be considered. A random survey on women in the urban areas will indicate that very few of them would choose to stay in the rural area since it appears to be a different backward world.

The Zimbabwean government is a signatory to most international and regional treaties on gender equality and efforts were made to domesticate them. Some of the activities include the passing of the Legal Age of Majority Act as far back as 1982 which enabled women to have adult suffrage rights, thus, men and women were for the first time legally equal (Mahlaule, 1995:7). The government also passed the Equal Pay Act in the same year which enabled women employed to do the same job as men with the same qualifications to get equal salaries with their male counterparts. This move created a level playing field for women who had been economically marginalised by getting lower salaries than their male counterparts (Ngwenya, 1983: 83). The introduction of the policy of universal education was also significant in that no one was supposed to be discriminated against in terms of race, sex, ethnicity, and religious affiliation among others (Chabaya and Gudhlanga, 2001).

Another very crucial step taken by Zimbabwe in ensuring that gender equality is promoted through legislative procedures is the inclusion of a

section on gender balance in the national constitution. As shown in the extract below, the Constitution of Zimbabwe (2013) states;

17. Gender Balance (1) The State must promote full gender balance in Zimbabwean society, and in particular- (a) the State must promote the full participation of women in all spheres of Zimbabwean society on the basis of equality with men; (b) the State must take all measures, including legislative measures, needed to ensure that- (i) both genders are equally represented in all institutions and agencies of government at every level; and (ii) women constitute at least half the membership of all Commissions and other elective and appointed governmental bodies established by or under this Constitution or any Act of Parliament; (c) the State and all institutions and agencies of government at every level must take practical measures to ensure that women have access to resources, including land, on the basis of equality with men. (2) The State must take positive measures to rectify gender discrimination and imbalances resulting from past practices and policies (GOZ, 2013:8).

The above part of the Constitution clearly explains the role of the State in ensuring that women and men are on equal footing in all aspects and all spheres of life. In addition, the Government of Zimbabwe adopted a National Gender Policy (2013-2017) that aimed to provide guidelines and institutional frameworks to engender all sectorial policies, programmes and activities at all levels of society and economy. The main endeavour was to improve the lives of both women and men by removing the various discriminatory customs and legislations. As argued by GOZ (2013), the policy set out eight priority policy interventions around which policy objectives and strategies, implementation, monitoring and evaluation are formulated. The policy intervention areas were:

- Gender, Constitutional and Legal Rights;
- Gender and Economic Empowerment;
- Gender, Politics and Decision-making;
- Gender and Health;
- Gender, Education and Training;
- Gender-Based Violence;
- Gender, Environment and Climate Change, and

(viii) Gender, Media and ICT Section 5.3 and 5.5 of the same policy made special reference to the importance of ensuring attainment of a 50/50 representation of men and women in politics and other decision-making positions (Ministry of Women Affairs, Gender and Community Development 2013).

Zimbabwe also signed the SADC Protocol on gender and development in 2008 along with other 14 African states as a way to show commitment in matters concerning gender equality. The articles in this protocol promise much measures that should be undertaken by state parties to empower women and create inclusively and enabling economic, political, and social environments for all. However, despite the existence of all these blueprints for gender equality, more still needs to be done because the 50/50 equality target has not yet been reached in Zimbabwe (Gudhlanga *et al.*, 2012).

Girls continue to be marginalised and gender parity is still an illusion for most societies, particularly the rural areas where 67% of Zimbabweans reside (ZIMSTATS, 2012). In critical fields like education and political participation, women and girls continue to be outnumbered by men. As argued by Maphosa *et al.* (2015), the patriarchal society is still dominant, especially in the political fields. Men still dominate leadership positions. Research has shown that societies and communities fare better when women are educated on the same level with their counterparts because there will be improved health through reduced child mortality and higher nutrition levels (UNESCO, 1996; Chabaya and Gudhlanga, 2013). In addition, Matera (2016) argues how policies are not working as they should, and they have to be strengthened through sanctions that punish those companies and parties that do not meet the stated local gender quotas, and giving incentives to those organisations adhering to the stated gender parity targets. Unless the State takes a leading role in effectively implementing their own blueprints in favour of gender equality, gender disparities will persist for generations to come (Gordon, 2006 and 2010).

Development policy has been tackled internationally through so many fora which should be emulated by individual nations for the benefit of their populations. Gender equality has been a priority on the development agendas for a very long time. UN (2005) avers that if the proposed strategies and action plans from the Beijing Platform for Action adopted by the Fourth World Conference on Women in 1995 are followed effectively, significant achievements can be realised worldwide. The challenge lies in that each nation addresses its own challenges at different paces so gender equality will never be achieved at the same pace worldwide. The Millennium Project Task

Force on Education and Gender Equality (2005), identified three critical dimensions of empowerment and enhanced participation of women in development which include: capabilities, access to opportunities and resources, for example, to employment or land; and agency. The indication is that it's not all about formulation of policies, but inclusive formulation and implementation. Whenever a policy is drafted and implemented, women themselves should be part and parcel of the planning team so the long-standing attitudes obtained through institutions like socialisation and patriarchy can slowly be eliminated. Empowering women and leaving out men in the whole equation will be futile since the men are a critical part of the equation, the family and socialisation. When men understand the rationality behind giving women the wings to fly and contribute to the economy and other special development sectors, it will be easy to achieve all the strategies and mechanism arranged for women.

UN (2002) emphasises the need for gender mainstreaming in development policy for effective results and offering some strategies which can be used to ensure that development policy is impacting on men and women. There is need for continuous assessment, monitoring and evaluation so that the programmes are not just for covering up and satisfying international pressure on domestication of treaties and conventions. Gender mainstreaming can reveal a need for changes in goals, strategies and actions to ensure that both women and men can influence, participate in and benefit from development processes. This may lead to changes in organisational structures, procedures and cultures and the creation of new organisational environments which are conducive to the promotion of gender equality. Periodically reviewing and consulting all the stakeholders is critical so that targets and objectives are not derailed by other endogenic and exogenic factors.

Gender mainstreaming involves the appreciation of differences between men and women which is inevitably visible when special lenses are used to view the needs of each individual. This heterogeneity will reveal the differences in approaches used by the two groups of people which should never be overlooked or overshadowed but treated with particularity. Involving everyone will ensure that that no single individual is omitted irrespective of colour, age, ethnicity or physical and mental ability. An example can be cited

where very few development programmes are lined up for women with mental challenges, for example their sexual reproductive rights. Including men and women in all development initiatives will enable such vulnerable groups of people to be included in the mainstream economy.

The Sustainable development Goals are currently the global agenda that show a universal consensus globally on the essence of gender equality in achieving sustainable development. As proffered by Kring (2017), the goals are one puzzle where jigsaw fitness is somehow expected. Achieving one goal without the rest of the goals will not make any sense as the development measures and indicators are intricately related. While Goal number 5 emphasises the need for empowering women and girls, the rest of the goals continue on the need for decent work and economic growth, social protection to address wage policies and inequalities, equal opportunities, including eliminating discriminating laws (SDG 8, targets 1.3, 10.4 and 10.5 respectively). Countries should, therefore, aim to achieve the international development policy framework. The major argument here is that there is much work done by women which no one recognizes. If the SDGs are given a rights-based approach, it means every human being will be given the dignity, the respect and the autonomy they deserve, without playing second fiddle to anyone else. Individual nations and communities should therefore be encouraged to treat women with the importance they deserve as equal partners to their male counterparts.

Bodeisten (2017) posits that development policy needs collective action to be successful. This may enable countries to tackle economic and social exclusion, state fragility and environmental degradation, particularly climate change which has become a topical issue on the global agenda. All these should never be separated from the mainstream or the main themes of development policy by Governments. The European Union has internal and external policies and the policy implementers should handle all of them with the attention the policies deserve. While Europeans have always regarded themselves as the magnets of immigrants, there is special need to consider how best to handle development policy in a sustainable, inclusive manner. Similarly, Kisman (2015) maintains that development should have a positive value so that people agree on the objectives and outcomes of development policies. The

Sustainable development policies can only be called fair and balanced when the development initiatives are keeping a balance between the present and future generations in the economic, social and environmental components. The Organisation for Economic Cooperation and Development (OECD 2019) recommends that development policy in the European Union should be respecting the rights of the people, monitoring and evaluation and unity in the region. A two-way effective communication approach is highly encouraged through listening and reporting back to the people.

As argued by European Commission (2019), countries should focus on transparency and accountability, inclusive development and partnerships, country ownership and focus on results. This enables stakeholders to evaluate every policy they make and ensure the results are achieved rather than just formulating policies whose results are never achieved. The White House (2010) also argues how there is need to invest in life changing innovations with the potential to solve longstanding development challenges, and inclusive development was seen as a potential to widen horizons and leave no one behind since skills and abilities differ. The European Institute of Gender Equality (EIGE 2019) strongly recommends gender equality in all development policies so that all sectors of the population are catered for through these critical initiatives for development. Stakeholders can be effective in achieving the gender equality objective when gender sensitive language is used throughout. They recommended the use of gender-neutral words like they/them, he/she, him/her instead of mankind, chairman, businessman etc. Such gender-neutral language should be used in parliament documents where men and women are equally represented and treated with the same dignity and respect while school also reflect the inclusion of boys and girls on an equal basis with strict removal of barriers to girls proceeding with their education.

It appears development policies in most developing countries are not achieving the targeted goals despite the multiplicity of the policies. As argued by Singh and Ovardia (2018), development in countries outside the industrialised West has been an elusive goal for a very long time. Developing countries should make an effort to emulate the Asian Tigers (Japan, Singapore South Korea and Taiwan) which introduced strong interventionist policies

which led to sustained rapid industrialisation and long-term economic development. Such development initiatives bring along innovation, diversity and creativity as long as other critical stakeholders are involved at policy formulation and implementation, thus development efforts become every citizen's issue. In addition, the growth strategies implemented by Argentina, Rwanda, Brazil, China, and Ethiopia involved strengthening political ties between Government and the domestic capitalists, adopting industrial policy and state backed finance to create new competitive advantage (European Commission, 2019, The White House 2010, Singh and Ovadia, 2018). Such efforts need a very positive attitude from the stakeholders, and removal of all development policy enemies such as corruption, nepotism and social exclusions. In the case of Africa, Asia and other developing countries, the success of development policy should be a priority on the national agendas.

OECD (2018) argues how the African population is rising significantly and by 2050, estimates show that Africa will constitute a quarter of the global population. This may be attributed to the lack of strict population policies like the one child policy China once implemented in their history, and other demographic characteristics promoting population growth like the increase in life expectancy due to the introduction of Anti-Retroviral Therapy drugs for HIV&AIDS, and health and sanitation improvements. Sectors with high job creation potential such as light manufacturing, agribusiness, leather, construction, light manufacturing should be given priority so that more people are absorbed there. These can also be implemented alongside good political conditions like the ones which brought the economic miracle in East Asia which are: State transformation, pro-business orientation in policy, where national elites view and focus on economic development to legitimize their political worthiness. (Singh and Ovadia, 2018). These success stories of other nations may be very useful, but there is need to domesticate them. Other developing countries can use them with a domestic touch where they use national goals, priorities norms and standards.

Kiremo (2017) avers that Africans have to stop following and reacting to the politics of the West but rather develop own policies which suit their economic environment for sustainable development. Copying the West does not help development but will just make the people remain in abject poverty

while the leaders concentrate on other people's issues, diverting the generality of the population from focusing on the real bread and butter issues which are job creation, regional integration and economic engagement. If Africa will ever consider eliminating aid in their development policies, it means there will be greater need for regional integration, compared with other regions. The 2017 trade between the African states is 12% compared to 40 % of North America, 60% of Europe and 30% for South East Asian Nations. Kiremo (2017) suggests how Africa could increase chances of economic prosperity, industrial expansion and job creation if good governance and political stability are promoted first. African unity becomes a priority to create room for this regional development.

The example of Botswana can be followed by fellow African countries since it appears to be one of the few success stories, although strains in the economy and social system may also be seen (unemployment, poverty and lack of economic diversification). Gains have been seen over the years in health, infrastructure, life expectancy, poverty reduction and education, although critics argue that these gains have been minimal than what the Government wants to portray. However, the general state of affairs is that the economy of Botswana is stable and an influx of immigrants from Zimbabwe has been seen as they run away from economic hardships from their own country. Contributions by Hanson (2007) indicate that the Government of Botswana prospered because of a very good diamond policy. The Government owns half of the only diamond mining company, Debswana, and has used the proceeds from the diamonds towards social development in a well-structured business relationship with the private sector. The country is viewed as one of those ranking highest on the indices of governance like transparency. Most scholars attribute the steady economic development in Botswana to good development policies and the shunning of corruption, bad governance, 'natural resource curse', import substitution and kleptocracy (Lewin 2015). In most African countries mineral resources have always created a 'resource curse' through internal conflicts, but Botswana managed to avoid these ills through good management (Collier and Heffler, 2004).

Beaulier (undated) highlights that Botswana's success was due to the possession of inclusive pre-colonial institutions. There was minimal effect of

British colonialism on Botswana and the colonialists did not destroy inclusive pre-colonial institutions, maintaining and strengthening the institution of private property in the economic interests of the elite. In addition, Botswana is rich in diamonds and this resource wealth created enough wealth and no group wanted to challenge the status quo at the expense of “rocking the boat.” Lastly, many critical decisions made by the post-independence leaders, particularly Presidents Khama and Masire reinforced the economic situation to the advantage of the public. Devereux *et al.* (2010) maintains that poverty still persists among the people despite the country moving from being the poorest to being a middle economy, with the vulnerable (children, the elderly and women) being the worst affected. Poverty eradication is a process not an event, and efforts should always be made to reduce it one step at a time. The Government was also showing fears that there could be a general loss of norms and customs which will eventually lead to an identity crisis. Despite having a very tiny population (2.3 million) the nation also shows signs of inequality just like other African states. These signs of inequality are biased against women, who appear to be receiving less benefits from these development policy gains, a situation which this research intends to investigate in Zimbabwe’s Gokwe district to establish the levels of economic engagement and inclusivity on the part of the women.

In Namibia, another African country with a desert environment and a tiny population (2.5 million) just like Botswana, the success in development has been attributed to sound development policy, sound economic management and the effective management of the mineral resources. However, the efforts are still to be translated into job creation because extreme socio-economic inequalities inherited from yesteryear when the country was run under an apartheid system still persist. The generous spending on social amenities is still to show fruits and benefits (World Bank, 2019). Contributions from Europa.eu (2012online) indicate that one area where Namibia was expected to be doing better is the education sector. This is attributed to the fact that the country invested 20-25% of its budget into education, but the results are not showing. The results boiled down to poverty, poor nutrition, impacts of HIV&AIDS on the families and the children which will inevitably affect the performance of the child at school negatively. In addition, The Government of the Republic of Namibia (2004) offers Vision 2030 to align development

policy with agenda 2030, the 17 Sustainable Development Goals. The major emphasis was put on creating an enabling environment through, sustainable development, international relations, development co-operation, peace and security, regional integration, globalisation, democratic governance, decentralisation, responsible decision-making and institutional capacity for development. While this vision promising just like the visions of other countries in Sub Saharan Africa, achieving them have always been a problem.

The plans and visions are often derailed by issues to do with corruption and poor governance. The same problems were also aired by Stiglitz (2016) who maintains that despite development policy formulation and implementation in Namibia, high rates of unemployment, poverty and inequality persist. The recommendations given include taking advantage and using natural resources to the fullest and diversification of the economy. The continuous failure of development policy to achieve targeted goals could be the reason why The National Rural Development Policy by the Government of Namibia (2012) had to recommend a multi-stakeholder approach in the policy formulation process and the role of Monitoring and Evaluation, so that challenges can be identified and crushed before they derail a whole project or programme. These problems appear to continue in most African countries as signs of colonial policy and it is taking much time to redress them. Most women appear to be excluded in most development policies because the colonial legacy still exists, the reason why this research intends to find out the levels on inclusiveness and benefits women got from development policies.

As argued by UNDP (2019), Ghana also adopted a multi-stakeholder approach in development initiatives after realising that a lot is still to be done in terms of achieving Sustainable development (UNDP 2019). The Government of Ghana (2015) emphasises the need to develop sound inclusive policies in which the corporate governance is improved, simultaneously raising the status of small and medium enterprises which make key contributions to the economy. As argued by International Labour Organisation (2004), Ghana needs partners to help in the effective implementation policy, without which many policies will be left unachieved. The elimination of childhood labour, protection of children and young

persons was the main thrust of the Childhood Care and Development Policy, all in the name of sustainable development.

The position of children requires many stakeholders and duty bearers, and this inclusivity leads to successful implementation of development Policy. In addition, UNPD (2015) avers that Ghana was designated a middle economy by 2011, showing signs of improvement, although challenges still remain. Ghana could focus on preventing further macroeconomic deterioration and improve the business environment and grow the private sector through investing in infrastructure, skills development and expanding social protection. This can be made effective with good governance, elimination of corruption and inclusivity in terms of decision-making, policy planning and implementation. The inclusivity should include women, men, the youth, and all other sectors of the population. This research seeks to explore how the experiences of other African states can be used to improve the status of women in terms of inclusivity and benefiting from development policy.

