



community development in the Nyajena Area before Renco Mine started operations. He explained that Nyajena Area is one of the poorer communities in Masvingo South. This is attributed by poor agricultural yields as the area receives very little rainfall. He explained that Nyajena Area, before Renco Mine started in 1982 was characterised by lack of the basic necessities such as roads, schools, healthcare facilities among others. He further stated that developmental initiatives in Nyajena at that time were purely government interventions, of which nothing significant had been done in terms of community development since the government itself was still new. People travelled long distances to hospitals, the nearest being 60 km away, at Morgenster. Lack of basic road networks meant that transport was hard to come by as transporters shunned the bad roads. He explained that in addition to that, there were only two secondary schools in the area, Tugwane and Nyikavanhu secondary schools. The distance between the two stretched for 30 km. this meant that most secondary school going children did not have the chance of attending high school. Only those who could afford nearby boarding schools like Berejena Mission could do so. He also mentioned that the government had embarked on massification of primary education enrolment therefore most efforts were channelled towards building primary schools. The only problem was that it was soon after independence to do so. Lack of health facilities were also a problem in Nyajena prior to Renco Mine.

He said:

*“Before this mine venture, we only had one clinic in this area, Musvovi. It was too small to cater for all the people in the Nyajena Area”.*

To this end the CEO of MRDC cited lack of development of the Nyajena Area as a lack of government interventions before Renco Mine started operating in the area. He explained that as the local authority responsible for community development in the area, nothing was achieved by the government interventions prior to the period when mining resumed. He cited lack of livelihoods due to agriculture failure as contributing to the lack of development in the area. Most people depend on agriculture for survival; hence, unpredicted rainfall patterns experienced in the area meant that most livelihoods were lost.

The Human Resources Manager (HRM) at the Mine agreed with the CEO that Nyajena community is characterised by lack of any developmental efforts. The area was totally underdeveloped as evidenced by poor infrastructural development, rendering the area isolated from the rest of country. He cited the absence of a road connecting the area to Masvingo and Chiredzi as one of the major drawbacks which led to the lack of community development in this area. Another factor identified was the poor bridges dotted around the area. He pointed out that during the rainy season these bridges flood and vehicles and people must wait for the water to subside. Lives have been lost due to the

flooding; at Gurutsime River a commuter bus was swept away while attempting to cross the flooded river resulting in death of five passengers.

Participants from the FGDs all concurred that before the Renco Mine started operating in Nyajena, most of the basic facilities were not available. One woman in her 60s had this to say:

*“Our area has always been neglected by the government. At independence some areas had their roads tarred, schools and clinics were built by the government, but Nyajena has remained backward/untouched”.*

During the interview with the village heads, they also agreed with the rest of the respondents that Nyajena Area has been left out of development projects by the government. He stated that at independence the government tried to address the water problem in the community. This they achieved by having the DDF drill boreholes in most villages in the area. However, the cost of maintaining these water points proved beyond the measure of the villagers, therefore the benefit was short lived. Lack of availability of water, again meant that the villagers would not engage in market gardening, which is one of the most important livelihood ventures for rural development. He said that they only had gardens immediately after the rainy season. This depended on the amount of rainfall received. However, most of the times the rainfall was so little, it did not allow for market gardens.

During an interview with the Ward Councillor, he mentioned that before 1982, infrastructural development, that included schools, hospitals, bridges and employment, was lacking, even though it forms the basic development of an area. He said that in terms of employment, there was basically no company operating in the area. Only DDF during the borehole drilling offered short term employment contracts. In addition, he said that as a result most people, particularly young adults left the area for better employment opportunities in other areas, particularly in Chiredzi and Triangle in the sugar plantations. When it came to services such as the birth and death registry, he mentioned that there was no office close by offering such services. All was done in Masvingo. He further lamented that most children did not have a birth certificate because of parents not being able to make the journey to Masvingo for that purpose.

The HR Manager also agreed that according to records at the mine, the quality of life of the inhabitants of Nyajena were different during that period. This was due to lack of employment and access to basic necessities such as clean water, health education and transport among others. He further explained that child mortality rate was high due to absence of health facilities which are now available due to

the Renco Mine operations. This was because of pregnant women not being able to make the journey to the nearest hospital, at Morgenster Mission.

Most elderly women from the FGDs agreed that the time when there was no hospital in Nyajena some women died at childbirth as most midwifery duties were done by traditional women within the community. Furthermore, there was high rate of infant mortality due to lack of hospitalisation and pre- and post-natal care. The only available clinic then, Musvovi, did not have sufficient facilities and the capacity to cater for maternity cases.

