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impact of non governmental organisations (ngos) in promoting gender equality: a case of destiny for women and youth empowerment trust (dweyt), harare

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DEDICATION

This dissertation is dedicated to my mother Macline, Bota Ngadze my family and in remembrance of my late father Johannes Ngadze

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I would like to express my sincere gratitude to the Almighty God for taking me this far in my academics. If it was not for His grace I would not have made it.

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ABSTRACT

The study focuses on the impact of NGOs in promoting gender equality based on the Case Study of DWEYT an organization that operates in Budiriro. Gender equality is the view that everyone should receive same treatment and not to be discriminated against based on their gender. The study is examining and exhibiting whether DWEYT operations was a panacea to gender inequities in Budiriro. The study also looks at the nature of DWEYT's operations and projects carried out in Budiriro as a way of promoting gender equality. This research was based on qualitative research as a method of collecting information from the respondents or interviewees. The researcher used face to face interviews and with the residents of Budiriro and observations and focus group discussions were conducted and this enabled rich and relevant data to be gathered with less bias. The research study confirmed that the impacts of DWEYT can be noticed but there is need to enhance men participation as well for the projects and operations to be more successful. DWEYT's operations improved the livelihoods of people since women are empowered and able to provide for their families, awareness of gender equality increased low levels of domestic and gender based violence. However patriarch, lack of money lack of endurable awareness campaigns and projects are still impermeable stones that prevent and make the process of achieving gender equality very slow and challenging. The researcher proposes recommendations for the study and these included NGOs, government and the communities to amalgamate and promote gender equality at a high rate. Incorporating men to participate indirectly through teaching them the concept of gender equality and as well as to apply it combined with direct participation of including them to work actively with women in projects and awareness campaigns will promote gender equality.

ACRONYMS

CBD	Central business District
CBO	Community Based Organization
CEDAW	Convention on the Elimination of Discrimination Against Women
DWEYT	Destiny for Women and Youth Empowerment Trust
ILO	International Labour Organization
GBV	Gender Based Violence
GDP	Gross Domestic Product
MSU	Midlands State University
NGO	Non-Governmental Organization
SADC	Southern African Developing Countries
UNICEF	United Nation International Children's Education Fund
UN	United Nations
UNDP	United Nations Development Programme
UDHR	Universal Declaration of Human Rights
WID	Women in Development
WOZA	Women of Zimbabwe Arise
ZIMASSERT	Zimbabwe Agenda for Sustainable Social and Economic Transformation
ZRP	Zimbabwe Republican Police

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CHAPTER 1

PROBLEM AND ITS SETTING

1.0 INTRODUCTION

The importance of this study is focusing on the impact of non-Governmental Organisations (NGOs) in promoting gender equality basing on the Case Study of Destiny for Women and Youth Empowerment Trust. (DWEYT) is a non-profit organisation that promotes gender equality, women and youth empowerment. This study will focus on the impact of DWEYT in Budiriro high density suburb. Budiriro is a high-density suburb and there a lot of activities directed towards attainment of gender equality in adding to this prevalence of domestic violence are the order of the day. Seemingly NGOs promote gender equality and at the same time widening the gap of inequality as they promote women only and side lining their counterparts. It is of paramount importance to give a detailed explanation of the terms of gender to be studied in this research. Gender refers to the social attributes and opportunities associated with being male and female, there are relationships between women and men and girls and boys. These attributes, opportunities and relationships are socially constructed and learned through the socialization processes. Gender equality refers to the equal rights, responsibilities and opportunities of women, men, girls and boys. Gender equality is achieved when the different behaviours, aspirations and needs of women and men are equally valued and favoured and do not give rise to different consequences that reinforce inequalities. This proposal seeks to exhibit the impact of the NGOs in Zimbabwe in promoting gender equality using the case study of (DWYET) Destiny for Women and Youth Empowerment Trust in the Harare. The organisation's main office is in the CBD 203Anlaby House, Cnr Angwa, and Nelson Mandela Ave, Harare. This study will be carried out in Budiriro which is one of the area or community influenced by DWEYT.

1.1 BACKGROUND OF STUDY

The issue of patriarchal system was one of the factor that undermined women in Africa. The formation and interventions of NGOs in recent years has seen the rise of women, these organisations work in collaboration with the governments to bring women to the light spot of development. In the Zimbabwean society gender inclusivity has been a fairly recent discussion. According to Gudhlanga (2011) the struggle for independence in the country demonstrated how women can do the same tasks with men. The post independent Zimbabwean government embarked on a policy of eradicating discrimination in all sectors of the society. The Zimbabwean government passed the Legal Age of majority Act in 1982 signalling the desire to regard men and women as equals in economic, political and social spheres of life. Men and women doing the same jobs could now earn equal salaries. Also of significance was the government introduction of the policy of universal education which increased the number of women entering formal education in the country Gudhlanga (2011). Gender equality in the colonial era was overshadowed or merely regarded, thus the role played by women such as Opah Muchinguri Joyce Mujuru and others during the armed struggle mobilised the nation to rise and take its arms to uplift the women and empower them to same jobs and salaries equal to men. The introduction of NGOs or their shift from being humanity institutions to gender sensitivity programmes was a call to gender equality. The last decades provide basic evidence that shows NGOs as providing food and security to communities but this has changed as these organisations are empowering women as way of enforcing gender equality.