In Malawi, the population is larger as compared to Botswana (17, 4 million) and the policies are not are failing to yield much due to the challenges from El-Nino induced droughts which are common across the African region. In addition, the agricultural sector in Malawi just like everywhere else in Sub-Saharan Africa is not stable due to fluctuating world market prices of agricultural products because the region is just a price taker rather than a price negotiator. Malawi Government (2015) avers that the country is prone to natural disasters like floods, in which the 2015 floods were amongst the worst, and stronger and sustainable disaster management policies are required. When such policies are made, they have to be monitored and evaluated for success to avoid the vicious cycle of being attacked by the same disasters in the same places, with the same impacts over and over again. Agriculture accounts for 42% Malawi's Gross Domestic Product in (FAO 201). Malawi managed to set up three critical policies to revamp the agricultural sector food security and employment creation with the help of the World Bank and other donors. As argued by World Bank (2017) the Revised National Seed Policy, the National Agricultural Policy (NAP), and the Strategic Grain Reserve (SGR) Management Guidelines are among the policies implemented by the Malawi Government. The policies were meant to

address the commercialisation and improved sustainability in the agricultural sector, and prioritising research and partnerships, irrigation, regulating and protecting all seed varieties and ensuring the release and accessibility to farmers, enhancing the country's early warning systems and preparedness and timely release of funds to secure grain during the harvesting period.

The policies are still being implemented with five-year review periods. However, five years appear to be a very long period to review a policy, the reason why Monitoring and Evaluation policy frameworks recommend shorter review periods to ensure that failure of policies are minimal since errors, miscalculations and other implementation challenges can be corrected before it is too late. Malawi's situation may not be very far from the situation in Zimbabwe, where the population is also large (around 16 million as argued by Worldnomics) and poverty, inequality, inflation, food insecurity, fuel and cash shortages are common. These countries need inclusive policy formulation, implementation, monitoring and evaluation strategies in the context of a multi-stakeholder approach, unity and diversity to be able to solve the common development problems and poverty eradication challenges. If everyone is included their contribution will be meaningful to development, the reason why this research is emphasising the need to include the women in all economic activities.

BSR (2017) notes that women continue to face deep rooted problems in terms of economic engagement and empowerment in most sectors of their economies. They rarely achieve their full potential at work and this affects their self-esteem as women and at the same time impeding the potential of the region to excel in economic development. This is due to the fact that a significant percentage of the population is not contributing as they should be. The African Development Bank (2015) observes how the potential of one billion Africans can be raised if gender inequality is eliminated, thus boosting the continent's development potential.

As argued by BSR (2017), women in Kenya, Tanzania and Ghana achieve 87% of male human development outcome because they lack viable economic opportunities and have fewer chances of accessing good health facilities and higher education. The study therefore suggested six areas of action in which

business has to act to harness the talent and potential in women and these include: under sensitive workplaces and benefits, leadership and advancement, education and training, freedom from violence and harassment, entrepreneurship and business linkages and inclusive communities. This is due to the realisation that women continue to face sexual violence in workplaces, exclusion from managerial posts and lack of access to credit facilities. Full engagement of women therefore is not only good for women but business and the region at large (BSR, 2017).

As argued by Kamal (2018), the Middle East and North African (MENA) still has a long way to go in achieving gender equality. Although the figures and statistics revealed by the studies carried out in that particular region are averages for the five countries, there is general indication that the African countries included in the study (Egypt and Tunisia) had more or less the same characteristics like Lebanon, Jordan and OPT. Most literature lacks the statistics really representing the contributions of women economically, as a special demographic stratum in the population, a clear indication that women in SSA are not considered by scholars and governments as autonomous beings with economic and general developmental authority (Kamal, 2018). Most studies have shown a tendency to treat women as a homogeneous group, while in actual fact the problems affecting them are heterogeneous in nature on the basis of age, nationality, physical ability, race, ethnicity and so on. This means that for example the challenges, interests and perspectives of wealthier women are different from those of poorer ones, and such detail is rarely captured by studies.

Women in Sub-Saharan Africa (SSA) have more challenges compared to their counterparts in developed countries or to the rest of the world. This may be due to cultural factors which continue to hinder women empowerment, economic participation and involvement and gender equality in general. Asaolu (2018) observes how empowerment describes the process of change wherein an individual without the ability to choose can make choices. That change is critical because much structures and institutions have to be changed including the attitude and perceptions of family, spouses and the whole society. For UNESCO (2017), 'empowerment of women' refers to a collective and individual process designed to ensure that women have control

over their lives, gaining skills, developing self-reliance, setting their own agendas, building self-confidence, and solving problems. This status quo requires time and effort since it involves issues of socialisation in which the African culture values patriarchal systems.

Changing such institutions is a process rather than an event. Although women are crucial to the process of family planning, bearing much of the responsibility for food security and accounting for increased wage labour in Sub-Saharan Africa, barriers still exist in terms of social, economic, political and cultural activities. It therefore becomes very difficult to address poverty issues when policies continue to exclude such a significant sector of the population across the region (Anunobi, 2002). In the opinion of Asaolu *et al.* (2018), gender equality can be achieved through empowerment which has three broad categories as useful indicators which are agency, resources and achievements as already discussed in the study. Agency is the ability to make decisions despite existing power relations while resources include skills, education and physical assets. Achievements are part of what an individual possesses including the chance to be included in economic opportunities. This means a close examination of any group of women should look for these indicators as measures of empowerment and equality in the field of women and development.

In addition, it is worth noting that women have always been economically active since the pre-colonial and colonial periods, but the responsible leaders never took time to document or acknowledge this significant contribution. As argued by Akyeampong and Fofack (2012), women are not making efforts to claim their share of gender equality or organise themselves in a way which makes them clearly heard. This means a lot has to be done to raise awareness and sensitisation in the women. They should not stay home and expect someone else to do the advocacy for them but rather, steer the wheels which can free them from oppression and exclusion. For example, the cultivation of cash crops and European missionary constructions of marriage, the individual, and family from the early decades of the 19th Century reduced female labour nothing payable, invisible in the realm of domestic production, a situation which was inherited and reinforced by the African societies themselves even after the colonial period. The women themselves could not

change the situation back then and up to now, they just accept it as part of their role to do unpaid labour. This is evidenced by the slow progress being made in terms of gender equality because the dominating patriarchal leaders will never willingly let go leadership.

Shukla (2016) asserts that the sectors that are dominated by women do not perform at full potential because of challenges associated with feminization of poverty. The statistics reveal that the region was once a food secure place in the period around 1981 but due to the fact that most rural agricultural areas have been ignored and left as a domain for women who try hard to make ends meet with little or no inputs and farm machinery is now importing basics like sugar, wheat, rice and maize. This in itself shows lack of prioritisation because food is a basic need, as shown by Maslow's hierarchy of needs. Any plan which does not prioritise food security is anti-developmental.

Despite the fact that the region has all the climatic requirements for food security including arable land, the region is only found to be producing the world's 10% agricultural output, an indication that African leaders, policy planners and implementers have a long way to go to ensure that most of the people will reach other higher levels of needs like the self-actualisation postulated by Maslow since people will spend most of their life time trying to secure food for their immediate families rather than studying inventing or other self-development activities. These ideas were echoed at the 2016 World Economic Forum in Kigali where speakers focused on investment on agriculture in Africa and concluded that most of Africa must make special emphasis on issues to do with food security giving each individual in each stratum of the population to participate in food production and productivity. Failure to empower women in terms of making their own timely decisions on when, how and what to plant is a recipe for food insecurity.

Hunt and Samman (2016) contend that several factors affect the process of women empowerment and they include: education, access to quality paid work, collective action and leadership, training and skills development, the burden of unpaid care work at home, access to property and assets, among other factors. Addressing these factors will create a pathway for women to implement the ideas they have to solve their own problems in their individual

capacities, households and communities. Women empowerment therefore means they gain voices, power, the means and control of the resources around them and their families. However, Cornwall and Edwards (2016) argue how empowerment is characterized by negotiation, uncertain outcomes and compromise thus it cannot be expected to be linear, simple or easy. Rather, women themselves should be the agents of their empowerment (O'Neil *et al.*, 2014). When development policy is implemented to empower women, indications of power should be seen through the personal, rational, and collective perspectives within the individual. This means development of personal confidence, increase in the ability to negotiate and reason with all facets of life, and involvement in political structures based on cooperation rather than competition (Rahman, 2013, using ideas from Rawland, 1997).

In many developing countries like Zimbabwe, rural development deserves the highest priority particularly in the allocation of resources, since about 67% of the population resides in rural areas (ZMSTATS, 2012). Tenets of rural development which are: basic necessities of life, self-respect and freedom can be made reference to and be given priority by all development practitioners. Any policy introduced should aim to achieve these three basics for rural people (Singh 2009, Rural Poverty Report 2011).

As argued by ZIMSTAT (2012), Gross gender inequality exists in Zimbabwe and studies show that female headed households are generally more vulnerable to poverty than households headed by their male counterparts. In 2012, nationally, 35% of the households were female-headed. Rural areas had a higher proportion (38%) of female-headed households than urban areas with 29.6%. More women are always found to be amongst the poorest, less women are found in well-paying jobs or access to resources. This shows that the situation persists in most districts in the country, an indication that Zimbabwe still has much to do to achieve gender parity (ZIMSTAT, 2012).

In 2012, fewer women than men were employed at all levels, as illustrated by the gender parity indices of less than 100, at national, rural/urban, and provincial levels. Women and men do not participate equally in both economic and political decision-making. Women turn out in large numbers to vote in politics, but their representation in Parliament remains well below

that of men. In Government, the presence of women in top positions in key areas such as defence, finance and economic policy, police, and the central banking remains very low. Surprisingly, even in ministries like Women Affairs and Ministry of Primary and Secondary Education where women dominate in numbers, their chances of securing a top leadership position are still very low unless where deliberate efforts are made by the Government.

The inequality and the backwardness in the rural areas of Zimbabwe were a result of pre-independence policies which had racial segregation objectives from their formulation to implementation (Mapuva, 2015). Black women in particular were subjected to a triple discrimination on account of color, gender and geographical location, both in the world of work and society at large. As argued by Cheater (2008) women were excluded from ownership of land in their own right. They have always been the most agriculturally active, and could own some livestock, mainly obtained from the customary cow of motherhood, and owning some grains, but they never controlled the means of production in agriculture and metallurgy but instead, provided labour for those activities. Even in history, very few communities are recorded where women had political authority; otherwise, leadership remained the domain of men. During the colonial era, most women remained in the rural areas since they had no formal work in the urban areas. The women did not own much as well, despite having worked with their husband to accumulate whatever was there, an indication that the women were treated as minors. Legislation like the Native Wills Act of 1933 were created to permit the African widows to inherit their husband's wealth upon his death when a will was availed. Problems always exist between the husband's family and the widow, and in most cases, kinsmen often grabbed the property, leaving the widows and the children in absolute poverty.

FAO (2017) has brought to the fore the fact that women are not even fully equipped to perform well even in the agricultural sector where they are very active. In the past, men have always received better agricultural training compared to women, although women were the most active farmers in all rural areas across Zimbabwe. This was caused by the fact that the women had to seek permission from their husbands to attend these crucial meetings and in most cases the permission would not be granted. Recent research has

shown that women's access to education and extension training is improving, and in some cases, participation is starting to surpass that of men. Nyamudeza (2012:8) notes: "Women play a key role in subsistence agriculture in Zimbabwe". Eighty-six (86) percent of the women depend on the land for the livelihoods of themselves and their families, but women living in the communal areas are treated as dependents of men, not as landholders or farmers in their own right (Human Rights Watch, 2003). Together with men, women also perform cash-crop production or buy and sell to earn extra income (ZWRCN/SARDC, 2008). Rural women farmers play a vital role in food production and food security. They account for 70% of agricultural workers, 80% of food producers, 100% of those who process basic foodstuffs, and they undertake from 60% to 90% of the marketing (Fabiya *et al.*, 2007). The introduction of modern agricultural techniques and cash crops has increased women's workload by expanding tasks such as weeding and transplanting, but without bringing women an appropriate share of cash-crop payments.

Maphosa *et al.* (2015) posit that the SADC Gender and Development Index has highlighted how Zimbabwe still has to do more in terms of achieving set targets of gender parity, with a 41% threshold to achieving the set targets by SADC. The authors argue that recognition of women in the economic field only happens as and when the patriarchal leaders want it to happen. The agenda for that visibility is to gain political mileage internationally for the male leaders themselves rather than meaningful gender parity. The discrepancy between perceived and actual realities is not by accident but deliberate efforts by the ruling male elite to keep women in the lowest ranks where they can be used when necessary for their convenience as voters and political supporters. This is a very sad scenario since all efforts by other international players in the quest for gender equality will be fruitless. It appears the Zimbabwean situation is where women are used to empower the men rather than the women themselves as spelled out by the signed documents and instruments. Researchers and scholars are therefore realising that worrisome gap between the advocacy and sensitisation made against the actual figures of women in real political participation

In a consultation report conducted by Women of Zimbabwe Arise (WOZA, 2013), there was a clear indication that women, particularly urban women from Harare and Bulawayo, are not happy with their status quo in terms of empowerment, political participation, economic engagement and involvement. Although the consulted women only constitute a small percentage of the women in Zimbabwe, their views may still be generalised to the rest of the country, particularly to their rural counterparts. In summary, the report concludes that despite hard work and effort to support their families through legitimate means, women are frustrated through poor governance at the hands of male leaders who are not apologetic or compassionate to the plight of women. However, it appears the women continue to lament their position without making efforts to come together and change the situation at hand. Women have so many scars today, not just from physical abuse and violence but also from emotional abuse, economic and political exclusion.

As argued by FAO (2017), the July 2013 elections in Zimbabwe saw women occupying 34 percent seats in the Parliament. Zimbabwe is also ranked 27 out of 188 countries on the Inter-parliamentary Union's World classification of women in parliament and also number 4 among Southern African development Community (SADC) countries. However, gender bias, cultural norms, gender inequalities, and gender-based violence (GBV) continue to wreak havoc in the women's lives without giving them a chance to improve their economic status. Women's representation in the urban and rural councils decreased from 19 percent to 16 percent in 2013 (FAO, 2017). Changes in the legislation is expected in the forthcoming 2023 elections, and better representation is expected of women at all levels.

As noted by Chikanyambidze (2015), Zimbabwe is trying to empower women through reducing their vulnerability and improving their welfare through initiatives like the Women Development Fund (WDF). In research carried out in Chipinge district (Ward 16 and 17), it was revealed that WDF has made a contribution in improving the livelihoods of the beneficiaries through the initiated income generating projects. The projects led to economic, psychological, social, political, and legal empowerment of women. However, the major challenge with WDF is that insufficient funds were being given,

with much delays in the disbursement of funds. Complementary initiatives are therefore needed which include capacity building so that there is enhancement of entrepreneurship skills of the beneficiaries and the creation of market linkages, among others.

In a 3-day international conference, under the theme, “Women’s Economic and Political Empowerment and Peace Building”, women from over 10 African countries were brought together to express their views on issues to do with empowerment. It was co-hosted by the Ministry of Women Affairs, Gender and Community Development (2011) in collaboration with the Organ for National Healing, Reconciliation and Integration (ONHRI), the Ministry of Regional Integration and International Cooperation and the Women’s Coalition. This conference was a follow up to a High-Level Dialogue delegation of eight eminent African women led by Mary Robinson, former Prime Minister of Ireland and Chairperson of the United Nations Human Rights Commission. Such efforts indicate the commitment of Zimbabwe to improving the status of women in line with regional and international partners. Many issues were discussed which can help women to be aware of their human rights. However, there is need for continuous monitoring and evaluation of the outcomes of such valuable conferences for meaningful change on the status of women in terms of economic engagement and involvement.

In a study carried out by The Joint Programme for Gender Equality in Zimbabwe (2017: 22), the only option women had as a solution to the unequal opportunities in formal employment is the informal sector. The study shows that most of people trading informally are women as compared to their male counterparts. Much challenges were identified in the female dominated sector which include: inadequate infrastructure, limited information, lack of credit and financing, and lack of knowledge on laws, by-laws and regulations, harassment, theft of their wares from public spaces in corrupt activities involving law enforcement agents and polarisation within the informal economy. As if working under the pathetic conditions besides streets and in overcrowded buses is not enough, the law enforcement agents are always out there to solicit bribes and, in some cases, sexual favours so that the women may not suffer at the hands of the officers. This continues every day since the

borders have been noted to be the most corrupt places in the country. Most of the officers at these border posts have enriched themselves through corruption money collected from the powerless women who have no other option but to pay the officers so that they are not left behind by the bus crew and protecting their wares from being confiscated by the ruthless corrupt officials (The New Humanitarian, 2017).

ILO (2017) recommends an increase in programmes for sustainability such as education, access to skills development and training. Lack of financial options to start viable projects is often one of the greatest challenge women may face, thus Governments can increase the opportunities for the women to access financial assistance at low interest rates. Increasing these programmes also call for monitoring and evaluation initiatives to check the levels of inclusiveness of the enrolment requirements into the programmes, and ensuring that the women who enrol into the institutions complete the programmes alongside their male counterparts. If challenges are identified, it will be necessary for the Government to offer options like assisting with loans or grants for school fees and assisting with childcare facilities which are normally some of the reasons women may drop out of education and training to take care of children, the sick and the elderly.

As argued by Bayeh (2016), Ethiopia may take time to achieve sustainable development unless women are included in developmental issues because they constitute more than half of the population, thus excluding their full potential have negative impacts on national development. Sustainable development has three underlying factors which are: economic, environmental and social dimensions. These dimensions show that development takes place in sectors, each critical stakeholder has to play their part for the good and success of national agendas. These arguments all show that a lot has to be done to identify the level of inclusiveness and economic engagement for all stake-holders. This research intends to find out these levels in women from the rural areas, because they constitute a significant percentage of population in Zimbabwe.