On an economic level, the area of Nyajena did not have as much economic activities as compared to other areas such as neighbouring Ngundu. There was no shopping centre and therefore no economic activities took place. During a good agricultural season most produce was taken to Masvingo and Chiredzi where there was a ready market. However, to take the produce to these markets was mostly a challenge due to the bad road network. One woman from the FGDs lamented that most of the times they failed to make it to the market with fresh produce as the transport system was erratic. She said:

*“There was no reliable transport to use back then, to go to either Chiredzi or Masvingo, some used the ox-drawn carts to Ngundu turn off, 30 km away”.*

Since employment opportunities were limited, the community therefore did not have much in terms of livelihoods. Apart from agriculture and fishing which is largely seasonal there was no other economic activities in the area. There was lack of the basic requisites to make for economic activities.

From the above observations, the overall assumption is that before Renco Mine operations, the area lacked the social and economic developmental activities. Their livelihoods were limited as they depended on agricultural activities that were also not viable due to limited rainfall experienced in the area. The community believes that Nyajena Area was severely under-developed before the mining operations began. This has been shown by lack of necessities that constitute development of a community. Health, education are the most fundamental indicators of development. Hence lack of such reflects under-development.

CSR strategies are created to meet the needs of the host community and therefore they must be evaluated continuously to make sure they meet the intended goals. Renco Mine has come up with various CSR strategies for community development in Nyajena, formulated to address the non-existent development initiatives for community development. The study found out that most of these projects that the mine has been undertaking, must a large extent

managed to benefit the communities as a whole and therefore helped in developing the communities, to an extent. The HRM of the mine pointed out that Renco Mine's CSR activities are focused on community empowerment, health and sanitation, education, agriculture, infrastructure development, employment, sponsorships and entrepreneurship among others.

Before the mine venture, the area was characterised by a bad road network. It was a dusty gravel road that was shunned by many transporters. The DDF did not service it on a regular basis and thereby rendering the Nyajena community inaccessible. People had to walk an average of 30 km to the nearest tarred road which linked Nyajena to Masvingo and Chiredzi. The bridges were rendered too risky to use particularly during the rainy season. In an interview with the HRM, he revealed that Renco Mine's main strategy in as far as road network is concerned was to open the lines of communications. He also explained that the mine managed to construct 60 km or a road network on either side of the mine, one linking the area to Masvingo and the other to Chiredzi. This was a major milestone in the community development of Nyajena as a good road network has managed to improve transport in the area. With a good road network, comes more convenient access to other resources such as health care, goods and exposure to other communities.

Most of the participants from the FGDs agreed that having a good road was a major developmental initiative in Nyajena as most people can travel at any time. Some reiterated that when the season is good, they can hire vehicles to transport their produce to Masvingo market. Moreover, transportation of horticulture produce from Rupike Irrigation scheme has improved and livelihoods enhanced. A man from the group had this to say:

*"The presence of a good road network has improved the lives of the Nyajena people because before the mining venture, we had to travel many kilometres to the nearest station as most transport owners shunned the area because of bad roads. In addition, we are now able to sell our agricultural produce to Masvingo and Chiredzi due to improved road network. We can make a choice on which transport to use as there are many to choose from. The Zupco bus, the minibuses or the small private vehicles all ply our route making the choice wider".*

The Mine has also been able to repair the bridges in some parts of the area. This was seen as an important initiative because of the previous state of the major bridges in the area. Of major importance, is the refurbishment of the Gurutsime and Tetenu bridges which have in the past collapsed whilst in use resulting in fatal accidents. During an interview with the Ward Councillor, he lamented the tragic loss of lives during the 2013/2014 floods that resulted in the loss of 9 people aboard a minibus travelling from Masvingo to Mupondi. The driver attempted to cross the Tetenu flooded bridge unaware that it had collapsed. He noted that the

repair of this major bridge helped people who had to drop off far-away from their destinations. The repair of these bridges and the presence of a good road network have seen the delivery of goods to the areas thereby saving time and money for those who had to hire vehicles to bring in supplies to Nyajena.

The RioZim Foundation Secretary agreed that through the Foundation, the two bridges were repaired at a total cost of \$1,5 million. He mentioned that the collapse of the bridges had also negatively impacted on the supplies to the mine. He said that the choice of repairing the two bridges was basically to improve flow of transport from either side of the mine.

The findings of the study proved that the construction of a road has managed to link the area with other major places within Masvingo District and beyond. Economic opportunities particularly have also been opened as markets are reached easily and transportation of people and produce is enhanced. Furthermore, judging by the remoteness of the area, the road construction project by the mine has ensured that people are mobile and that they can get outside supplies that enhance their life styles.

It is often difficult to determine whether improvements to the water supply situation have improved in quality or quantity, or both. For this reason, CSR strategies by Renco Mine in alleviating water problems have been embarked on in various parts of the community. The study established that before the mining venture in Nyajena most people relied on water from the Bangala Dam and Mtilikwe River mainly accessible to those who lived nearby. However, the rest of the area depended on the unreliable borehole water. Borehole water was unreliable in the sense that most of the times the boreholes were broken and there was also lack of funds to service them. The amount of boreholes sunk in by the DDF during and post- colonial times had seen better days and most had been abandoned. CSR strategy by Renco Mine was to resuscitate as many as possible. Because of lower water levels received in the area, water sources quickly dried up before the next rainy season. People, therefore, resorted to drinking water from unreliable water sources. This had a negative connotation on health as evidenced by persistent outbreaks of bilharzia in most of Nyajena. However, the coming in of the mine has managed to address the problem of water and sanitation in Nyajena. The HR Manager in an interview agreed that to date the mine has managed to sink diesel pumped boreholes: 1 in Mupondi village, 2 in Mashapa and 1 in Muchibwa. In addition, they have also embarked on refurbishing old elephant water pumps around the area. An additional 5 manual pumps were erected in Chiwawa, Musvovi and Rupike villages. The company has spent, to date, more than \$20000 in this intervention. However, the CEO of MRDC

reiterated that there has been a great improvement in water supply in Nyajena because of these interventions. He also mentioned that the ratio of water/borehole access is at an average of 1km apart.

Participants from the FGDs all concurred that the mine has been very instrumental in addressing water challenges in the area. One said:

*“Before the mine drilled and repaired boreholes, it was difficult to get clean water; most of us drank from the same sources where animals drink along the banks of Bangala dam. We also relied on “mifuku” for all domestic purposes. The DDF stopped drilling and servicing boreholes a long time ago and villagers had also abandoned them due to lack of resources to run them”.*

In addition to boreholes, the mine has also, over the years, been engaged in dam construction for the purposes of agriculture production. The General Manager of Renco explained that the RioZim Foundation constructed the Tugwane Dam, one of the major dams in Nyajena. He also mentioned that building of the dam and the development of the Rupike Irrigation scheme has been the major highlights of CSR by Renco Mine to date. As a strategy its main mandate was to promote agriculture in an area that gets very little rainfall. The Irrigation scheme has 200 plots and therefore caters for 200 households. This means that 200 families in and around Rupike are benefitting from this venture on a social and economic level. Tugwane dam has also become a socio-economic benefit for the community providing reliable source of fish for villagers from Rupike and those beyond.

A man from the FGDs mentioned that during the dry season when during the dry season when crops have been harvested and farming activities are less villagers do a lot of fishing in Tugwane dam. Hence, the dam has provided fishing as an off-farm activity which provides fish for domestic and commercial purposes. He said that when the dam has adequate water, one can rely on fishing as a livelihood during the season. The HR Manager also highlighted the issue of sanitation as being one of the major CSR concerns by the mine. He mentioned that the mine had supplied cement and bricks to build more than 500 Blair for 500 households. He said that before this intervention, only a few households had such a facility in their homes. This was also aired by the CEO of MRDC agreed that the issue of ablution facilities in most homes has always been a challenge to his department as it posed a health hazard. He explained that the mine’s intervention has seen some households benefitting.

The findings of the study established that water and sanitation strategies are an important CSR intervention particularly to an area prone to diseases like cholera and bilharzia. Such CSR interventions are a development element as health is an important aspect of development, for healthy people are productive.

The study found out that agriculture is one of the major highlights of CSR strategy by Renco Mine. This is because before mining in Nyajena, agriculture production was largely traditional. The findings proved that agriculture is the mainstay of most of the rural folk. Nyajena Area largely relies on rain-fed agriculture, however due to erratic and changing rainfall patterns; agriculture in Nyajena is not as viable as in some other areas in other regions. Masvingo District falls under Region 5 that is prone to erratic rainfall patterns resulting in poor harvests and therefore food insecurity. As part of their CSR strategies for community development in Nyajena, Renco Mine has implemented several agricultural projects that include an irrigation scheme at Rupike, servicing Rupike, Tugwane and Guwa areas. In addition, there are a few market gardening projects. Therefore, the study established that CSR interventions by Renco Mine in Nyajena must a large extent managed to create livelihoods for the locals.