Uguanyi and Chukwuemeka (2013) define a policy as a course setting that provides the direction, guide and the way in which certain goals and

objectives required by the Government should be achieved. In addition, Ezeani (2006) and Ikelegbe (2006) concur as they emphasise that a policy is a government tool designed to solve a certain situation in the economic, political or social fields of development. As argued by Abor (2005), policy implementation means all activities done to achieve the goals of an established policy. Its major thrust is to convert financial, material, technical and human resources into outputs that are goods and services. Edwards (1980) (in Abor, 2005) explains that policy implementation, becomes critical stage between the establishment of a policy and the consequences of the people it affects, with its activities ranging from issuing and enforcing directives, making loans, disbursing funds, assigning and hiring personnel among others. Figure 2.1 shows the policy cycle and each stage is briefly explained.

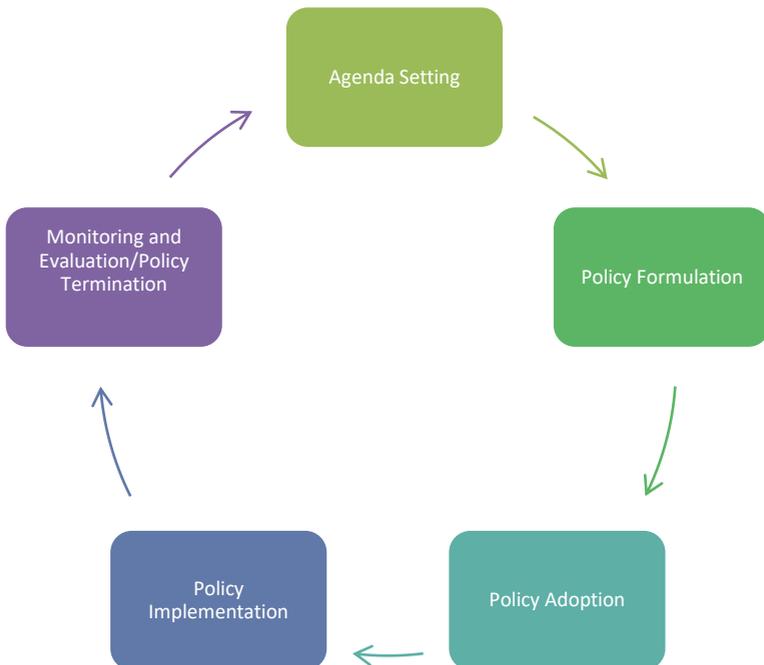


Figure 2.1 The Policy Cycle (adapted by Researcher from Chigumira *et al.*, 2018:4)

From the policy cycle shown above (Figure 2.1), agenda setting is the initial stage when a problem is identified by the stakeholders and a variety of policy options are put forward to address the problem through wide consultations. At the policy formulation stage that is the second stage, the planning team produces a draft of the proposed policy which is then given to stakeholders for comment. There should be enough research done prior to the policy formulation so that a body of evidence, pros and cons of each option is submitted in full to the stakeholders. The policy formulation process is supposed to be apolitical in nature since a wide range of stakeholders which include NGOs, Civil Society, the private sector is consulted at this stage. The third stage is policy adoption, and it involves carrying out the plans and activities listed in the policy; thus, the ball is passed from the policy formulators to the policy implementers. The threats and challenges do not only rest on the implementers but all planners because the success of any stage depends on the thoroughness of problem identification, reasons and evidence justifying the need of policy formulation. The fourth stage is policy implementation, in which all activities planned are put into effect by the stakeholders. Each stakeholder is given tasks and responsibilities which should be done in coordination, communication, transparency and objectivity. As the policy implementation continues, the next stage which is monitoring and evaluation becomes necessary. This stage is omitted by some developing countries, thus affecting the success of these policies leading to their nemesis. Here the policy team measures the success and to what extent the goals and objectives have been achieved. When new issues arise, the policy cycle begins all over but if all is well all projects under the policy can be terminated. Although the process is in a cycle, real life activities are not in such a linear pattern. Sometimes things happen concurrently or other stages maybe skipped due to unforeseen challenges.

Policy implementation is influenced by many factors which include lack of commitment on the part of the policy implementers and negative attitudes and perceptions of the policy. Brynard (2009) argues how the factors influencing policy formulation and implementation include: Institutional environment, inter-organisational cooperation, private public partnerships the way people value training, private/public partnerships, contextual factors, and the behaviour of the political and administrative players involved. In

concurrence is Salvesen *et al.* (2008) who also adds that policy implementation is influenced by the capacity and the resources available to the public agencies. While inter-governmental cooperation is also critical in the effective implementation of policy, effective conflict resolution has positive benefits in effective implementation of development policy. These factors indicate clearly that policy formulation and implementation should be a multi-stakeholder approach with transparency and objectivity. If people have different views on a certain development initiative, disagreements may occur leading to policy failure and abortion of projects. Effective policy implementation involves coordination and cooperation so that no grey areas are left. Effective communication, good governance, transparency and monitoring and evaluation are priorities for the sake of effective policy implementation otherwise there will be very limited success stories to record.

Ahmed (2016) argues that policy formulation appears to be a rationale activity for most governments, but the implementation stage becomes the graveyard for most policies. Failing to implement development policy effectively has become the nemesis of most national goals and objectives, and overshadowing the good intentions of the national leaders. The factors discussed by the author (*ibid.*) include policy content and context, corruption and lack of appropriate technology among other factors. In Nigeria, Ahmed (2016) proffers how most policies failed due to lack of continuity in the leaders. Whenever a new leader comes in, new policies and new key persons are ushered in to further the interests of the new leaders at the detriment of national development. Besides the policies will also be lacking specific goal definition, and clear-cut duties and responsibilities. Under such circumstances, it is difficult for policies to succeed or meet the intended objectives.

When development policy is implemented inclusively, women are empowered and the dependency syndrome can be reduced. This means they become self-reliant and do not have to wait for men for any basic needs like food, shelter and clothing. In the case of divorce, separation or death of spouse, the women will not be considered as a vulnerable group at the mercy of the patriarchal society since they can safely continue with their own lives with confidence. As argued by UN Women (2018), policies which benefit

women are very critical because they are central to realising women's rights and gender equality, a condition which provides them dignity and self-worth as successful leaders, business people and professionals. In addition, an increase in meaningful participation in all sectors of the economy will be realised especially in politics, advocacy, and agency. In general, when more women are recognized and given their position in society as equal participants, they have a higher chance of attaining higher education qualifications that makes them efficient and effective performers in business and economies grow that is a positive initiative in achieving the 17 Sustainable Development Goals.

In the view of the IMF (2012), deliberately including women in policy formulation and implementation increases policy choices and priorities and a variety of voices from all walks of life particularly the voice of the rural women who have always been excluded in development channels despite being the majority. In addition, if women have more control over household resources such as cash and production lines, they are more likely to spend money towards the basic needs of children which include food, shelter and education. These benefit the future generations, taking the notion that all benefits channelled towards women have been found to benefit the whole household and the whole nation at large in most cases. In concurrence is Sen (2009), who avers that development is a process of expanding freedoms equally for everyone.

Closing the gap in welfare between men and women is just as important as reducing poverty in an economy. The economic engagement of all women irrespective of class, tribe or ethnicity increases the performance of markets and institutions as the challenges and experiences of every individual at household level is heard and debated through a range of voices, thus service delivery by the government becomes more efficient in areas such as legislation, laws and the socialisation processes. The IMF (2012) summarises these benefits as follows: reduction on women and girl's mortality rates, reduction in education gaps, increasing women's access to economic opportunity, earning and productivity, giving women a voice in society and household levels and limiting intergenerational gender inequality.

The United Nations Conference on Trade and Development (2012) argues how when women are methodically included in development policy, there will be a general increase in access to resources, financial services, information and technology. As the women get involved in other activities outside the home, there is a tendency for them to have fewer children who are healthy. This will also increase the women's chances of networking, sharing, observing other role models and have a chance to access the global market for international trade rather than the local small-scale markets that they always specialise in.

Okeke (2018) buttresses the fact that Nigerian women benefited from proper policy formulation and implementation of appropriate laws and policies. These activities were matched with development of integrated farming systems and microfinance interventions. All these efforts stimulated achievements in food security and fostering national development. Okeke (2018) avers that women empowerment reduces gender gaps as women become more visible in market places and more involved on decision-making. Women inclusiveness in the policy planning process is also as powerful as the implementation process itself because they will be able to contribute and voice their concerns in sectors of the policy which are silent, ambiguous or vague in terms of addressing women issues. As the women become equal partners in most developmental spheres, the rate of violence and abuse is likely to be reduced due to the respect and dignity spouses will be offering each other.

The UN Women (2017) argues that women's empowerment and inclusiveness in development policy is key to achieving Sustainable Development Goal 5 (achieve gender equality and empower all women and girls), goal number 8 (sustainable economic growth, decent and productive work for all) and goal number 16 (Build peaceful and inclusive societies). Inclusive policies therefore leave no one behind and increase wellbeing for all. In Namibia for example, there was general realisation that efforts to include women in economic development policy reduces legal and cultural barriers in opening and running business, making life easier for everyone so that each individual participates to the maximum potential for the benefit of national development. In Tanzania, the realisation that women are facing challenges

due to lack of awareness, information and publicity led to the promotion of access to information programmes by civil society, thus policies should be planned in such a way that channels of communication are already established during the planning phase (Fox, 2016).

Media advocacy was used to ensure the involvement of as many female stakeholders as possible for their benefit. In addition, civil society organisations helped in the lobbying, through bill reviews, community outreach, workshops and seminars. The increase in awareness increases the rate of attendance in training workshops and adult education, leading to more competency, efficiency and effectiveness in all operations (Fox 2016, Mallya 2005). In Brazil, the gender gap is still evident although much effort has been made towards increasing gender parity (Agenor and Canuto, 2013). The scholars presented the following as benefits of inclusive policy implementation in development countries: more female enrolment in institutions of higher learning than men, reduction of gender bias in the market place and improved access to infrastructure. The more women are educated, the better they understand the market operations leading to a general increase in profits, a change from low order goods production to higher order goods and better deals and performance of the produce they are trading. When infrastructure improves and women have access to it, the time spent on a single activity is reduced by cutting travelling time and use of machinery in home industries, thus increasing efficiency, production and productivity.

When a policy is established, the expected scenario is that all the intended beneficiaries get the intended benefits for the betterment of their lives. However, it is not always the case because there are much implementation challenges encountered by different communities at different times. UNCATD (2012) observes how good targets are mostly hindered by much development challenges which vary from economy to economy and from one society to another. These spatial and time differences in the way policy is implemented and succeeds, may be due to lack of effective communication, lack of resources, disposition or attitudes and the ugly impacts of bureaucratic structures. Special mention is made here of bureaucracy that Ezeani (2006) defined as a formal administrative structure with features like

division of labour, rationality, hierarchy of authority, neutrality, impersonality, all guided by a system of rules among others. The hierarchy of authority mentioned here may be very effective as an accountability tool, but usually it delays procedures as decisions may not be made unless all members in the hierarchy approves.

In Africa and other developing regions, inadequate human and material resources, corruption, lack of continuity of Government policies, among others have all led to implementation gaps in development policy, leading to the nemesis of these policies. As argued by Ajulor (2018) and Makinde (2017), policy implementation challenges in Nigeria were explained using the flaws and challenges in the Better Life Programme (BLP) and the Family Support Programme (FSP) implemented by three successive Nigerian first ladies between 1983 and 1998. The goals and objectives of empowering women could not be achieved because there was generally lack of unity or continuity. Each first lady would want to implement the programme in a different way from her predecessor, trying to prove to supporters that she is smarter. Instead of coordination and continued support from each first lady, the incoming one would change the names of the programmes and change all the structures, bringing awry ideas which did not help the success of any of the policies. These scholars recommend that any international policy should be domesticated to suit the local conditions within the state in question. It is also very critical to involve the intended beneficiaries from the planning stage to ensure ownership and avoid sabotage of the policies.

In Malawi, policy implementation has more or less the same challenges as in other African states. Hussein (2018) argues that the institutions are incapacitated because financial and human resources are always inadequate, but above all, the system of policy implementation is highly politicized, with rampant corruption like everywhere else in Africa. This calls for an urgent need for most developing countries to deal with corruption first before emphasising on policy formulation or implementation. While some of the policies may not be good enough depending on the Content, Context, Commitment, Capacity and Coalition of stakeholders (5Cs of policy implementation), the strategies and the enabling environment within the

country are critical issues for effective policy implementation (Cloette and De Coning, 2011).

No matter how good a policy may look, there is little or no chance of success without effective communication. Hussein (2018) maintains that communication is a process of transferring information, emotions, feeling, thoughts and ideas from one person to another; the exchange of ideas, among two or more people to share a common understanding. Lack of this critical effective management and accountability tool has seen the demise of many development policies, more so in developing countries. This scenario is summarised by Egonmwan (2009) who argues that successful implementation of public policy is more difficult in developing countries than it is in first world countries.

African and Latin American countries face most of the challenges because of the already existing challenges like poverty and strict traditional structures for the women which then increases the gap between plans and achieving them. Ahmed and Dantamna (2016) argue that when public policy fails, the people lose confidence in the government. The leaders should always make efforts to formulate policies which they will successfully implement to be able to regain the confidence of their people. The major targets of development policy are the people; thus, it is critical to improve the lives of most of the people rather than the individual selfish ends of a few politicians in power (Hussein, 2018).

In South Africa (Tebele (2016) asserts that new policies had to be formulated and implemented for the benefit of the poor and redressing the imbalances perpetrated by the previous regimes, just like the Zimbabwean scenario. The main emphasis was on the cultural, economic and political status in the country (Tebele, 2016; Cloete, 2011). However, most of the policies clearly indicated the 'what' and 'why' of policy formulation, grossly lacking the 'how' part. There was need to educate the policy makers and the end users of the policy, what was expected of them in the policies. In addition, lack of consultation and participation from stakeholders, lack of the necessary skills, experience and qualifications had negative impacts on South Africa in terms

of policy implementation. Western solutions were generally applied to solve the country's problems which is a serious error in the policy cycle because there is need to domesticate any policy so that it applies to local situations. Besides being haunted by ghosts of colonialism in terms of policy implementation, South Africa needs education and training, awareness and sensitisation workshops on the need to promote unity and inclusiveness of all stakeholders, that is the state and the public, particularly consultation of the targeted beneficiaries (Mtetwa, 2014; Ferim, 2013; Mkhize, 2015 in Tebele, 2016). These observations are in concurrence with Salvesen *et al.* (2008) who aver that a good policy can only be implemented successfully with enough commitment, knowledge, awareness and inter-governmental coordination. In addition, the presence of an advocate or champion is critical, and effective communication and conflict resolution, absence of which leads to the demise of the formulated policies.

The Zimbabwean experience is closely related to those of other African states, although each country has its own unique policy implementation challenges. The Zimbabwe Economic Policy Analysis and Research Unit (ZEPARU 2012) outlined many attributes which characterizes a good policy. These included: forward looking, outward looking, innovative, flexibility and creativity, evidence-based inclusiveness, communication, Monitoring and Evaluation (M and E) and review. Most policies in the country are hardly monitored for effectiveness and success levels. This leaves policy implementation in the country with so many gaps as compared to policy formulation since there are so many good policies in the country. As argued by Siambombe (2015), the rural populace is never consulted in policy formulation but just treated as policy consumers. While most policies have come and gone (Zim ASSET, Vision 2020, Growth Point policy just to name a few), the rural populace have remained where they were before. Zhou and Zvoushe (2012) argue that policies in Zimbabwe are formulated to suit the needs of the ruling elite rather than most of the population, the reason why these policies are never explained to the people or at least benefit the really poor people in the country. In the opinion of Chigudu (2014), there are too many ministries implementing different policies and the ministries are not

even coordinated. This is a clear indication that issues to do with economic development should not be politicized but rather should be assigned for implementation to professionals without interference from the politicians. Different countries use different policy models for women economic empowerment and gender equality. A few of these are discussed here from different geographical areas around the world.

Demographic and Health Surveys (DHS) were used to study women issues in Ethiopia, Kenya, Rwanda, Tanzania and Uganda. Miedema *et al.* (2018) assessed women between 15-49 years of age on how they can be helped through development policy. The model involves three key dimensions which are:

- 1) Enabling resources and assets;
- 2) Ability to exercise choice in the household (instrumental agency or power to); and
- 3) Expression of equitable gender beliefs and attitudes (intrinsic agency or power within).

The model is shown diagrammatically in figure 3 below, and it shows the three concepts and how they are related. For the woman to be empowered, there is need for enabling resources to be available in the form of finance, machinery, inputs and land. This will increase the women's ability to make purchases of what they need in time for production so that their businesses or enterprises flourish and reduce the level of dependence. In addition, the model shows the need for instrumental agency or power to exercise choice in the household. This is critical because time is important in any enterprise or initiative for sustainable development. If women are granted the ability to make choices without too many protocols in the household, they are most likely to be effective in production and productivity since time wasting is reduced. The model also shows intrinsic agency or power within that has a lot to do with the attitudes and beliefs of the woman and those around the woman in terms of gender equality. Norms and cultural beliefs are a major determining factor in the freedom of the women. How society socialises the people and view women will determine the rate at which they are accepted as equal partners who can be given a chance to control their own lives.