The HRM of Renco Mine acknowledged that the area is prone to droughts. As such, their other major thrust is to address the issue of food security in the area. To this end the mine constructed the Tugwane Dam in the area and was commissioned in 1988 as a way of alleviating drought. Tugwane dam was constructed and provides water to Rupike irrigation scheme. This project remains the mine's biggest CSR activity to date. The Rupike Irrigation Scheme has a total of 200 plots for 200 households. The Tugwane dam has provided; drinking water for the community livestock, fish farming for commercial and house-hold consumption as water for the small market gardens dotted along the dam. He reiterated that the result has been promotion of food security and sustenance of livelihoods of the local communities. He further noted that the mine gives continuous assistance in the form of technical assistance, funding of inputs and training among others. This all amounts to more than USD\$30000 annually. The mine's engineering department repairs pumps and provides continuous technical expertise to the irrigation schemes in Nyajena. In addition, donations in the form of seeds, ploughs among others are also facilitated for by the mine.

Participants from the FGDs discussion agreed that the Tugwane and Rupike Projects have brought relief to an area that depended solely on rainwater. They agreed that the irrigation has ensured supply of food produce all year round for household consumption and for commercial purposes. They further noted that food security has improved as a result. The project has attracted markets from all over the country because of their horticultural produce. Major supermarkets in the Masvingo area like OK, TM and Spar supermarkets regularly get their supplies from this venture. In addition, some have secured contract farming agreements with National foods for the supply of beans. However, some members felt that this venture is only benefitting a few because of the number of plots in the

irrigation scheme. They opined that the mine should build more dams around the Nyajena Area to cater for more people.

The MRDC officer alluded to the fact that this venture was one major highlight in the area, he praised the mine for this, and he indicated that they are in dialogue with them to do more in terms of dam construction to enhance of food security. Similarly, the CEO of MRDC confirmed that the irrigation and dam ventures gave to an extent changed the face agriculture in Nyajena. Most of the participants from the FGDs acknowledged the advantages of having such a venture in their midst. Most agreed that most of those with plots in the irrigation had produce and they have managed to provide for their families at household level. Furthermore, they sell excess and have therefore managed to create a livelihood for themselves. One woman from the FGDs said:

*"I know of a lot of people who have been able to fend for their families because they always have something to sell from their plots. My cousin's husband went to South Africa in 2011 and has never supported her and the children. Yet she has managed to pay school fees and buy food for her children through the money she gets from their plot".*

From the study findings, the mine has managed to contribute to community development through agricultural projects as a CSR strategy. The presence of the irrigation has attracted other economic activities. The Rupike centre is a hub of activities. There is an Agritex office, Veterinary, Weather Station and others, all providing a service to the irrigation scheme. One of the major seed companies in the country have for the past five years been offering contract farming to farmers in the irrigation on an on-going basis. To this end, most plot-holders have managed to create a steady income for themselves and their families. Several small projects have also been created.

Health is one of the indicators of development. Rural areas are characterised by poor health due to lack of health facilities. Before the mining venture, there was only 1 hospital in Nyajena. The introduction of the mine in the area came with health benefits. Health facilities within the mining area and beyond have ensured that the people of Nyajena are adequately catered for. The HRM of Renco confirmed that the presence of health facilities has ensured that people do not must travel many kilometres to Morgenster Hospital for treatment. The health facilities at the mine serve up to 5000 people while the rest are treated at Muchibwa Rural Hospital. Muchibwa Hospital was constructed in 1997 and handed over to the government in 2005. It has a maternity wing and a block of rooms to cater for those coming from far away villages. The study found out that although it is a government run facility, the mine constantly assists with various things that range from building materials, drugs and other necessities.

The 15 participants in the FGDs all concurred that the mine has promoted the community through health facilities. They agreed that they no longer must go to Morgenster, except for critical cases. Pregnant women used to go and wait for the delivery time 2 weeks before their due date. This was a financial burden as one had to pay for the stay expenses. The study also identified that the presence of the health facilities has resulted into the management of HIV&AIDS within the area. The CSR programmes use sport and other interventions as a way of providing HIV&AIDS awareness to school children and the community at large using the VCT and YES sessions. The mine also provides a doctor once a month to Muchibwa Hospital and twice a week at Renco Clinic.

A woman from the FGDs said that in the previous year, many people lost their lives from lack of means to travel to Masvingo or Chiredzi for treatment. She further explained that many lives have been saved by the establishment of these health facilities. However, those from far away villages still must walk some long distances to come to Renco Mine clinic. The Village Heads also concurred that the mine had done its fair share in improving the lives of the local people through health delivery. They however felt that more must be done at Muchibwa hospital since it caters for many clients. They felt that the mine should supply drugs as an on-going concern because there is always a shortage of drugs. In addition, the hospital has not been admitting any patients because of lack of food and other provision. One Village Head said that:

*“Vanhu vanodzorerwa kumba vachigwara nekuti hakuna chikafu chekuvapa. Vari mumaternity wards tinotovavigira zvekudya kubva kumba” (sick people are sent back home because the hospital does not have food to give them and those admitted on the maternity wing have their relatives bring food for them).*

From these observations, it is evident that the mine has contributed to the good health of the communities by funding for the construction of the mine clinic and the assistance rendered to Muchibwa Hospital on request. However, the mine’s failure to take full custody of the hospital has resulted in lack of access to treatment by some community members. The mine’s position on mere assistance and voluntary contribution is largely unsustainable.