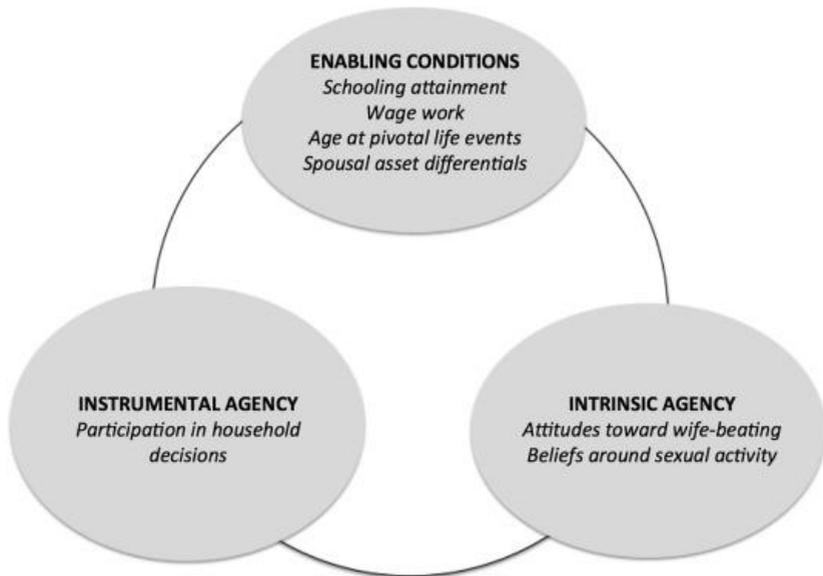


Figure 2.1: Policy Model for Women in East Africa (Sciencedirect.com. Retrieved 18/03/20)

The inclusion of spousal assets differentials in the above model (Figure 2.2) can be criticised because it promotes unequal empowerment. It means single women and widows will remain poor if the married women are going to heavily rely on their spouses' assets for empowerment. This creates inequality within a population stratum, thus a more inclusive model where all women benefit will be more effective in terms of women empowerment. On the same vein, age at pivotal events is also not clear as an enabling condition because all women cannot be the same age, thus activities done will also be different.

BSR (2018) realised the need for building blocks in women empowerment and the importance of a multi-stakeholder approach in Sub-Saharan Africa and came up with a policy conceptual framework. While the studies were done in the whole region, particular attention was paid to Ghana, Tanzania and Kenya. From the model companies have a great role to play in women's economic empowerment using the Act, Enable and Influence framework as shown diagrammatically in Figure 2.3 below. The model suggests that

companies can act by making changes that are within the company's control. There are situations when workplaces are showing much gender insensitive policies and statements but the stakeholders do not do anything. The idea is to take action once the company has increased its levels of gender awareness benefits and starts by empowering the few women at that particular organisation. Taking action involves creating mission statements, visions and organisational goals which clearly include aims and objectives on achieving gender equality by a certain period. This action should be lived and maintained, evidenced by the inclusion of women in workers' committees, heads of departments and so on. Taking action is a critical dimension because most gender equality policies are just on paper without anyone taking real action that is one of the reasons it is taking ages to reach the international and national target of 50/50 representation for men and women in terms political leadership, workplace leadership and gender equality in general.

Once empowered, some women can influence others. It is the choice of the organisation to table plans and budgets for gender equality which can be used to encourage everyone to see all men and women as equals. The government alone cannot effectively implement all women empowerment and gender equality initiatives without the help of other stakeholders; thus, companies can play a part by supporting awareness and sensitisation workshops in their communities as corporate social responsibility, but most importantly they have to implement the plans at their own organisations before asking anyone else to do it. Promoting entrepreneurship and creation of new business linkages need financial assistance from corporate entities so that business ventures do not fail. Besides financing local projects which are gender inclusive, the companies can also assist with marketing the products so that all efforts reap positive rewards so that the women are motivated. The model also suggests that companies can also influence by advocating and sharing experience. Advocacy is important so that the levels of awareness would increase and even more organisations and communities will start exercising extreme caution on gender equality and social inclusion in any programme being implemented.

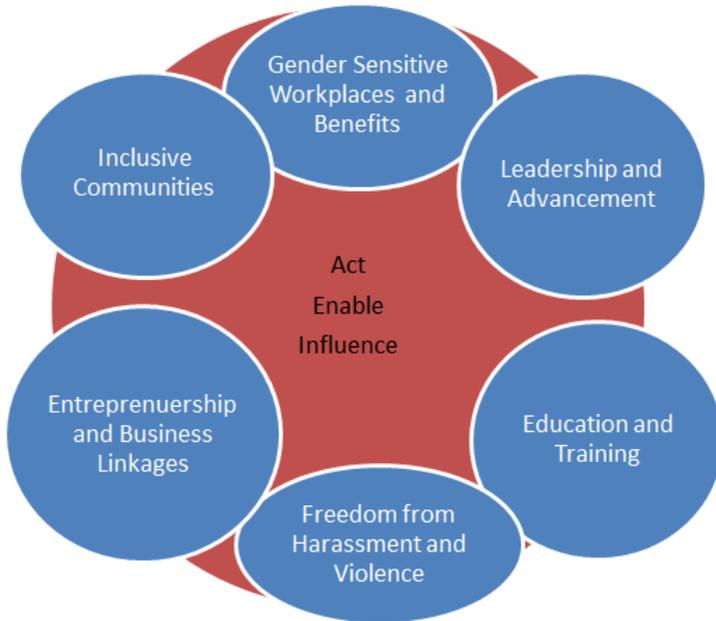


Figure 2.2: Models for women Empowerment in Sub-Saharan Africa (Adapted by Researcher from BSR, 2018:34)

The model proposes that businesses can contribute to the efforts of the governments and other stakeholders like NGOs and civil society by funding those initiatives so that the plans can be achieved. However, the model can be criticised for being over simplistic and assuming that things can be done in a simple cyclic fashion. Although organisations are strong agents of change, factors like cultural norms and values will always come into play since the organisations are affected by the communities surrounding them. The effects of politics on organisations can also be disrupting to the initiatives of the organisation’s good intentions to implement gender inclusive policies and plans. Political leaders can influence decisions on who gets which posts, without having to rely on merit or gender quotas in the organisations, thus gender equality achievement is not that simple due to many factors affecting it at the macro and micro level.

IMAGO Global Grassroots (2018) presents a Bill and Melinda Gates Foundation Model which they used as a gender equality strategy for women and girls' empowerment.

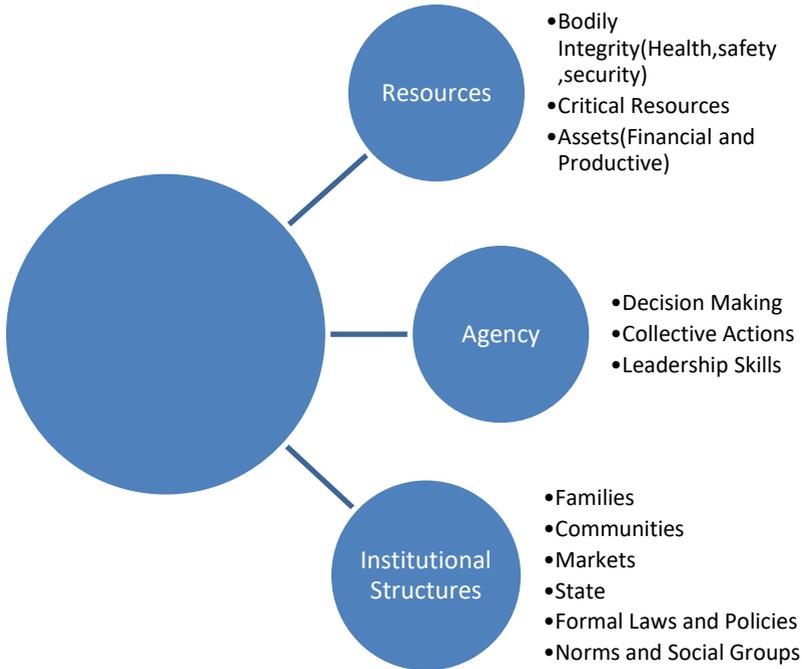


Figure 2.3: Women Empowerment Model (adapted by Researcher from BMGF-Empowerment Model (2018: 9)

The model proposes three key elements to the empowerment of women and girls in any society. These are: resources, agency and institutional structures. The foundation starts by defining empowerment which they take as the interplay between voice, choice and power. When a woman has a voice or is given back her voice, she has the ability to makes choices in her life for activities and events which matter in her future, thus enabling her to be in control of her life as an individual, in the home, in the community, in her workplace and in the nation at large. At the same time the same woman or girl has to be taught to take responsibility over the rights of other people

around her in all those environments. Agency in this particular model refers to the capacity of women and girls to take purposeful actions and pursue specific goals, free from the threat of violence or retribution. Agency has three core elements which are: decision-making, leadership, and collective action and they are ways that women and girls can exercise agency in their lives. Institutional structures are the social setups They include formal and informal rules and practices that help to shape and influence women's levels of expressing themselves as individuals. Institutional structures can be found in the spheres of the family markets, community, and state. Formal laws and policies and norms that shape relations among individuals and social groups are part and parcel of institutional structures which have a great role to play in the empowerment of girls and women. It is therefore essential to ensure that they are deliberately and intentionally analysed, monitored and evaluated all along the way as development policies are planned and formulated in all countries.

As argued by Imago Global Grassroots (2018), resources are important tangible and intangible capital and sources of power that women and girls have, own, or use individually or collectively in exercising agency. Everyone can have the resources so the model aims at evaluating the impacts of availability or unavailability of these resources in the lives of women. Key resources highlighted in the model include women and girls' bodily integrity (health, safety, and security), critical consciousness, and assets (financial and productive assets, knowledge and skills, time, and social capital). All these factors are intricately related and they have a tendency to be overlooked when policy is planned without inclusive approaches or multi-stakeholder approaches where women and girls themselves are key advocates of their own empowerment. However, the model did not include the personal attitude and preparedness of the individual woman to be empowered. Sometimes the recipients of the intended change may not be intrinsically motivated to liberate themselves and rather wait for others to do it for them. In other cases, some women appear so brainwashed and content with the oppression, to the extent that they do not see the need to make effort to be on the same status with men. Efforts should be made therefore to bring up models which start

with intrinsic motivation and empowerment before extrinsic factors are considered.

Another policy model for women empowerment is proposed by Huis *et al.* (2017:1) where they identify three distinct areas within which women empowerment can take place.

- (1) The Micro-level: an individual's personal beliefs and actions, promoting personal empowerments well;
- (2) The Meso-level: beliefs and actions but this time comparing and influenced by relevant others, like spouse and family;
- (3) The Macro-level involves the broader, societal context where societal empowerment can be observed, thus cultural differences remain important in shaping and influencing empowerment levels.

In this model, the micro-level represents the individual empowerment which should be observed in the woman herself. This measures the level of willingness, awareness and positive mind in the woman in accepting any development initiatives aimed at empowering her. At times it becomes fruitless to put much effort on an individual who is not even aware of the need to empower her or aware of her human rights as a rights bearer.

For women empowerment to take place, the intrinsic values are required. A strong resilient and resistant inner self is needed and this can only be achieved through continuous awareness and sensitisation workshops. Religious beliefs are sometimes so influential in the way people think to the extent that the recipient becomes resistant to change. Education and training can only be implemented on an individual who is willing and motivated to learn to change her status. In the case of women with negative attitude, there may be need for persistent communication, workshops, role modelling and exposure so that the individual women leave the closures of their own environment to experience, how, and why other women are embracing change (Huis *et al.*, 2017). This will play a role in the second level which is the meso level where the woman's relationships mean a lot. The level shows the way the woman interacts and influences others in terms of economic empowerment. The meso level is the immediate environment where even family and friends really matter. Empowering a woman and excluding her family and friends may cause problems in terms of relationships, be they

marital or social. This can lead to gender-based violence or abuse of power on the part of the empowered woman, thus it is necessary that the training and education involve others so that they grow and develop together for interdependence and mutual understanding. Inclusive growth therefore reduces conflicts so that leaders do not waste much time on conflict resolution rather than development initiatives. The study encourages the concept of empowering a woman and at the same time teach those around her how to live with an empowered woman for the benefit of everyone.

The macro-level involves the wider society that one cannot operate without for change and improvement. This involves activities at national and international level. Due to globalisation, modernisation and urbanisation, what happens at an international level affects how women think and act, and how nations react to or implement women empowerment policies. Factors, like international trade relations and patterns, commodity prices, inflation, international women empowerment instruments and conferences, also come into play because they influence the way women in other parts of the world think and react to their national gender policies. Trade laws are also critical because they affect the prices of commodities which women produce, thus presenting hurdles in economic growth if prices fall. Overall, this policy model provides an emphasis on the individual inner self at a household level, the immediate relationships in the home and family and lastly the outside community and the world at large. However, the model can be criticised for concentrating on the localised level of empowerment only without looking at the impacts of international relations which also affect the way gender equality policies can be accepted or challenged.

The models discussed above can help policy formulators and implementers to exhaust all dimensions of women empowerment from economic, social and political structures. While it is important to empower the woman in all facets of development, it is also critical to examine the influence of family, norms and other institutions which do not change overnight. These models combined show an exhaustive list of factors to be considered and researchers can be influenced to formulate similar development models specifically for women empowerment in Zimbabwe, after eliminating the weaknesses of the other models and utilizing the strong factors that are relevant to the

Zimbabwean scenario. The models also influence the researcher to design an inclusive research instrument comprising relevant questions which examine all facets of empowerment, livelihoods, and economic inclusiveness for the achievement of all the research objectives.

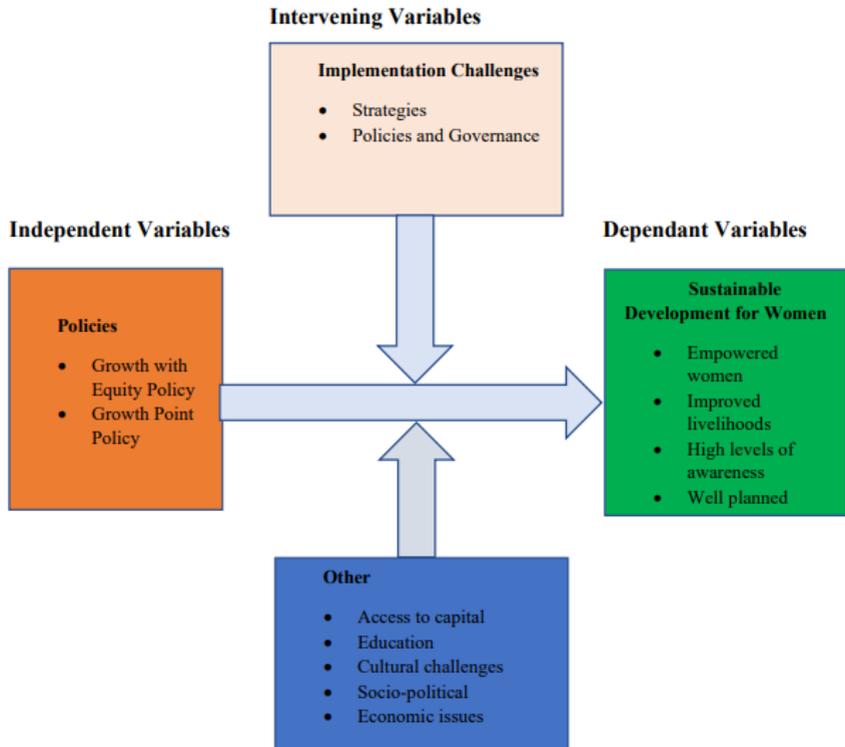


Figure 2.4: Conceptual Framework (Researcher, 2019)

Figure 2.5 above emanates from the literature reviewed so far. The inquiry is emphasising the two policies that are the independent variables. The way these policies are implemented, that is strategies used and challenges encountered will affect the livelihoods of the rural and urban women in Gokwe. Better livelihoods and empowerment of women will largely depend on the success and effectiveness of the policies being examined that is the thrust of this inquiry. This framework will shape the research questions and level of involvement and depth expected in the research results.



Figure 2.5: Proposed Model for Women Empowerment in Zimbabwe (Researcher, 2019)

The model (Figure 2.6) is suggested for the effective implementation of development policy for women in Zimbabwe. The study presents an argument that the efforts made by policy formulators and implementers have remained on paper without really empowering the women because the societies and the families are not empowering the girl child from infancy. This argument argues that the girl-child continues to play second fiddle to the boy-child in issues that matter so much to their developmental rights like education and health. The model, therefore, suggests the following:

Families as the primary caregivers in society should be trained continuously to treat boys and girls equally in life-shaping matters like education and health. Women’s empowerment starts in the home. All girls and boys should remain in school to the tertiary level. Issues like teenage pregnancies should

be treated with a human rights-based approach where the girl child should not be the only one to suffer and be expelled out of school as if she was the single person involved in the pregnancy. If the boy-child is responsible then the consequences should be levelled against both, but if another adult person is responsible then the full wrath of the law should take its course on the offender. If a girl has access to education and training, it will be easy for her to enter marriage or the world on an equal footing with men.

From an inclusive home, the same girl would be able to have confidence in herself and discover herself without playing second fiddle to her spouse. It is not easy for a girl who has been trodden down to start raising her voice to be heard to claim her rights as equal partners in marriage. Whether married, single or widowed, the woman should be valued as an individual without depending on men for protection and recognition. This starts from a gender-sensitive background in her maiden home.

The above two concepts in the above model cannot work in separation from the wider society. Society needs education and acceptance of the fact that a woman whether single or married is an equal partner, a deserving human being, with full rights to speak, make decisions, own land and property and lead any group or organisation. This support will give the woman confidence and accept her role without the fear of neighbours or in-laws.

The above models can only work in an enabling environment where the economy, and the laws are well laid down to support women's empowerment. Socialisation should be re-oriented to match the new global trends where the call for gender equality has been ongoing for several decades now, notwithstanding the importance of sovereignty and norms and values of each society.

The chapter has critically reviewed literature on rural development and women empowerment at global, regional and national scales. In addition to the theoretical framework which hinged strongly on Perroux growth poles theory, the concepts rurality, rural development, inclusivity, social exclusion, and social inclusion were all highlighted. The effects of development policy on women empowerment, economic engagement and inclusiveness were

examined from different areas. This aimed at bringing diverse factors affecting women's empowerment globally. In addition, the chapter examined literature related to general impacts of development policy on women in the world, Africa as a region, Zimbabwe and Gokwe's two districts as specific areas of study. Factors affecting policy implementation, the challenges and benefits of development policy to women empowerment were also reviewed. Some women empowerment models used by some countries in the developing and developed world were also looked at together with their implications and lessons learnt for rural women empowerment. The conceptual framework was also included in the reviewed literature to outline the main ideas of the research. Finally, the chapter models which can be used in Zimbabwe to empower women in rural and urban areas were recommended based on empirical evidence from models which have been tried and tested in other countries. The next chapter examines the methodology used in the study.

CHAPTER 3: STUDY DESIGN AND METHODOLOGY

This chapter critically examines the research methodology adopted in the study. Insights are had into the research paradigm, research design, research instrument, and data collection methods. The sample size, the sample selection process, the data analysis procedures, and the ethical considerations employed by the researcher during the data gathering process are also examined.

A research design provides unity and coherence to a research inquiry. It outlines some logical procedures which enable one to obtain evidence to determine the degree to which a theoretical hypothesis is correct (Khotari, 2004). It comprises three main sections which are: study structure, plan of action, and resource estimation. Research designs give continuity during the inquiry and ensure optimum use of resources. A good research design should have a statement of its purpose that is clear (Dhondyal, 2007). As argued by Creswell (2005), scholarly research is characterized by the type of study conducted. The type of study one conducts depends on the problem to be solved, the research questions, the body of knowledge, and the available data. The types of research designs include descriptive (and the subtypes are case study, naturalistic observation, and survey), correlational, semi-experimental, experimental, and review, and a few will be examined in detail below:

Descriptive research design relies on observation as means of collecting data. Walliman (2011) posits that observation can take many forms including interviews, questionnaire distribution, visual records made, and the recording of sounds and smells. This entails describing everything one comes across in the field.

Correlation entails examining relationships between variables. There are two broad ideas here: an association of concepts where there is influence over the other or a causal effect where there is a cause-and-effect relationship. Walliman (2011) argues how a cause is the “independent variable” while the affected is called the “dependent variable”. In summary, a correlation between

two variables can either be none, positive (increase in one increases the other), or negative (increase in one decrease the other).

The comparative design is used to compare past and present events or different parallel situations. Where possible, this design is used to make predictions into the future based on the trends established by past and current events, assuming that if two events are similar in other circumstances over time and space, they could be similar in others too (Walliman, 2011). This means circumstances promoting the occurrence of certain events have to be explored, identified, and recorded so that planners and implementers may know the likely effects of certain decisions and actions.

The study used a descriptive approach since the intention is to find out women's opinions, attitudes, and expectations from development policy. The observation method was employed during the data collection process. This is a strong characteristic of the qualitative inquiry which ensures that no non-verbal cues and responses are missed from the respondents to get the maximum meaningful results from the women. A case study research design was used. The research involved questionnaires, interviews, and focus group discussions with respondents selected from the area under study. The two districts of Gokwe were represented by three areas namely: Gokwe Town, villages from Gokwe North and Gokwe South, and Nembudziya Growth Point.

The major research question involves ascertaining whether women as a group have benefited in any way from development policies implemented in Zimbabwe, particularly those women in smaller remote towns and marginalised rural areas like Gokwe. Studying a small group of women encourages thorough investigations on a micro-level in which the perceptions and indicators of development can be identified comparatively. A descriptive approach was then used to analyse and interpret data collected from the views and attitudes of rural people towards the way development is done in Zimbabwe. The research tools were prepared using the objectives of the study so that each question asked directly addresses the objectives, thus avoiding a derailment of the research target which is common in data collection procedures.

Research is the seeking of knowledge through methodological processes. It is a systematic method of inquiry that aids in adding to one's body of knowledge or to answering outstanding questions in various disciplines. How research is conducted depends on the research philosophy chosen, the strategy or design, and the instruments chosen. Research philosophy is a belief about the way data should be gathered, analysed, and used. The two major philosophies of research are therefore the positivist (also known as scientific) and the interpretivist which is also known as anti-positivist. Williams (2007) avers that the research process is systematic, not just random. This is shown by the way the objective is defined, the way data are managed, and the presentation of findings that occur within established frameworks and guidelines. The frameworks and guidelines help researchers to get an indication of what to include in the research, how to perform the research, and what types of inferences are most likely, with variations though from one research to the other.

Williams (2007) is of the view that positivists believe that reality is stable, observable, and can be described from an objective point of view without much interference with their natural state of occurrence. They contend that phenomena should be isolated and that observations should be repeatable, while relationships can be inferred and interpreted by manipulation of the reality of an independent variable. On the other hand, Interpretivists believe that reality can only be understood through the subjective interpretation of and intervention on situations. The component of studying phenomena in their natural environment, without having to separate them from their environment is a stronghold of interpretivism. They acknowledge the fact that it is inevitable for scientists to affect or influence the phenomenon they study (Glassgow, 200; 5 Burton, 2007; Mkanzi and Cheampok, 2012).

The study includes elements of both positivist and interpretivist approaches. The rationality behind the choice of research philosophy includes avoidance of methodological monism (the insistence of using a single method), emphasising the accurate observation that no method is intrinsically better than the other, and taking advantage of the benefits of triangulation improves the quality of research.

The three common research approaches used when conducting research are quantitative, qualitative, and mixed methods which are all discussed briefly in the chapter. This research used mixed methods. Quantitative research mainly uses statistics (inferential and descriptive), thus this heavy dependence on mathematics has led it to be shunned by some social scientists arguing that it is unrealistic, difficult, and unreliable since the world does not revolve around figures and mathematics only. Other scholars like Leedy and Ormrod (2001) argue that quantitative research is very specific in surveying and experimenting because it builds upon existing theories. While maintaining the assumptions of an empiricist paradigm, quantitative research can be used in response to variables within the research, yielding very objective results since the researcher is not interfering with the objects of the study.

The results from quantitative research can be generalised since the same experiments can be repeated with the same variables and produce the same results. Quantitative research is well known for being objective since the researcher does not manipulate the results of the inquiry. Rather, all results are calculated using formulae where the researcher does not have control. There is also room for hypothesis testing, thus a fact is either rejected or accepted, with no room for doubts or assumptions. In addition, quantitative research is well known for validity, reliability, precision, and verifiability because of the nature of statistics and numbers which can be calculated by scientific formulae. In addition, the findings from quantitative research can be predictive, explanatory, or confirming (Williams, 2007).

Quantitative research has been accused of being hard and fixed, a characteristic which some researchers are uncomfortable with since real life is not fixed or cast in stone through mathematical formulae. As argued by Silverman (2000), statistics may even be treated with suspicion, with some researchers being accused of playing around with figures. Change of one figure changes the outcome of a whole inquiry. An example can be cited of how elections results have been rigged in many countries which claim to be practicing democracy. In addition, qualitative researchers feel that dependence on purely quantitative methods may neglect the social and cultural constructions like attitudes and other interesting phenomena and

activities undertaken by people in their day-to-day lives. These can never be picked by a mathematical formula but through direct personal interaction with the respondents.

Qualitative research concentrates on understanding an individual's perception and understanding of the world, seeking personal insights rather than statistical explanations. It is a holistic approach that involves discovery, with purposeful use of description, explanation, and interpretation of collected data. It is about going out there to observe and find out how others perceive the world through their behaviours and attitudes that are expressed facially or through different ethnic languages which are never the same for everyone. This heterogeneity can only be exhumed from the field through direct contact with the interviewees and asking in flexible ways to suit the situation at hand. Qualitative research can be affirmed through several paradigms and frameworks, for example, interpretivism, phenomenological, descriptive, or ethnography. The qualitative paradigm argues how the world is complex, ever-changing, and multiple in its meanings. Since the researcher is the fundamental part of the research, one's views are highly and most likely to affect the results. The researcher chooses the methods, size, and type of sample population using their views and perceptions; thus, subjectivity can never be eliminated in research.

Qualitative research has been chosen in addition to quantitative research due to its ability to value people and real-world events rather than numbers. Flexibility enables the researcher to suit the situation on the ground, thus giving room to manoeuvre through challenges there and then. For example, if one encounters language challenges, finding an interpreter may be easy without changing the research instrument or the objectives of the study. Qualitative research prefers to understand the meanings of/ and document the world from points of view of those studied, giving them a voice and a value without simply treating them as subjects of research but as valuable dignified people with ideas, visions, and perceptions. This helps the researcher to come out with real, current results which contribute to contemporary knowledge rather than having a preconceived idea (hypothesis) to prove wrong or right.

Critics of qualitative research consider it as a warm-up to real research, as generating additional data to add to real data. Due to a lack of hypothesis, the critics say one goes into the field without knowledge of what to seek or what to find. Qualitative research, therefore, has the disadvantage of relying on the subjective interpretations of the researcher which may vary from person to person even if the research instrument and research areas are the same. Sometimes inexperienced researchers may not go out into the field and the data at hand may be difficult to prove right or wrong since there is no fixed mathematical formula to use, thus too much flexibility is one disadvantage that threatens the validity, reliability, and verifiability of results from qualitative studies.

The study used mixed methods to avert the disadvantages and harness the advantages of each of the above research approaches. This is done in a triangulation method where both quantitative and qualitative techniques are employed for higher levels of validity and reliability.

The Survey research method is suitable for both quantitative research and qualitative approaches. Questionnaires are the most commonly used tools in this method, and they can either be close-ended or open-ended. While close-ended questionnaires are short and precise, helping the researcher to stay focused on the objectives and research path required by the researcher, they have the disadvantage of limiting the respondents' views. Open-ended questions solve the problem and allow the respondent to express their original way of thinking which should not be tampered with. However, open-ended questions may be misunderstood and the respondent may derail the objectives of the study by including other issues outside the jurisdiction of the study. Survey research has been chosen because it provides ideal conditions for the exploration of individual differences and group differences, thus allowing for the heterogeneity within homogeneity of the population under study. Surveys are however expensive and time-consuming to carry out.

Wegner (1993) is of the view that a population consists of all the possible observations of the random variable under study. A sample is a subset of observations possible. Walliman (2011) describes a population as a total

quantity of things and objects under study (people, organisations, or events) without necessarily referring to people alone as is often mistaken by some researchers. Certain groups of objects may be of interest to one's research out of the whole population, for example in the study, the women in Gokwe's two districts, particularly those in Gokwe town, Nembudziya Growth Point, and nearby villages are of interest. These groups of interest become the sampling frame and a sample is eventually drawn out of it. This relationship between a population, a sample frame, and a sample as shown in Figure 3.1 below.

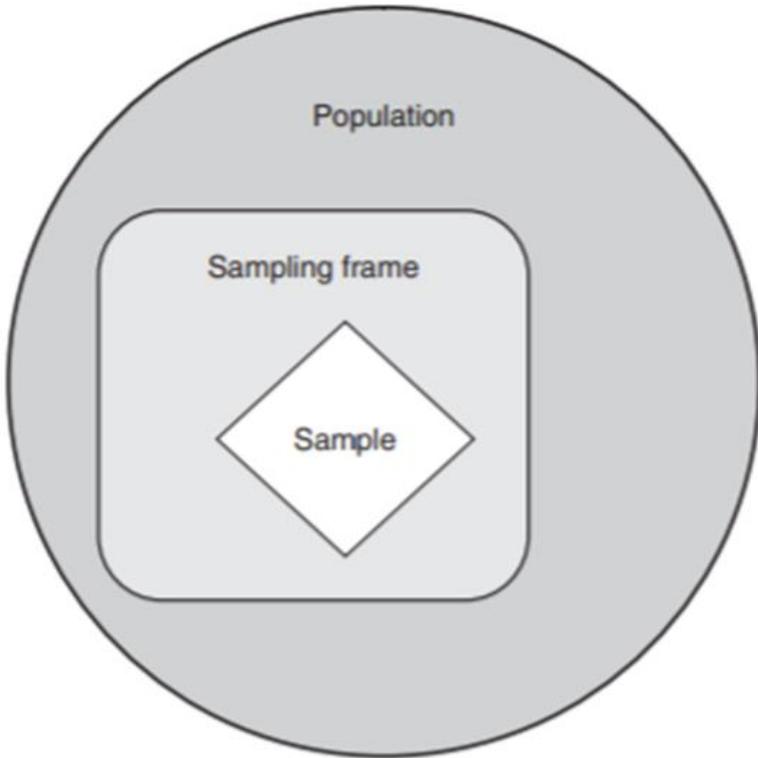


Figure 3.1: Population, Sampling Frame, Sample(Walliman, 2011: 94)

A sample should therefore be chosen with enough objectivity to be able to represent the characteristics in the whole population, especially those that satisfy the objectives of the inquiry. Random sampling was used because it is

unbiased and has a strong characteristic of giving each unit an equal chance of being selected.

The study used the following sample size determination formula by Yamane (1967):

$$n = \frac{N}{1+N(e)^2}$$

Where: n=sample size; N= Population size; e = level of precision or sampling error (+/-5%)

Singh and Masuku (2014:15) used the same formula to determine sample size in their study, thus similarly the study uses the same formula to determine the sample of a known population of women in Gokwe District. Gokwe South, Gokwe North, and Gokwe Town Center have female populations of 158256, 123885, and 13140 respectively, giving Gokwe District a total of 295281 women (ZIMSTATS 2012). From the formula above, the sample is calculated as follows:

$$n = \frac{2951}{1+N(0.05)^2} = 399$$

The statistical formula by Yamane 1977 was used by the researcher as a guideline to the number of respondents who can be used to give a true representation of the female population of Gokwe District. The researcher, therefore, issued out 399 questionnaires randomly to the women in the identified sectors of the sample frame. There was a 65% response rate that was attributed to the challenges associated with Covid-19 movement restrictions in the years 2020 and 2021. The study, therefore, relied on these returns for statistical analysis in the form of tables and graphs presented in Chapter 4. Singh and Masuku (2014) aver that the minimum number of respondents in any survey should be 100 while the maximum should be 1000. The study used a total of 360 respondents from triangulation of the three methods and observes how the number of respondents is thus within the agreed range for valid and reliable results and representing the population under study.

The study conducted 4 focus group discussions using face-to-face interviews and discussions in 2019 and the other 4 through teleconferencing in 2020. Each focus group comprised 10 participants, to give a total of 80 participants. An additional 20 women were selected for interviews from the three geographical settings under study which are Gokwe Town (1 woman and 1 man), Nembudziya Growth Point (2 women), and 4 villages from Gokwe North and Gokwe South (4 women from each village). Two villages were selected from Gokwe North while the other villages were selected from Gokwe South for the convenience of the researcher. The focus group discussions and the interviews managed to reach a total of 100 women from the two districts of Gokwe. The qualitative research was done to validate the responses which were obtained from the quantitative research and increase the reliability of the research findings.

The major types of sampling are probability and non-probability sampling. Probability sampling uses random methods to select the sample. The selection should be such that every member of the sample frame carries an equal opportunity of being selected to minimize bias. Random sampling, stratified sampling, and cluster sampling are the techniques commonly used in research (Walliman, 2011). Non-probability sampling is a non-random sampling method that can be used for certain studies, like quick surveys, where it is difficult to reach every member of the population due to factors like accessibility, finances, or time. However, it has its challenges and provides a weak basis for generalisation. The techniques involve accidental, quota, convenience, and snowball sampling.

The study used stratified sampling; a technique used in probability sampling. This was done to choose women groups that represent the whole population, to cover heterogeneity within homogeneity. While women from the whole region of Gokwe may be possessing the same characteristics because of geographical location, differences may be found within the group due to different exposures for those women in rural setups as opposed to those in urban setups (Gokwe Town Centre) and semi-urban set-up (Nembudziya Growth Point).

Sources of data during any study can be grouped into internal, external, secondary, and primary sources. Internal data are generated within the organisation during normal business operations (Williams 2007). On the other hand, external data are generated outside the organisation from other private institutions, Government departments, individuals, or communities. The cost of an acquisition depends on the depth required and the distances involved to get to the source.

The study made use of both primary and secondary data sources.

Data collected for the first time from their origin, in its natural state without being grouped or categorised are called primary data. They have the advantage of offering direct solutions to the problem at hand since it is sought to satisfy the current research questions and objectives of the study. It is highly recommended because the researcher is hands-on in the field, giving the researcher a sense of owning the data and a sense of originality rather than relying on what other researchers have collected. This provides the researcher some personal experience in data collection. However, it can be time-consuming and expensive to collect that may be a challenge for most researchers. The study used questionnaires, interviews, and focus group discussions to collect primary data.

Data that are already processed, presented in graphs and tables, or data already published by other researchers is called secondary data. Secondary data are already in existence in the public domain. It is already grouped, analysed, and categorised. It would have been collected for a particular purpose other than for the problem at hand. The advantage is that there is no need for the researcher to start data collection on the same subject since there is information already available. It is, therefore, less time-consuming and less expensive to collect. However, the disadvantages of relying on secondary data are that it may not be problem-specific, and could be outdated and inappropriate for the problem at hand. In addition, its quality may be difficult to assess. Manipulating it further may not be possible since it is the work of other scholars already in the public domain, thus giving the researcher restrictions except to make comments on it.