The mine has, since inception been engaging in community development through promotion of education. The HRM explained that the mine had built many schools from scratch and in other cases added a classroom block or two and ablution facilities, sponsorship of bursaries, donation of textbooks and refurbishment among others. The RioZim Foundation Secretary also confirmed that it had built 3 primary schools and 1 high school, Nyabata in Nyajena. The primary schools are Renco, Mashapa and Chiwawa. The study found out that besides Chiwawa primary school that is 15km away from the mining area, all the

other schools are within a km of each other. This means that the schools are centrally located instead of being scattered around the area to ensure each school going child has access to a nearby school.

The HRM also said that construction of these schools has been one of the major highlights of the company's CSR programmes citing lack of schools in Nyajena. He also noted that the enrolment of children particularly at primary school level has since risen. For instance, Renco primary has an enrolment of 1200 presently compared to 250 in 2005. It is evident that this CSR strategy by the mine has contributed in enabling school going children to attend school.

Six members of the FGDs said that they are mostly grateful for the construction of Nyabata High School as their children can attend high school within the area. One of them said that:

*"Most of us cannot afford to send our children to boarding schools which are far away hence we are happy that we have a school in the area".*

The other eight members had reservations based on having only one secondary school by the mine. They agreed that children from far away villages still walk long distances. They wanted another high school. On being asked if they did not feel that this was the work of government, one man said;

*"The gold that the mine is taking every day is rightfully ours. Therefore, they should make sure we are adequately catered for. What is the construction of a school as compared to all the gold they are getting from our land? Go and tell them that we want another school. Nyabata High School is already over enrolled, and children are attending school in hot seating".*

The HRM said that in addition the company also sponsors bursaries for students from disadvantaged backgrounds. To date the mine is sponsoring a total of 30 children, 12 high school students at Nyabata High School, 8 at Masvingo Polytechnic and 5 at Great Zimbabwe University and another 5 at National University of Science and Technology. He said that the mine spends more than \$10000 on bursaries and donations for books and other schooling necessities. The mine has also built and equipped Nyabata High School with computers.

The findings of the study proved that education is at the heart of the mine. It has also proved to be an important CSR strategy as evidenced by the present enrolment numbers at primary school level. Although some respondents felt that there is more to be done since benefits are to a limited population, what is already on the ground is a transformation of what education was before the mining operations started compared to the present. The study noted that there is an overall improvement in education attainment in the area.

Mining has negative impacts on the environment globally. Mining activities, at all stages of mining result in environmental degradation. The impacts emphasised in this study include water resources degradation, loss of biodiversity with emphasis on the flora and the fauna, dust pollution, noise and soil degradation. The removal of gold ore for extraction disturbs the ecosystem of that area and even surrounding areas as well (ALRN, 2005: 8). The removal of the topsoil reduces the vegetation in the area and other biological lives which may be present in the place. The use of cyanide to extract the gold from the ore can be hazardous to both the land and the water bodies when these chemicals are discharged wrongly after use or when they spill. The chemical pollutes streams, rivers and other source of water bodies thereby contaminating it. Such polluted water sources may be what the villagers end up drinking from.

The study established that water resources degradation is one of the most common forms of environmental impact of gold mining by Renco in Nyajena. 10 of the participants from the FGDs had a fair understanding of water contamination while the rest clearly had no idea what it was. They believed that water from the mine was just good for the market gardens and fish farm in their respective villages. The Environmental officer at Renco Mine highlighted that the mine was polluting water sources using cyanide and jig tailings. The findings established that Renco Mine has re-routed the water to use for community purposes. As part of their CSR strategies for community development the water is used for market gardening and fish farming.

Most of the participants from FGDs agreed that the projects have been viable, and livelihoods have been created. This was supported by the village heads and ward councillor who concurred that fish farming has been a source of livelihood and sustained many families in the area. Responses from the FGDs indicated that fish farming was receiving a lot of support from the mine. Most importantly, the market for fish was readily available at the mine's canteens and food outlets. However, the HRM of Renco mentioned that with all other projects there is always the element of inadequacy, not catering for everyone. There are currently two fish farms in the whole of Nyajena and each farm has 30 people. Having 30 people on a single project in a population of 60000 means that uneven development is created. While others are allocated plots in the market gardening plots where water is also channelled to also mean that participation is for a few people.