The study utilised use of questionnaires, interviews, and focus group discussions to gather data from the women in Gokwe North and Gokwe South districts. Beiske (2002) defines a questionnaire as a quantitative research instrument, with a list of written questions that can be completed in one of two basic ways. The respondents can be asked to complete the questionnaire in the absence of the researcher, or the respondents can be asked to give answers while the researcher completes the questionnaire. The study used questionnaires as the main data collection method. The questionnaire was used because more respondents needed to be reached, for the generalisability of the results to women in other districts other than the Gokwe region. This quantitative method has the advantage of reducing subjectivity and bias through statistical calculations, thus increasing the validity and reliability of the results.

For the study, the questionnaire was structured into 6 sections. Section A comprised of questions to do with respondent details. Section B sought the level of awareness of policies implemented on women in Gokwe districts as specified by objective 1 in the study, while section C sought responses on factors influencing development policy (objective 2). Section D sought responses on the effects of development policy on women in the Gokwe region in terms of empowerment, economic engagement, and inclusiveness (objective 3), while section E concentrated on the benefits of development policy to women in Gokwe (objective 4). Lastly, section F sought views and opinions from the respondents regarding effective and sustainable development policy formulation and implementation.

The researcher administered the questionnaires personally to maximize the response rate, reduce the number of trips made to the study area, and mitigate the current unavailability of the postal services in the country. Both open-ended and close-ended questions were used. Close-ended questions were the majority and used the 5-point Likert scale. This was done as a way to keep the question on track and in line with the objectives of the study. Open-ended questions were used as a follow-up to close-ended questions, especially in areas where some details or explanations were required. The questionnaires were pre-tested on a selected number of 10 women in the Gokwe South

District before the actual data collection period to check the levels of understanding and how usable the questionnaire was.

An interview, as argued by Wegener (1993,) is a method used to source primary data responses through direct questioning. It is the most common type of data collection method. The interviews can be face-to-face, telephone, or postal. Face-to-face interviews have many advantages in qualitative inquiry because they give the researcher a chance to observe non-verbal cues which are important in examining attitudes. The study used face-to-face interviews and telephone interviews when respondents were difficult to reach during the data gathering process. Due to COVID-19 restrictions on movement and gatherings in the years 2020 and 2021, telephone interviews were the major data gathering process as a mitigation measure against the challenges. Structured questions have the advantage of providing for compatibility of responses so that the respondents are giving their opinion on the same questions. A sample of 20 women was chosen from each geographical location described in the study for qualitative research. The interviews were mainly chosen to validate the quantitative technique that is the questionnaire in the study.

The same questions used in the questionnaires were asked during the interviews as a way of cross-checking the levels of validity, reliability, and consistency of the answers. Interviewing has been chosen for the study due to its flexibility (can be used with illiterates and literates) and ability to provide the researcher an opportunity to interact with the respondents and therefore be able to extract other non-verbal cues and attitudes which have always been missed by other research methods.

Since the study is focusing on rural livelihoods and a progressive analysis and measurement of change in the standards of living and survival strategies, observation was inevitable during the data gathering process since the researcher was in contact with the respondents for one week during each of the four visits done, enabling an insight into the lifestyles and patterns of livelihoods of the women, another advantage in using qualitative research methods to validate responses from the quantitative techniques. The study

found it critical to observe the way the people live, and then use personal evaluation to make a comparison with the responses from the respondents. It was therefore inevitable to combine interviewing and observation during the data gathering process (Kawulich, 2005).

Focus Group Discussion is a carefully designed qualitative research method that helps to find out people's views and attitudes on ideas and events when they are gathered, in a group setting through discussion as compared to when they are individuals (Oliveira and Freitas 1998, Villard undated). Agadoni (2017) suggests many types of Focus Group Discussions which include: two-way dual moderator, client participant, and respondent moderator. Due to the proximity of the respondents in a rural setup, it became easy to mobilize people through the local traditional leadership. The reason for using focus group discussion was to validate the answers which were given by the women in their capacity, and compare the confidence levels in the rural women when they are in groups as compared to when they are alone. The study used 8 focus groups which consisted of 10 women each.

Discussions were conducted in Gokwe town, Nembudziya Growth Point, and the surrounding villages. However, due to COVID-19 movement restriction challenges, teleconferencing was used with half of the respondents, while the other half was done before the strict regulations on movement were imposed in March 2020. The participants were mainly women in the age ranges of 18 years to 70 years, engaged in different economic activities. The focus group discussion method was chosen because of its strengths that include flexibility in questioning, encouragement of dialogue, being fast and inexpensive and generating enthusiasm and probing amongst participants which provides a variety of ideas that can be used to generate hypotheses. However, the focus group discussion has weaknesses like being misused by poorly trained researchers, being tedious and time-intensive data interpretation, and the possibility of overgeneralisation of results (Villard undated). These challenges were overcome by the use of triangulation during the data gathering process since observation, questionnaires, and interviews were also employed by the study to increase the validity and reliability of the findings.

Data collected from any inquiry can be analysed either qualitatively or quantitatively. Qualitative analysis of data involves reducing and making sense out of much information from different sources so that impressions and themes that shed light on a research question can emerge. It involves taking descriptive information (from interviews, audios, and surveys), giving an explanation or interpretation, and reporting it in a systematic, transparent and structured way. Qualitative data analysis has sevenfold aims that are: to detect patterns in the data, to identify deviants and oddities, to compare to theory, and detection of conformance. If the scientific method is used, the other aims are, to identify groups (classification), to compare and contrast groups, to construct and test the model (validation).

Thematic analysis is a qualitative analysis method that is used to effectively analyse opinions and ideas from respondents as the accounts are provided during data collection. It deals with emerging themes, identifying and reporting patterns and identification of recurring messages (Costa *et al.*, 2016). There are types or approaches to thematic analysis which are commonly used by researchers and these include inductive approach, deductive approach, semantic approach, and latent approach. When using inductive thematic analysis, the researcher allows the data to determine the themes, but in a deductive approach, the researcher comes to the data with some preconceived themes. A semantic approach involves analysing the explicit content of the data and detecting meanings of keywords while a latent approach involves reading into the subtext and making assumptions underlying the data. (Keen 2020).

The study employed deductive thematic analysis based on the wide range of literature reviewed on Gokwe. Caufield (2010) and Nowell *et al.*, (2017) concur on 6 steps used by researchers in thematic analysis:

- Familiarising with the data;
- Generation of initial codes;
- Searching for themes;
- Reviewing of themes;
- Definition and naming themes;
- Production of the final report.

These steps were followed by the study to analyse the data from the field using interviews, focus group discussions, and teleconferencing qualitative methods.

Quantitative analysis involves the statistical analysis of the figures collected during the data gathering process. Statistics help to turn quantitative data into useful and meaningful information to help with decision-making and can be descriptive or inferential. Descriptive statistics help to summarise data, but inferential statistics assist in identifying statistically significant differences between groups of data. For the study, descriptive statistics were emphasised so that the women can be categorised as argued by their status and situations prevailing economically and socially. For the sake of effective analysis, categorical and/or numerical variables were used, enabling the information to be presented in frequency tables and or centre and spread of data. Correlation analysis and factor analysis are the main quantitative data analysis procedures performed in the study in addition to qualitative thematic data analysis.

For the quantitative data collected through the questionnaire, the study employed a statistical correlation analysis and the results were displayed on a correlation matrix. A correlation matrix is an array of numbers that is rectangular giving correlation coefficients between a single variable and every other variable in the investigation. The correlation among the factors assessing the level of awareness in rural women in terms of development policies implemented for them is computed in the study using Spearman's method. 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. Results from the responses of each objective were subjected to the correlation analysis, thus a correlation analysis table is presented under results for each objective in Chapter 4 of the Study.

In addition, the Kaiser-Meyer-Olkin (KMO) was used to test the adequacy of the sample. (Ramrakhiani 2017). The prescribed adequate measure is 0.7. The whole point was to find out if the variables were correlated. Variables were said to be independent if they have a significance value less than 0.05%.

As argued by Conway and Huffcut (2003) in Bandon (2011), the Kaiser's Criterion was generally used in conducting factor analysis. In the Kaiser Criterion Method, the old version states that the cutoff 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. The eigenvalues of the variables were grouped to bring out themes from the study. These emerging themes were then used to analyse the importance of each variable in influencing the way Government policies affected women in the Gokwe district. Exploratory Factor Analysis was carried out on the factors to identify the strongest components, and the results were shown in respective tables under each objective in Chapter 4.

The study employed thematic analysis to analyse qualitative data. This method makes use of emerging themes from the data. It enables the data to produce various themes from the responses collected during data collection. Inference and meanings were then drawn from the responses using the most commonly appearing phrases as suggested by Costa *et al.* (2020). The study approached the data with some preconceived ideas about women in the Gokwe district based on personal experience in the district and from related literature, thus a deductive approach was used in determining the themes from the data collected from the fieldwork. The themes were then presented in Chapter 4 and used in addition to the quantitative methods of data analysis to formulate conclusions from the study. This was a way of triangulation to establish validity.

Validity and reliability are two critical concepts of research that are used to evaluate the quality of research. They indicate how well a method, a process or a test has been conducted concerning the set goals and research instrument at hand. As argued by Haradhan (2017) and Singh (2014), validity and reliability tend to increase transparency thus decreasing opportunities to insert researcher bias. A researcher, therefore, enhances validity and reliability through the use of mixed methods to collect data. Heale and Twycross (2015) argue that measuring validity and reliability helps to achieve research rigor that is the extent to which the researcher worked to enhance research quality,

while Price *et al.* (2015) add that the two are on-going essential processes in research.

Different scholars discuss different types of validity namely; sampling validity, content validity, construct validity, formative validity, and criterion validity (Taherdoost, 2016; Heale and Twycross, 2015; Phela and Wren, 2005; Price *et al.*, 2015). Formative validity is used to assess how well a measure or instrument can be used to provide information that improves the programme under study. This is based on the premise that not everything can be covered, so items need to be sampled from all of the domains. Sometimes there may be a need to seek the advice of experts so that a researcher may not use personal bias to sample the subjects.

Criterion-related validity is used to predict future results by comparing them with other instruments or criteria of interest. As argued by Heale and Twycross (2015), face validity, although not a scientific measure, may be used by assessing the face value or facial expressions of the stakeholders to ascertain that the measure appears to be assessing what it is supposed to measure. Construct validity is used to ensure that the measure is measuring what it is intended to measure and no other variables are being measured no matter how important they may appear to the researcher. Experts familiar with the tool can be asked to assess the measure and students can also be asked to give their feedback (Surbi, 2017; Harahan, 2017 and Kulhkarni, 2013).

Reliability denotes the consistency of a measure. Middleton (2020) observes how reliability tells one about the extent to which results can be reproduced under the same circumstances. Heale and Twycross (2015) posit that reliability is the extent to which a research instrument consistently produces the same results in the case of repeated experiments in the same situation. It is assessed by checking the consistency of results across time, under different observers, and across the test itself. When measurements provide stable, consistent, and repeatable results, it shows the reliability of the instrument. For example, if repeat measurement by a scale under the same conditions give repeatedly the same results, then it can be called reliable. Testing for reliability is important as it refers to the consistency across the parts of a measuring instrument (Taherdoost, 2016).

As argued by Phela and Wren (2005), there are 4 types of reliability which include Test-retest, parallel forms, inter-rater, and internal consistency reliability. Test-retest reliability is about repeating the same test twice to the same group of individuals to evaluate the tests for stability over time and the results from both tests can be correlated to check comparability and duplication.

The study performed Cronbach's Alpha test to ascertain the consistency of the data collection tool. 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 (Drost, 2012 and Mudzingwa, 2019). The results of the alpha test are shown in Chapter 4 of the study. In addition, validity and reliability were enhanced by using triangulation that means using more than one method during data gathering. The various methods used are: questionnaires, focus group discussions, and interviews. The questionnaire, a quantitative technique, was cross-checked with an interview and a focus group discussion that are qualitative techniques to find out if the results are corresponding. This helped in double-checking if the responses being given by the respondents in the questionnaire correspond with the answers given by different respondents in the same study area. The purpose of triangulation, in addition to cross-validating data, is also to capture different dimensions of the same phenomenon (Kulkarni, 2013).

When undertaking research, it is essential to have an outline and adhere to ethical considerations and respect ethical principles so that there is respect for humanity and protection of both the researcher and the participants (Kruger, Ndebele, and Horn (2014). Ethical considerations are closely related to ethics, a concept in which the researcher must consider all forms of good behaviour before, during, and after research. It outlines guidelines about acceptable and unacceptable conduct during research- an 'ethos' or 'way of life' (Shah, 2011; Akaranga and Makau, 2016).

Ethical considerations give the researcher an element of originality, correctness, and blamelessness even years after the research has been conducted. As argued by Frankena (2001), it becomes more beneficial to act

ethically than act in evil ways which has long-standing negative impacts. Various ethical considerations in research should be made in respect of the following: planning, plagiarism, fabrication, deception, voluntary and informed consent. In addition, anonymity and confidentiality should be respected and beneficence, and protection of vulnerable groups like children, mentally ill people, prisoners, the critically ill or dying patients (Fouka and Mantzrou, 2011:7).

During the data gathering process, informed consent was secured through the use of introduction letters from the institution. The researcher also sought permission from the local traditional leaders in each district the researcher was conducting research in the region of Gokwe. The researcher made efforts to source the necessary resources required in terms of finance, time, and effort to plan for this research. The intention was to produce an original document that would add value to the academic field through the contribution of new knowledge and interrogating existing facts and figures. Where secondary information was used from other scholars, enough acknowledgments were made through proper academic citations to avoid plagiarism, falsification, or fraud. All respondents to the interviews and participants in the focus group discussions were informed about the nature of the research. Confidentiality was promised and maintained by avoiding the use of the real names of the respondents. Live recordings were only taken with the full consent of the respondents after the purpose of the research and the use of the information was clearly stated to the participants.

This chapter has examined research methods in general and specific methods used in the study. An insight into the research paradigm was made by discussing the research design and different research methods. The qualitative and quantitative research approaches were discussed and the population, sample-frame and sample size determination techniques. The sources of data in general and the data analysis techniques were discussed including specific techniques used in the study. Issues to do with validity and reliability were also examined. The ethical considerations in general and also those specifically employed by the study were also discussed. The next chapter presents the findings of the study.

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.

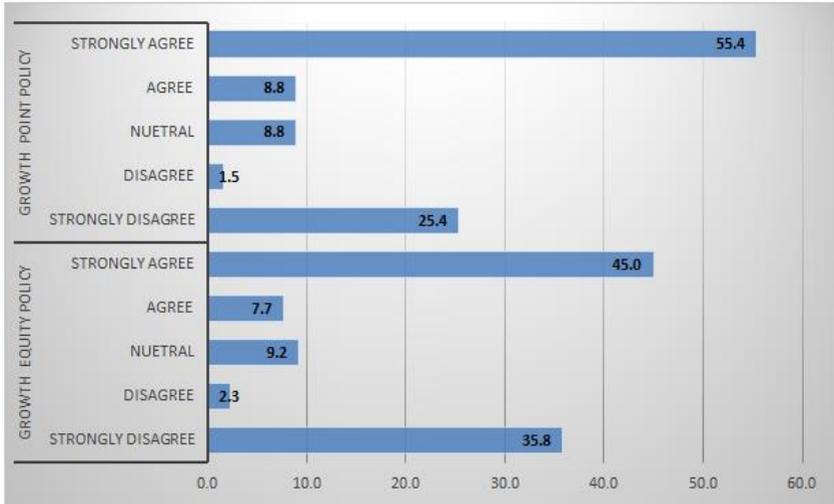


Figure 4.1: Awareness levels of Policies

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
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 $KMO > 0.5$

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 Cinar (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), Cinar (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	-.0	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

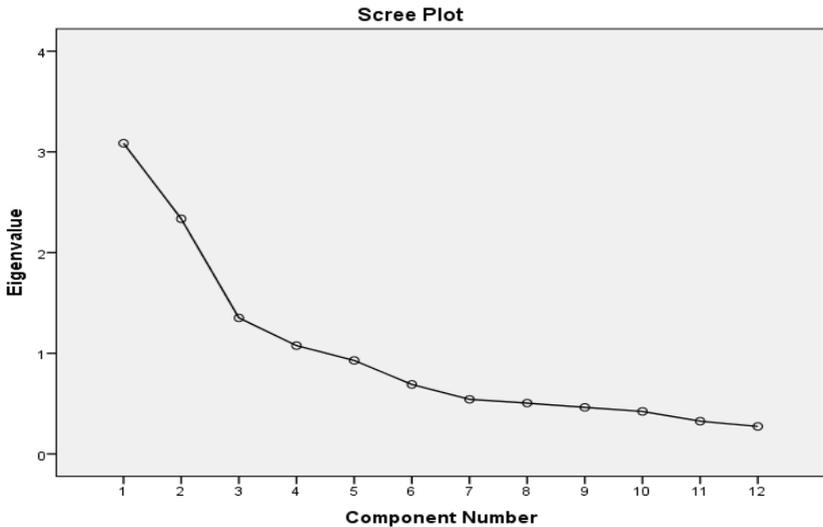


Figure 4.3: Scree Plot- Kaiser Criterion Method on Effects of Development Policy

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.