The village heads pointed out that there has been corruption on the part of the mine on allocation of plots in the gardens. They argued that:

*"You find someone who is already employed at the mine with a plot instead of giving plots to those who are unemployed"*

It is evident therefore that allocation of resources remains a challenge that has undermined the development of communities, particularly rural communities. The community believes that such CSR interventions should be left in the hands of the traditional leadership.

However, the overall responses indicated that the mine has been able to control the environmental impacts of mining on the environment which can lead to environmental degradation that has an impact on development. Confirmation by EMA indicates that the mine is dedicated to conserving the environments thereby mitigating the impact that mining activities have on the environment. The mine's rehabilitation exercise retains vegetation as shown by their planting of up to 200 trees per year on their slimes dump. Rehabilitating the slimes dump ensures that water is not sipped underground but is held by the trees.

The study also identified that in addition to the water treatment, the mine also has a rehabilitation programme of houses around the nearby villages. He explained that during blasting of gold ore, the ground is shaken. This has resulted in houses getting cracks and others destroyed. This view was agreed to by the HRM who mentioned that as a result the mine has on-going rehabilitation programmes that restores the affected houses to their original state.

The study found out that this initiative is a project on its own as it is on an on-going basis. The findings proved that in this case the mine does not rebuild houses but repair cracks and floors. Participants from the FGDs felt that the mining should build strong houses, seeing that the community mud houses are being affected. The study findings proved that Renco Mine appreciates that mining activities have a negative impact on the environment. The mine relies on the community for many things. Hence, it is affected by the environmental degradation caused by mining operations. Therefore, the study established the CSR strategies implemented by the mine for environmental protection have economic gains for the local communities. The various projects all have an economic benefit to the development of Nyajena.

One of the most important duties of CSR is to expand the economic benefits of the host communities. In Nyajena, before Renco Mine, the economic base was largely agriculture. The mining concern has managed to create hundreds of jobs for the people. The company employs a total of 1200 employees. The HRM indicated that 65% of the shop floor employees are from Masvingo South while the rest are from the province and the country. He said that a survey undertaken in 2013 indicated these numbers. He also explained that most of skilled jobs are occupied by people from out of Masvingo South District. However, the study

revealed that the locals were disgruntled by lack of positions of authority by the locals.

The participants from the FGDs discussion expressed different views with regards to positions for the locals. One man from the group said:

*"We have qualified children who have graduated at universities, but they have failed to secure employment at the mine. However, two of my sons who do not have qualifications did not have a problem getting contracts".*

The village heads also aired the same sentiments of skilled positions being given to out of Nyajena people. They also expressed their dissatisfaction with the job allocation procedures because they felt that since the mine is in their area, it was therefore not fair to have outsiders take strategic positions in the company.

In terms of benefits, the Ward councillor agreed that the mining venture has created livelihoods for the locals and the economic benefits were being realised as they extended further into the whole community. The findings of the study proved that mine employees can fend for their families, buy food, pay school fees for their children and thus improve the quality of their lives. This extended to the whole community. Some employees have built themselves modern homestead in the villages and basically have the capacity to provide for their families. Employment is a development indicator.

In addition to the direct employment at the mine, downstream economic activity has arisen, through CSR activities by the mine. These include a market gardening cluster, operated by villagers downstream of the Mine's effluent treatment works. This has become an all year-round venture whereby vegetables and cash crops are grown in rotation. Another venture is a fish farming project operated by community members living positively with HIV. This is supported by the mine through the provision of water and inputs. This group market and sell their fish countrywide.

Successful entrepreneurship engagement is one of the most important drivers of community development. It increases voices, choices and renders all developmental efforts easier to achieve (Leisinger, 2009). Prior to Renco Mine operations, there was no central place where economic activities took place. The study established that the RioZim Foundation had established a business centre where various entrepreneurial activities take place. Small to medium scale businesses have been promoted. The official of RioZim Foundation said that they had built and commissioned an SME building in 2008 comprising of a supermarket, a butchery, service station, salons and hardware shops. Shops are

leased out at affordable rates to promote small businesses. Flea markets and other utility spaces have been provided by the mine.

During the interview with the CEO of MRDC, it was confirmed that the shopping centre at Renco was a major milestone for the development of the Nyajena community. He said that it has changed lives in many ways. The presence of a death and birth registry office is a major highlight at the centre. He noted that in the past people struggled to travel the long distance to Masvingo for such facilities. However, the study found out that the government has had difficulties in providing such an important facility. It is clear therefore that the CSR strategy by Renco Mine has improved the lives of the people of Nyajena. Now gone are those days when a child would reach grade seven without a birth certificate.

Participants from the FGDs echoed the same sentiments that their lives had been made easier by the coming in of such an important initiative. They said that there is no delay in one getting a national identity card and a birth certificate. Furthermore, they agreed that the centre had created a lively business environment in the area for every basic necessity is within the reach of many.

The findings of the study proved that the economic activities being experienced presently are in part due to this establishment. It has become a meeting place where people from the communities carry out different businesses. This on its own is part of the development process. It is also important to argue that those who lease the different shops at the centre pay rent averaging \$20 per month, inclusive of water and electricity.

There is considerable evidence that CSR strategies implemented by companies have largely failed to attain community development due to:

The study found out that funding of CSR programmes and projects by Renco Mine has serious limitations that have contributed to the lack of effectiveness of community development in Nyajena. This is so because the mine does not have a budget that specifically deals with CSR projects in the community. So, if the company does not make a profit, there are no funds channelled to CSR functions.

The General Manger of Renco agreed that CSR activities are not budgeted for in the normal company budget. Funds are only availed as and when the company has made a profit and will then decide what projects to fund. However, this does not happen every time the company makes profit, it depends on the recommendations made. He explained that that was the reason development projects are spaced. This was substantiated by the RioZim Foundation Secretary

who confirmed that the funding process is not on the normal funding list. He further explained that erratic funding of CSR projects has not fully met the obligations the company must the community of Nyajena. Instead, funding has largely been for small philanthropic projects that are not sustainable in the long run. This is contained in the literature where various authors have noted that funding of CSR programmes by mining companies is always placed at the periphery of funding activities (Maphosa, 1997). The study further revealed that lack of dedication by the company in the funding process has therefore resulted in few development projects in Nyajena. CSR by Renco Mine has been good but limited in such a way that it has failed to realise full community development in the Nyajena Area.

The CEO of MRDC mentioned that the lack of ineffectiveness of CSR projects by Renco had been partly due to funding constraints. He expressed disappointment at how the mine has failed to keep the community updated on issues to do with funding CSR projects. He said:

*“Considering that the mine had been operating in the area for more than 30 years, it is questionable why there is still persistent underdevelopment of the Nyajena community”.*

Most of the participants from the FGDs did not understand much about funding of projects, they therefore just resorted to saying that the mine should put more money towards projects particularly in the agricultural section. They pointed out they would be happy if the mine can put more irrigation schemes in the area.

The study, therefore, concluded that the lack of transparency on funding processes and spatial funding have resulted in the company not adequately addressing the development challenges in Nyajena. The lack of a policy outlining CSR activities is another drawback for the company thereby showing lack of commitment to community development hence, the persistence of the underdevelopment of Nyajena.

From the literature reviewed, some authors have argued that CSR in most cases had created a dependency syndrome, mainly because of the way it is carried out. The study found out that the drawback of adopting CSR programmes based on continuous contributions by the company to the community has a risk of creating community dependency and can undermine the activities of community development projects. The study established that some of the CSR projects implanted by the mine have created dependency that has seen some developmental efforts being reversed.

The HRM confirmed that the mine has often pledged to continuously aid in some projects. He noted that due to economic constraints, the company has in most cases failed to give help thereby leaving the custodians of a project to continue their own. The CEO of MRDC said that he was concerned at the way the company abruptly stops rendering assistance that they would have pledged. He said for instance the issue of school fees and sponsorship of books and other school necessities were abruptly stopped. This had an impact on both the school and the students.

Participants from the FGDs all agreed that initially the mine had made the schools that it built school fees free. One woman said:

*“The mine suddenly stopped paying school fees for the children. This resulted in some children having to drop out of school due to unaffordability. To this day some parents have failed to send their children for secondary education”*

The Liaison officer explained that it was true that the company, citing financial constraints had stopped giving any assistance to the schools except for those on bursary. He agreed that, although it was a noble idea, it had created dependency. The Ward Councillor said that this was a big disappointment for the community and the schools. He feared that one day they will wake up with no school in the area. From the findings the study also established that the community is failing to maintain the 4 schools built, they are failing to maintain the standard that the mine had created. This is an indication of the limitations of CSR interventions in realising full community development in Nyajena.

CSR projects are meant to create community development in host communities. However, it has been argued that most have failed to create development because they tend to be far less adequate for the intended populations or beneficiaries. The study noted that the number of projects that have been created by Renco Mine for community development over the past 32 years have been good but, in some cases, failed to change the face of Nyajena. However, the numbers of projects are not adequate in proportion to the population of Nyajena. It is a case of too little projects chasing too many people.