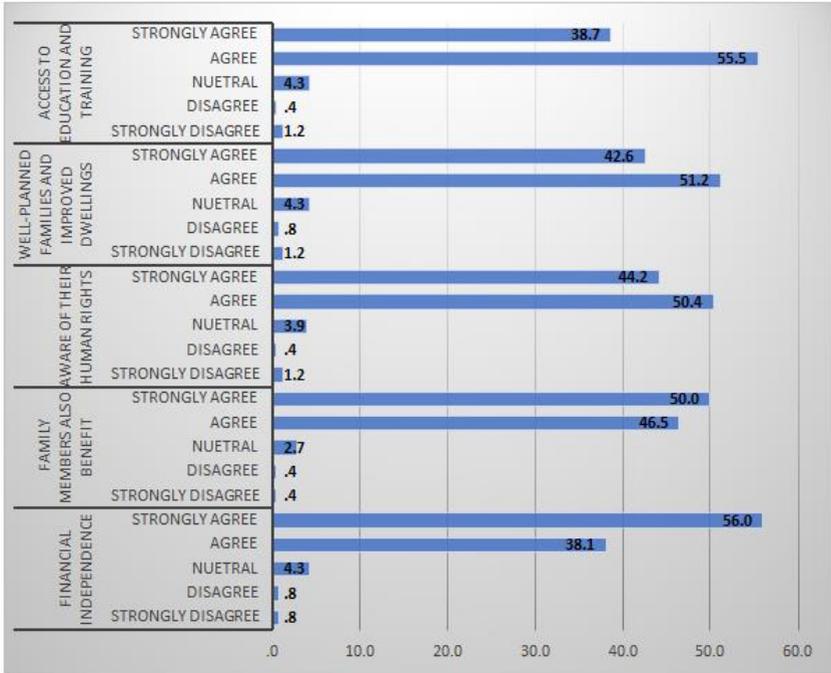


Figure 4.4: Benefits of Development Policy (Primary Data)

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.

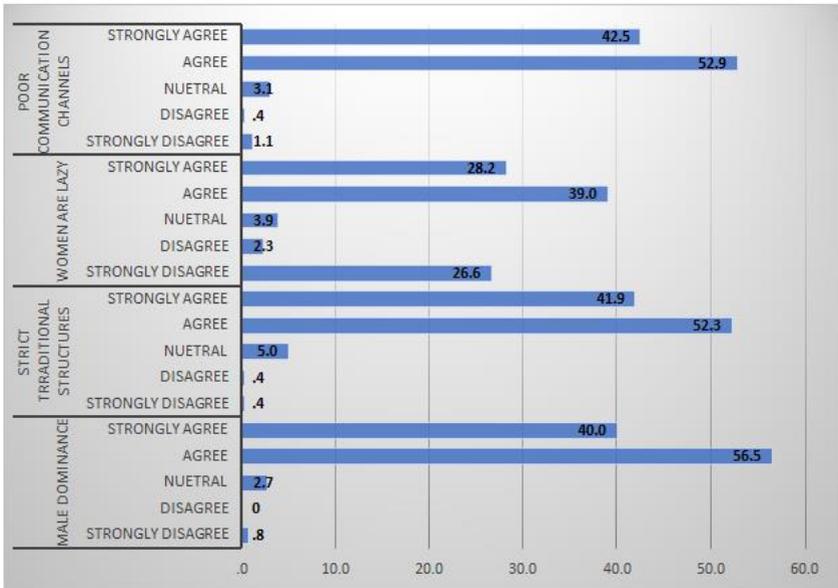


Figure 4.5: Challenges Women Face (Primary Data)

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 Tomic (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 Kaiser’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 -Discussion with 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 respondents 8-25: 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 zvinongomdibatsirei 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.

CHAPTER 5: GENDER, POLICY AND WOMEN IN GOKWE: A DISCUSSION

The chapter critically discusses the findings of the study. The findings presented in the previous chapter were based on the results gathered using five objectives which were used as guidelines for research questions to collect data. The first objective of this research was to ascertain the levels of awareness of development policies from the women in Gokwe, who were the participants in the data gathering process. From this objective, the main research questions aimed at finding out from the respondents if they were aware of the Growth Point Policy and the Growth-with-Equity Policy. The study also asked questions on how they got know the policies. In the second objective, the study intended to find out the factors which affect the effective implementation of development policies in Gokwe's two districts. A wide range of factors were presented by the study to which the respondents agreed or disagreed. The third objective sought to find out the effects of development policies on the livelihoods of rural women, while the fourth objective sought to find out the benefits and challenges women in rural areas face in trying to access the fruits of development policies in remote rural areas.

The demographic characteristics of the respondents who participated in the quantitative research were designated into five main categories namely: age, education, marital status, occupation and place of residence. The 18-25 years age group had twenty-four (24) respondents, constituting 9% of the total. In addition, the same characteristics were sought from the participants of the eight (8) focus group discussions, and very few (15 out of 80) respondents were aged between 18 and 25 years. This shows that at the time of data collection, very few young women were readily available in the two Gokwe districts as respondents. In most societies, the young population is normally very mobile (UNCTAD 2018), particularly during times of hardships like the period currently being experienced by Zimbabwe. The young relocate to other areas in search of jobs and other survival strategies like gold panning or buying and selling in urban areas. This is in line with what Zaiceva and Zimmerman (2014) posited on the mobility of population and its impact on the labour force in both the recipient and sending countries. For developed countries, the aging population may migrate periodically in search of holidays

and leisure while in developing countries, the aging population remains in the rural areas and production and productivity may be affected when the strong young people emigrate to other areas within the same country or out of the country in search of greener pastures. This was exhibited by the results from the study because very few respondents were found in the 18-25 years sector, an indication that the region will be left to the elderly people only which leads to retrogression and stagnation of the remote areas in terms of production and productivity per household. This may open up room for food insecurity since the elderly people left may not be in a position to provide the much-needed labour in the fields due to old age and ill-health.

The other dimension of demography is education. Education is a strong indicator of development. Huis *et al.* (2017) argue how if more women are educated, their level of their understanding improves and child survival because of more access to literature, more capital and accessibility to food for their families. More education also leads to reduced fertility levels, raised awareness on hygienic conditions, planning and budgeting including health spending which works better for household and community health. From the two districts of Gokwe, the study discovered that only 14 (5%) of the 260 respondents to the questionnaire attained education up to degree level, while 19% (48) attained diploma education. In the qualitative analysis, only 4 participants had degree education, while the majority (58) had secondary education, with an additional 18 participants having attained primary education. More efforts should be made to increase women enrolment in schools, institutions of higher learning like universities and vocational training colleges to enable more women to join the mainstream economy through various economic activities, thus contributing significantly to economic development.

The other demographic variable examined in the study was marital status. The study findings show that twenty-four (24%) of the respondents were single while the majority (62%) of the respondents were married, while 47% and 25% of the respondents were divorced and widowed respectively. While the findings from the study reveal that most women find marriage as the best option for survival in rural areas, it is essential to ensure that these women are empowered as individuals not as beneficiaries of their spouses for more

economic participation and benefits to families and communities to be realised. If women are expected to benefit from their spouses, it means a significant percentage of the women (38%), and an additional 31 participants from the focus group discussions (Table 24), will be excluded from the benefits of development policy because they are single, widowed or divorced. This situation was also discussed by Van de Walle (2018) on the fate of widows and divorced women since marriage has always been taken as the source of social security for women in most societies across the world. Such scenarios call for effective policy implementation strategies which are inclusive of all women irrespective of their marital status.

Most of the respondents were not employed while 31% (81) were self-employed and only 20% (51) of the respondents were formally employed in hospitals, clinics, schools and shops in the Growth Point and Gokwe Town Centre. At the same time, only 10 respondents from the focus group discussions were formally employed while the rest survived on farming (52). An additional 18 participants earned a living from buying and selling in markets. The number of formally employed women in Gokwe district is intricately related to the levels of education the women attained. Taking unemployment as an indicator of development levels in the country, it can be concluded that the women respondents were unemployable due to low levels of education. The study recommends that more women should be encouraged to enrol in institutions of higher education.

Lastly, the demographic analysis examines the place of residence of the respondents. Most of the respondents (60%) reside in the villages while 34% of the respondents resided at Nembudziya Growth Point and only 6% (16 respondents) were from Gokwe Town. This was due to the fact that the people in the villages live close to each other and find it easy to assemble even if it is during COVID-19 movement restrictions as compared to the urban areas where much seclusion is the normal way of life that worsened during the same time of COVID-19 movement restrictions.

The results presented in the previous chapter show that the respondents from both quantitative and qualitative research instruments were aware of the development policies in the study. About 53% of the respondents strongly

agree that they were aware of the Growth Point Policy while only 25% strongly disagreed on any knowledge of the policy. In addition, a total of 41 participants from the focus group discussions were aware of the growth point policy while 39 of the total respondents were not aware or not very sure of the two development policies. This constituted most of the participants with knowledge of the Growth Policy which was formulated and implemented in 1981, soon after Zimbabwe's independence.

Literature indicates that during this period in Zimbabwe, the Government had so much bias towards rural areas and many benefits were channelled towards remote areas. Parliamentarians would also address people with regards to development initiatives, particularly towards elections. In addition, some 45% of the respondents strongly agreed that they were aware of the Growth-with-Equity Policy, while another 35% strongly disagreed on any knowledge of the Growth-with-Equity policy. The two policies sounded similar to some respondents as indicated by the responses from the 8 focus group discussions. Others indicated knowledge of the Growth-with-Equity policy based on prior indication of knowledge of the Growth Point policy.

Participants strongly agreed that they know about the policies through media and literature. Most of participants in the qualitative research indicated that public meetings and radio programmes were the main source of their knowledge of the development policies. Some 38.8% of the respondents from the quantitative study indicated that they got to know about both policies through Government programmes as well.

Although 30% of the respondents disagreed with the fact that Government programmes provided them knowledge of the policies, there is a strong indication that the Government had a significant part to play in raising knowledge and awareness of development policies to residents of Gokwe. More can still be done to improve the awareness levels of the rural population on the existence of these development policies so that the people can fully participate in the development initiatives and activities. The grassroots approach and the multi-stakeholder approach in development are important since all the critical players in rural development will be made aware of the implementation strategies, the resources available and the mitigation

measures put in place during the policy formulation level. Another 36.2% of the respondents in the quantitative study strongly agreed that they got to know both development policies through friends and family while 16.9% agreed. In addition, some 33.3% strongly agreed to having got knowledge of the policies through media and literature. In the focus group discussions, the respondents did not mention literature as the main source of their knowledge because they lamented that most literature will be written in English and not in the local languages, an observation which needs attention for women in remote rural areas to be able to benefit from literature. This shows that while media and literature may mean radio and television, a significant number of people in remote rural areas still have no access to information through media.

The European Institute for Gender Equality (EIGE 2019) proposes that awareness of development initiatives should be improved among the women themselves by identifying the socio-demographic characteristics of the beneficiaries like age, education levels, marital status and so on so that specific awareness methods can be implemented for them through radio and television, printed pamphlet distribution, workshops and public meeting events, social media and social networks. Access to knowledge of the development policies through literature was a response mainly given by those who have managed to go to school from secondary level to tertiary level where such topics are included in the curriculum. This brings another development indicator that is the nexus between education and development. There is positive relationship between education and development because the more years the women and girl children stay in school, the more enlightened they are and the more awareness they get on development policies and activities taking place in their own geographical locations that is very vital for willingness, knowledge and ability to participate in development programmes.

It is evident from the study that there are much factors that influence successful implementation of development policy in the districts of Gokwe as indicated by the findings of the study. From the eight factors suggested by the study, corruption emerged at the top of the list of factors influencing development policies. Most of the respondents (63.3%) in the quantitative

research strongly agreed that the success or failure of development policy depends on the levels of corruption in the area under consideration, while another 31% agreed to the same variable. High levels of corruption negatively affect the success of development policy because resources may be channelled towards personal use or the objective selection of beneficiaries may be overshadowed by corruption evils like nepotism, favouritism, bribery and so on. Lack of accountability systems makes it difficult to reap the best rewards from development policies in remote rural areas like Gokwe.

Results show that women rarely benefit as individuals because they lack the resources necessary for improvement of their own businesses, an idea agreed to by more than 90% of the respondents during the focus group discussions conducted in Gokwe North and Gokwe South. Elimination of corruption through tightening of the policy cycle procedures is highly recommended by the study so that there are no porous stages where resources can leak and /or be converted to personal uses at the expense of most of the people in rural areas. Continued corruption leads to people losing trust in government as they wonder whether the Government is not aware or they just do not care or, worse still, the people would assume the government is part of the corruption (Dantamna, 2016; Hussein, 2018; Zhou and Zvoushe, 2012).

Another factor which hinders successful implementation of development policy is lack of funds as indicated by the findings. Most projects were reported to have been aborted due to the lack of funds. This idea calls for stricter measures to monitor and evaluate development programmes at all levels. The Government is the major stakeholder in any development policy being implemented in the rural areas. It provides financial, human and material resources directly and indirectly. Shortage of these resources means the project cycle cannot be completed, leading to abortion of such critical development projects. These negative factors affect women more than their male counterparts as was stated by FAO (2017).

It is, therefore, critical for the Government to involve other stakeholders like Non-Governmental Organisations, private enterprises and many more non-state actors available at national and international levels to raise funds. In addition, the role of appropriate technology was also noted by the study as

essential in determining the levels of success of any development policy. Without the correct technology, the policy implementation cannot meet the time limits within the project plans and this means the project can be aborted or is overtaken by other events that may lead to irrelevance of the policy if it takes too long to complete.

Staff incompetence is another factor influencing the success of development policies. Some factors which will be blamed on the Government might be actually emanating from the incompetence of the Government officials, a variable which had 51.9% of the respondents strongly agreeing and an additional 42.25% agreeing. Education and training of the officials to implement Government programmes should always be a priority. The recruitment and selection process of the implementers of the policy should be thorough, and based on meritocracy rather than bribery, seniority or political affiliation.

The study also sought to establish the importance of the characteristics of the policy recipients in the successful implementation of the policies. Four variables namely lack of education among the women, lack of involvement of the women at the planning stage, the age of the targeted women and the negative attitude of the women themselves were examined. The focus group discussions clearly indicated that women are not a homogeneous group and some may be lazy or have some negative attitudes towards developmental work, but the majority are hard workers. The age of the targeted women in the policy being implemented was also presented as an important factor. About 43.8% of the respondents strongly agreed to this factor while 48.8% agreed. Only 1.6% and 1.9% of the respondents strongly disagreed and disagree respectively, an indication that most of the respondents felt that the age of the policy recipients has something to do with the levels of success of any policy being implemented.

During the discussions, it came out that elderly women are more resistant to negatives and more stable in terms of mobility. Involving them in development project will increase the chances of success. On the other hand, some respondents felt that younger women have the energy, sharp minds and better access to technology and exposure to internet where they can source

better information useful for development from other communities which may then benefit their own rural communities, thus the views were that all age groups should be involved when development projects are implemented to harness the strengths from all age groups in a spirit of unity in diversity.

Lack of education was also discussed and the respondents strongly felt that the women are better placed if they get access to higher and tertiary education, an idea which was also stated by UNCTAD (2012). While some elder members of the qualitative inquiry indicated that women can perform the same with or without education, the majority validated the facts emanating from the quantitative inquiry in which 34% strongly agreed and an additional 53.5% agreed that lack of education among the women was a factor which negatively affected the success of development policy implementation in rural areas like Gokwe. The respondents strongly indicated during the focus group discussions that adult literacy classes were very important during the 1980s and should be re-introduced so that women can benefit. While enrolments in schools currently indicate some gender balance, the number of female students' school dropouts still exist due to lack of fees and early marriages, and such groups can be assisted significantly by adult literacy classes.

The study proposed twelve (12) variables which were perceived to be the effects of development policies on the livelihoods of women in remote rural areas like Gokwe. The variables were: when development projects include women, they positively contribute to the economy; projects are more viable; women are enabled access to international markets; they use time efficiently; their access to information and media increases; decision-making capacity increases; implementation of plans becomes timeous; Gender-based Violence is reduced; women share their opinions openly; women have less financial problems; women diversify their livelihoods and effectively participate in markets. In response to the first variable, Table 28 shows that women will learn from others and become more self-reliant promoting child survival and national economic growth through improved production and productivity. This is an indication that the Government should take stringent measures to ensure that women as stakeholders to the development policies and the majority in the nation are included because excluding them means sidelining

the contributions from 52% of the population (ZIMSTATS, 2012; Ferrant and Koleve, 2016).

The other variable examined was that projects by women become more viable when they are included in development policy programmes. This means the women themselves will be having more exposure as they share knowledge, education, training and awareness campaigns from different groups as opposed to when they are at home. Access to information through media and literature also increases because of this exposure as they learn from others. As a result, the gained experience and exposure is also implemented in their own projects to increase efficiency and viability, an indication that the more women participate in development programmes, the more they ensure their own livelihoods are improved as they get exposure to the outside world.

The study also evaluated the variable that women get access to international market through engagement into economic activities. About 45.6% of the respondents agreed while 47.1% strongly agreed. When development policy programmes are effectively implemented, beneficiaries are expected to get a chance to market their products locally and internationally. These benefits will also be enjoyed by women if they are not excluded from development programmes. It is a plus for any nation to include men and women equally in any policy implementation for equitable distribution of policy benefits.

The respondents also shared their opinions on the fact that Gender-based Violence is reduced when women are included in development policies as shown in Table 28. The more the benefits of programmes are brought home, the less the conflicts and friction because there will be enough provisions for the family. When people lack basics that is when most conflicts start. With enough proceeds from the economic activities of husband and wife, peace prevails in the home.

Literature (for example, Asaolu, 2018; Chinyambidze, 2015 and Zinyemba, 2014), has it that women increase their capacity in decision-making when they are economically engaged. Their opinions are also shared openly between spouses and community members and as such it becomes a strong conflict resolution tool. Similarly, the respondents in the qualitative study also

observed that when women are experienced in leading projects, even at home they will do the same, without having to wait for the husband all the time to implement some important plans. Their decision-making capacity will be improved and it reduces time wasting. The same women will not have time to waste chatting with friends unproductively because there will be so much work to take care of and such commitment cascades down to effectiveness and efficiency at household, community and national level.

Findings from the research show that benefits accrue to women when development policy includes women from policy planning to policy implementation. These benefits can be summarised as: access to education and training, well-planned families and improved dwellings, awareness of their human rights, family members also benefit, and financial independence. When development policies include women's participation, it increases the women's visibility. These ideas are in concurrence with UN Women (2018) reporting that women become aware of their rights, and have some self-worthiness, higher self-esteem (a core value of development) and confident business people. Okeke (2018) also points out that women become more visible in significant economic markets when development policy includes them, a finding which was revealed by many respondents in the 8 focus group discussions.

The qualitative research revealed that women are in agreement that awareness of their human rights increases when they get the chance to stand as individuals in their own communities, making them realise how important they are as equal partners in all sectors of the economy. Table 28 shows the summarised benefits listed by participants in the eight focus group discussions and they included personal growth, family finances increase and general national growth. All these benefits make the policy implementation process a critical process in which women must participate to their own advantage as individual citizens and members of families, communities and the nation at large. UN (2017) argues that including women in development policy leads to the achievement of agenda 2030 (Goal number 5, gender equality, goal number 8- decent work for all and goal number 16- building peaceful and inclusive societies). Despite being the majority in the country,

women do not benefit as individuals but as groups and families through provision of basic needs like food, clothing and so on. About 55% of the respondents agreed that when women are included in development policies they have well planned families, and the benefits they receive also benefit other family members, like children, the elderly and the disabled. The qualitative participants added that stress and its related diseases will be reduced if women are empowered economically by recognition and inclusion in the decision-making and implementation process of development policy.

When development policies are being implemented for women in rural areas, there are challenges which are hindering women from accessing these benefits. The study revealed the following findings as the major challenges: corruption, poor communication channels, strict traditional structures, male dominance and corruption. In most cases when individuals seek to market their businesses, they have to look for contacts, who are usually friends, family and other colleagues. Women lack these connections because of they rarely leave the home. Men get these connections in beer halls and workplaces.

It is essential to increase the communication channels for women for the success of their businesses and projects. This was mentioned by UNCTAD (2012) which emphasises that lack of communication channels, education, resources and bureaucratic challenges hinder successful policy implementation for women. These points were also presented by Samman (2016) who summarised the challenges as lack of education and training, lack of skills, lack of access to quality paid work, burden of unpaid work at home, lack of access to assets and property among others. This is an indication that what is affecting Gokwe women is also affecting women in other geographical areas as shown by literature. Access to internet and social media which is common these days is well embraced and should be taken advantage of by women in Gokwe to enable them to access information and contacts so that they can market their businesses. In most cases, this lack of contacts and famous colleagues reduce the women's chances to grow their networks, reducing their chances to get connected to influential people who may help them to secure better paying jobs. The women remain in their low paying

vegetable markets and so on. An increase in communication channels is a good initiative which should be encouraged at all levels.

Strict traditional structures also deter women from performing at their maximum potential because they are expected by society to be in the home where there are no opportunities for employment and promotions as shown by the findings from this research. Male dominance was among the challenges women face when they try to access benefits of development policies. Many development policies are dominated by men despite the fact that the women are the majority in the communities or in the nation at large. About 52.9% of the respondents agreed while 40% strongly agreed that women are not allowed to surpass men in anything no matter how good they are. Detailed explanations came from the focus group discussions in which participants lamented that women are never seen as capable partners in development. Even simple matters like when to plant, when to harvest, what and when to go to sell all delayed until the husband provides consent. Some programmes especially in the farming business are time bound and they should not be delayed because the husband is not available to give consent.

Even when a woman does anything good for the family, the man will be praised for marrying a good wife rather than the woman receiving the praise and the encouragement as an individual. Some respondents even indicated that their in-laws would prefer to call them using the totems of their marriage families rather than their own totems which they feel is lack of acknowledgement and appreciation that they are also individuals who came from well-respected families. This is the reason why some women have resorted to negative attitude towards development initiatives because they are always overshadowed by this male dominance home and away, as indicated by the participants in the focus group discussions who actually showed their displeasure in the way culture is such a deterrent to women empowerment. This was also pointed out by the respondents in the focus group discussions who said the women are always prevented from personal growth because culture has it that all belongs to the man because he is the head of the family who has paid lobola.

Scholars, like Ferim (2013), Mkhize (2015) in Tebele (2016) and Siambombe (2015), concur that women, particularly rural women are rarely consulted in any policy plans even if they are the beneficiaries and this leads to exclusion of the female beneficiaries from development policy. Even if the women have the ability to improve their status and livelihoods, they lack adequate resources (Ajulor, 2018 and Makinde, 2017) because everything they have ever worked for does not belong to them but to their husbands. Their individual projects therefore become less viable as compared to their male counterparts who can quickly make decisions to sell property or other resources owned to improve their businesses without much bureaucratic consultation. Instead of empowering women, society expects the women to do more tasks for the family as was once expressed by Nyamudeza (2012) on the situation of cotton production relationships in Gokwe. More tasks arose for the woman whenever a new activity was planned by the husband in the family, but not her access to income, decision-making or empowerment in general.

In summary, the chapter has discussed the findings of the study based on the objectives and aims of the study. All the study objectives were discussed. Women in rural Gokwe North and Gokwe South Districts indicated that their access to benefits from development policies is hindered by many factors which include corruption, male dominance, strict traditional structures, and lack of funds among others. The study proposes some strategies such as involving the private sector in all Government led initiatives for increased transparency and viability of projects. Ensuring that women get the education they need for effective and substantive participation in economic activities is also critical for effective policy implementation in remote rural areas like Gokwe. The next chapter presents the summary, conclusions and recommendations of the study.

CHAPTER 6: SUMMARY, CONCLUSION AND FUTURE DIRECTION

The chapter presents the summary, conclusions and recommendations drawn from the study. It summarises all the conducted throughout the study from the first chapter to satisfy the aim and objectives of the study. The conclusions presented here are will be drawn from the findings of the study presented in the fourth chapter while the recommendations are will be inferences guided by the insights from the literature review and the findings of the study.

The study aimed at analysing the effects of development policies on women in remote rural areas, the case of Gokwe's two districts with particular reference to the Growth Point and the Growth-with-Equity Policies. The study area was divided into three specific geographical areas namely: Gokwe Town Centre, Nembudziya Growth Point and the surrounding rural villages. The study used mixed methods to explore the effects of these policies on the women in Gokwe District and this included a questionnaire and some focus group discussions. The two research instruments were administered between June 2020 and March 2021. Chapter 1 introduces the study, outlines the strategies and purpose of the study while chapter 2 reviews the literature related to the study. Chapter 3 presents the methodology, the specific ways through which the data were gathered while chapter 4 presents the actual findings of the study. Chapter 5 discusses the findings, explaining the linkages of the findings to the wider gender and development discourse. Finally, Chapter 6 summarises and concludes the study with some recommendations.

The study makes the following conclusions based on the study's six objectives:

Objective1: To explore the extent to which women in Gokwe are aware of the Growth Point and the Growth-with-Equity Policies. The study concludes that women in Gokwe district are more aware of the Growth Point Policy than the Growth-with-Equity policy, with other respondents assuming that the two policies are one. The conclusion is based on the premise that most of the participants in both research instruments indicated that they were aware

of the policies through government programmes conducted in the area during the 1980s and 1990s. However, some women were not aware of the policies because of their ages especially the younger respondents. This is against prior assumptions that women in Gokwe district are not aware of the two development policies.

Objective 2: To examine factors influencing effective implementation of development policies in Gokwe North and Gokwe South, respectively. The study concludes that corruption, lack of funds, lack of education and exclusion are some of the major factors which influence the successful implementation of development policies in rural areas. The other factors include: incompetence of the Government officials, lack of Government support initiatives like training and education, lack of monitoring and evaluation of the development programmes, lack of appropriate technology and negative attitude of the policy recipients.

Objective 3: To examine the effects of these policies on the livelihoods of women in Gokwe in terms of economic engagement, empowerment and inclusiveness. The study concludes that the Growth Point Policy and the Growth-with-Equity Policy had limited impacts on the livelihoods of women in Gokwe District. This was due to the fact that women do not own much as individuals, so whatever benefits are accrued are not directly in their names. However, not all was negative in Gokwe District from the implementation of the Growth Point and the Growth-with-Equity Policies. The women got access to education through adult literacy classes in the district and many women got a chance to further their education. In addition, the district got many Grain Marketing Board Depots which made their lives easier in terms of delivery of grains after the harvest. More shopping malls were built and this has made life easier for everyone since access to more goods has led to a reduction in food prices at the local townships. As the Growth Points expanded in service delivery, more public transport became available and everyone could travel to nearby cities to purchase goods for resale. A Government complex which houses many ministries was constructed for service delivery in areas of passports, birth certificates and national Identity

cards. All these are positive improvements gained through the implementation of the Growth Point and the Growth-with-Equity Policies.

Objective 4: To assess the benefits women, accrue through effective policy implementation

The study concludes that women in Gokwe had limited benefits from the Growth point and the Growth-with-Equity policies of 1981 because they did not get any properties in their own names. They only benefited minimally in terms of vegetable stalls, food vending stalls and the proximity of infrastructure like clinics, hospitals and schools that do not benefit women only, but groups and families. However, some benefited as individuals through access to residential stands at Nembudziya Growth Point, while some women benefited through access to education for themselves and their children.

Objective 5: To explore the challenges of these policies on women in Gokwe.

The study concludes that there are many challenges which deter women in Gokwe North and Gokwe South districts from accessing the benefits of development policies. These include male dominance, strict traditional structures, and lack of education and high levels of social exclusion of women.

Objective 6: To suggest and recommend some policy strategies that can be used to effectively implement development policies for rural women. The recommendations of the study are presented in section 6.4.

The study makes some recommendations which are connected to the models reviewed which were seen to be effective solutions for gender equality in other countries. Miedema *et al.* (2018) proposed the enabling resources, ability to exercise choice in the home and expression of equitable gender beliefs as a model which worked well for women in East Africa. It is essential to give the women a voice and some choices so that they can be empowered to stand on their own. Any policy will work effectively on a woman who is sensitised and well aware of her own rights, and such a woman would be willing and ready to change. Through the same concepts, the women in Gokwe can also be empowered through the same systems if given the chance to air their own views in families and in their communities.

BSR (2018) proposed an 'Act, Enable, Influence' model in which the proposal was to rope in other stakeholders in the gender equality efforts in Sub Saharan Africa. Making efforts to empower women as individuals is not practical because they are members of communities, families and nations. Empowering one person in a family may cause hatred and friction between spouses. The Government alone cannot reach out to all communities but companies can also contribute to these women empowerment policies by enabling the proposed policies to be implemented through provision of resources. For example, the two districts of Gokwe have much gaps in terms of proximity to schools, accessibility of some of the areas, lack of role models among women and so on that cannot be closed anytime soon because of lack of funds which was also indicated by the respondents in the study. Business people can also come on board and provide resources to empower small groups of women, families and communities with close monitoring and evaluation and such initiatives can be sustainable because they are monitored by people from the local areas. In addition, the model proposed that organisations can create work places which are safe from sexual harassment and gender exclusive language, thus companies can start the initiative within their own enterprises with their employers before taking the awareness raising outside.

The Bill and Melinda Gates Foundation (2018) also presented a model in which resources (bodily integrity, health and safety, financial and productive resources), agency (decision-making, leadership and collective action) and institutional structures (family, community, market, state, formal laws and policies, norms and social groups), are key in effective policy implementation for women from all walks of life. This model shows that the individual is the priority. An individual must ensure that he or she realise his or her own rights to life, right to health and safety so that they are able to take care of others in the family through production and nurturing. Much sensitisation is needed on men and women, particularly the women who have always sacrificed their own health and happiness in preference to serving others. In addition, agency becomes important so women in all rural communities should be enlightened on the importance of time, thus decisions have to be made within the correct timeframes for effective production and productivity. Lastly, the same women do not operate in a vacuum, thus they need the understanding of those around

them. Development policies can empower women but if the other members of the families and communities are not taught how to live with an empowered woman then it will be a problem and a recipe for conflicts. On the same note empowering only a single member of the family is not sustainable so policies should target all men and women, children, the elderly, the disabled irrespective of their race, age, gender, ability or disability and so on.

The study recommends inclusive policy implementation strategies which start from the grassroots to national level. Involving other stakeholders for resource mobilisation is more effective than relying on the Government as the sole resource provider to ensure that programmes are not aborted. It also recommends the following strategies for effective implementation of development policies implementation for women in rural areas.

More education and training sessions should be targeted at the women in rural areas of all ages. These should include evening classes for adults.

The beneficiaries and participants of development programmes should be on a 50/50 basis in terms of gender and age. Women can be given their own programmes through gender mainstreaming so that the real needs of women can be addressed by development policy, as suggested by EIGE (2019). More female role models should be encouraged to invest and visit the rural areas so that others can emulate. Women in leadership should be encouraged to perform to expectation so that they can be role models to those women who believe leadership is only for men. Girls should be encouraged to stay in school as long as possible to delay marriage. The Government should encourage the private sector efforts to invest in rural areas with incentives so that rural communities can benefit.

The study recommends the following stakeholders as key drivers of women empowerment and influencers of successful inclusive policy implementation in rural areas.

Government: The Government is the key stakeholder in rural women empowerment.

- a) The way development policies are implemented should always reflect gender equality, inclusion and involvement of rural women so

that they can be empowered through the various responsibilities they undertake for child survival and caring for other vulnerable sectors of the family like the children, the elderly and the disabled as noted by Hussein (2018) and Zhou and Zvoushe (2012).

- b) The introduction of more child-care homes, orphanages, old people's homes and specialised centres for children with disabilities in rural areas to enable rural women to work in other sectors other than the home as child and elderly minders.
- c) For gender equality to be achieved, there is need to re-orient socialisation initiatives towards gender equality for all particularly rural women who are suffering so much from the effects of strict traditional structures as compared to their urban counterparts.
- d) Education and training should include all so that women are accepted at all ages as equal potential partners in development just like their male counterparts, also noted Salvesen by (2008) and Chigudu (2014). On the same note, it is essential to ensure that members of parliament come from these constituencies (including women) so that they monitor progress of projects in their constituencies and the involvement of all sectors of the population and role models are found for the rural folks.

Non-Governmental Organisations: The NGOs can continue to work as development partners by providing financial assistance to projects meant for women as Corporate Social Responsibility (CSR) initiatives for the benefit of the local women, men, boys and girls. Such initiatives will also increase the catchment area for people with cash at their disposal to buy goods manufactured by the private sector.

Traditional leaders: Traditional leaders can also assist by ensuring that resources like land are equitably distributed to all particularly the widows, single and divorced women so that they are not excluded from such critical resources due to marital status. These leaders can also assist the government by paying close attention to fair distribution of resources and equitable accessing of benefits of development policy. Strict traditional structures like expecting only the woman to do household chores and take care of the sick, the children, and the elderly can be relaxed through introduction of equal

treatment of children at a tender age and teaching every child (boys and girls) all life skills so that perceptions and attitudes towards women change for the benefit of everyone and future generations. The traditional leaders have an important role to assist the government as specified in Chapter 15 of the 2013 Constitution of Zimbabwe

Communities: Communities should be taught through the socialisation process to respect women as an important sector of the population with critical role to play in development initiatives. Through traditional structures, the way women are viewed in society can change and improve through raising awareness and sensitisation of the communities. This will enable the women themselves to fight for and realise their human rights and be active members in development activities.

Law enforcement agents: Treating women as prostitutes while their male clients are left free is gender discrimination, thus the law should be amended in a way which treats single women with the respect they deserve in the sense of equality.

The study recommends further research aimed at:

- Analysing the number of women in leadership posts in the two Gokwe districts;
- Examining the contribution of women in agricultural production, and/or viability of women owned enterprises in the two Gokwe Districts;
- Examining women's access to land through the Land Reform Programme.

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Synopsis

This monograph is the culmination of an analysis of the effects of the Growth Point Policy and the Growth-with-Equity Policy on the livelihoods of women in remote rural areas like Gokwe North and Gokwe South Districts found in the region of Gokwe in the Midlands Province of Zimbabwe. The objectives of the study were: to explore the extent of awareness of the Growth Point Policy and the Growth-with-Equity Policy among the women; to explore the factors which influence the effective implementation of development policies in Gokwe; to critically examine the effects of the two development policies on the livelihoods of rural women; to assess the challenges Gokwe women face in accessing the benefits from development policies and to examine the benefits rural women accrue from effective policy implementation. While women face more or less the same social, economic, political, and cultural challenges worldwide, it is worth noting that women in developing countries like Zimbabwe, more so in remote rural areas like the Gokwe region, face double and intersectional exclusion by being away from the mainstream economic activities and due to poor infrastructure. The study recommends that policymakers and implementers involve all women from all geographical areas irrespective of age, ability, or disability in all the policy cycle stages in a substantive manner. Policies should be area-specific and gender-sensitive without turning a blind eye to Gender Equality and Social Inclusion (GESI). In addition, women should be encouraged to stay in school as long as possible including the re-introduction of adult education. More women should be assisted to get access to credit, land, and property rights including teenage programmes at school which can also encourage most girls to stay in school as they benefit in terms of education, leadership, and entrepreneurial skills and wealth creation at a tender age. Lessons can be drawn from Rwanda, Finland, and other countries around the world where gender equality is a priority in all development policy planning.

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