The CEO OF MRDC agreed to this point. Citing Rupike Irrigation as a project that has resulted in uneven development as out of a population of 60000 inhabitants in Nyajena only 200 households have benefitted from the 200 plots. The benefit has basically been for a few as it is the only project of its nature in the area. Members of the FGDs all concurred the benefits of the project are for a few people. They said that they would like to see more of such projects as the Rupike Project.

The study revealed that only when projects increase can they be effective in realising community development. For instance, in the education section, the schools have been bundled up in one place; therefore, children from villages beyond the mine area still walk long distances. This is more so for Nyabata secondary schools, as the next secondary school is almost 10 km away. The same applies to health facilities. Their proportion to the rest of the population is not sustainable. The two hospitals are within 5km of each other, this means that those from villages as far as Gurutsime about 10km away still walk a long distance to the two facilities for service. Development is therefore lacking in this regard. This is a clear indication that besides all the money spent on the CSR projects by Renco Mine, Nyajena community has remained underdeveloped.

Rural communities are characterised by high levels of poverty that puts them at a disadvantage. However, the presence of social capital in the form of gold resources in the area should be seen as a counter measure to poverty. The RioZim Foundation secretary confirmed that CSR interventions by Renco Mine were done in an area that had nothing in terms of development. However, the study revealed that even so, the mine did start from the basics. The socio-economic development of Nyajena was nil yet the mine came up with projects that addressed the already state of nothingness that Nyajena was in. Therefore, for development interventions to work the CSR activities had to start from the bottom.

The study also established that Nyajena lies in geographical location region 5. It is characterised by low and erratic rains, droughts and is prone to floods. The amount of development in the area has been very minimal due to its state of not having enough endowments for economic activities. Because of these characteristics, the amount of CSR projects by Renco Mine needs to be big enough to address persistent development constraints. The CSR interventions to date have not realised community development instead the underdevelopment of the area is persisting. The village heads and ward councillor all agreed that the projects by Renco Mine have failed to look at the state of the area and come up with projects that would sustainability benefit most of the community.

The HRM confirmed that since CSR is voluntary, the company is just there to complement government efforts. He however, cited lack of government intervention in community development in Nyajena. The study also noted that most of the development interventions by Renco have largely been within the confines of the mining area. It would seem as if the mine is looking out for the welfare of its employees. Outside of the mine, the projects have been philanthropic, hence raising the question of CSR being a window dresser or image

enhancer. This clearly indicates that even though the mine has spent millions in CSR interventions in Nyajena for community development, the area has largely remained underdeveloped.

The way CSR is carried out accounts for its limitations in realising full community development. CSR interventions are crafted in a conditional manner that is, the community lets the company carry out the CSR programmes on their own terms. This is probably because they are the funders therefore, they have the upper hand. In addition, it comes down to lack of community engagement. The CEO of MRDC confirmed that the traditional leadership do not have much say to the decisions taken by the mine in as far as CSR is concerned. He further indicated that they are hoodwinked into agreeing with what the mine sees necessary. He cited this to lack of education and old age with most of the leaders. However, the Liaison officer said the community is engaged all the time. He said they hold monthly community liaison meetings where the community representatives can express their own views. He, however, also agreed that age is a challenge for the traditional leadership. Of the 11 community leaders who attend these meetings only 4 are under the age of 70.

The study also proved that the lack of a legal framework has resulted in the mining company to engage in community development projects in their own time. The government has not come up with a legal policy that gives a mandate for companies to have a laid down plan for community development projects that truly brings about community development.

This Chapter presented the findings of the Study. The findings were the results of interviews, focus group discussions, observations made during Stakeholder liaison meetings and the study's own evaluation of the information gathered. A total of 26 subjects, in this case, people, were used to carry out the study.

Analysis of the data indicates that Renco Mine has over the years of its existence engaged in various CSR projects, with the aim of local community development. It became apparent from the study that the CSR interventions have not had the full desired sustainable community development. A large proportion of the respondents expressed the wish that the mine still needs to do more in the communities. This is because the amount of programme interventions undertaken are not seen as being anywhere near enough to bring about full community development in as far as socio-economic development of the area is concerned. The projects are perceived as being poorly implemented thereby having limited benefits.

From the data obtained, lack of a legal framework guiding the company on CSR was a major challenge. This has resulted in the company doing what they can in their own time and conditions. The community's role has been to simply be recipients as they are perceived not to be contributing anything towards any projects. Lack of knowledge by the representatives of the community has resulted in the most representative form and quantum of community needs not being conveyed at all to the Mine and the Company. The community in the area has therefore continued to see persistent underdevelopment. CSR community projects are seen as not being a priority by the company. The company itself, through its RioZim Foundation, its community engagement and CSR arm, cites countrywide economic difficulties as militating against quantities of projects and donations that could end up as being accepted as being enough.