1.3 HISTORY of DWEYT

Destiny for Women and Youth Empowerment Trust is a duly registered non-profit, strategic organization committed to uplift the lives, sustainable economic regeneration through empowerment fostering on end to poverty, and focuses on promoting gender equality. It was established in 2010, and Evans N.Mudavanhu born on the 3rd of March 1986 is the founder of the organisation. The main Heard Offices are in Harare203 Anlaby House, Cnr Angwa, and Nelson Mandela Ave, Harare. DWYET seeks to offer sustainable alternatives towards identifying wealth

of opportunities that guarantees a better welfare of women and youths towards sustainable development through trainings in basic business management, economic empowerment health education and supporting income generating projects from the Women's bank and the youth development fund for them to generate, own and control means of production. The organization's training program is community based to encourage community development.

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DWYET's goal is to create a favorable environment for youths and women to expose the champions in them for the sustenance and growth of our nation's wealth. The vision of DWYET is to offer entrepreneurship and empowerment programmers, creating a future highway that rejects the inevitability of poverty by generating owning and controlling means of production. Its mission is to eliminate poverty by empowering women to lead lives of self-building better a future for all humanity towards destiny irrespective of gender, class, race, age or ethnicity. The principles of the organization are; gender sensitivity, nondiscrimination, sustainability and team work.

1.4 STATEMENT OF THE PROBLEM

Seemingly, gender equality in Zimbabwe and other parts of the world is now being overrated since its focusing on dominance of women only. The need to establish if gender based NGOs in Zimbabwe are gender inclusive or not is imperative-m hence this study which focuses on the activities and modus operandi of DWEYT. The attainment of gender equality in Zimbabwe is still an impediment despite various laws enforced by the international communities and the Zimbabwean government efforts. The laws enforced by the international communities such as the African charter and other laws and meetings established to promote gender equality have proved to be slow in promoting gender equality since in Africa as a continent woman are still denied their rights and have minimum influence in politics, economy and social systems of life. Moreover, the Zimbabwean government's efforts are seen in framing a constitution that is gender inclusive but these efforts have weaknesses that prevent them from being successful. Therefore, this research study aimed at examining and assessing the impact of DWEYT in promoting gender equality in Budiriro.

1.5 CONCEPTUAL FRAMEWORK

NGOs are non-profit and non-governmental organisations committed to uplift individuals or groups of people in economic political and social sectors of development. Gender Equality is the view that everyone should receive same treatment and not to be discriminated against based on their gender. Gender mainstreaming is the concept of assessing the various implications for women and men of any planned policy action, including legislation and programmes, in all areas and levels. Mainstreaming basically offers a pluralistic approach that values the differences among men and women. Gender discrimination is the unfavourable and inhuman treatment of individuals basing on gender roles this denies them the rights and access to opportunities and resources.

GENERAL AIM

To assess the role of DWEYT in promoting gender equality in Buiriro

1.6 OBJECTIVES

To examine the effects of DWEYT 's operations on gender issues in Budiriro high density suburb

To identify types of projects and programmes that DWEYT provide to Budiriro

To investigate the community perceptions and their behaviour towards DWEYT

To examine challenges faced by DWEYT in implementing its operations in Budiriro

1.7 RESEARCH QUESTIONS

What is the nature and operations of DWEYT?

What is the community perception on DWEYT?

What are the challenges encountered by the community in adhering and put into practice the DWEYT operations?

1.8 SIGNIFICANCE OF THE STUDY

The study might benefit the policy makers, other students that need to carry out similar research, NGOs and the government due to this study they might be able to be gender inclusive in facilitating their operations and activities. The study is of importance as it might be a panacea to gender based, domestic violence and discrimination. This study wants to point out how NGOs mainstream their roles towards the attainment of gender equality. The study might benefit the organisation mainly, the community both males and females. The organisation might benefit if it includes men in gender equality campaigns in this point out importance of both men and women in promoting development in Zimbabwe. When men are included they might not refuse to allow their wives to participate in projects and operations that uplift their lives. The community might benefit in the sense that low levels of domestic violence might be attained if both women and men are catered for by DWEYT 's operations. It is also noted that women empowerment is a key to fight poverty. This study might increase illiteracy to women who were once relegated from schools and development programmes.

1.9 LIMITATIONS OF THE STUDY

Permission it was a calamity for the researcher to seek authorization from the local authorities in order to undertake the study. The researcher was accompanied by the academic letter from MSU that made the research easier. The researcher had to get letter of approval from the local authorities in order to obtain data from the community pertaining to the topic under study.

The researcher was affected by time in collecting data it takes a long period of time for the research to be undertaken and completed. In carrying out this research the researcher experiences some challenges such as hostility from the organisational beneficiaries or correspondents. The time to gather information was short this result in failure to access all respondents

Financial constrains was another challenge likely to be faced by the researcher commuting from Zvishavane to Harare. The researcher made use of personal money to print questionnaires and

structured interviews and to purchase food during the research. The researcher was affected by financial constraints since some of the respondents refused to participate without assured the appreciation or reward of money.

Vulnerable community

The area under study comprised of different people with various backgrounds. The researcher encountered a challenge since some of the respondents were illiterate and were unable to apprehend the information required by the structured interviews. In order to curb this difficulty the researcher offered full explanation in short and simple manner and this enabled the data collection process to be efficient and able to tap rich data.

SUMMARY

This chapter looked at the research objectives and this is where the impact of DWEYT in promoting gender equality is shown. In this chapter, the researcher comes up with the statement of the problem, this is where the problem is shown. The researcher came up with the research objectives and these are related to the impact of DWEYT in promoting gender equality in Budiriro.

CHAPTER TWO

Literature Review

2.0 INTRODUCTION

This chapter established the basis for this research by focusing on what various scholars and authors have discovered in their studies on gender equality. It is of significance importance as it gives an analysis thus the differences and similarities of the researches suggested by various authors on the research. This chapter explores the impact of NGOs in promoting gender equality and will also identifies the nature of NGOs in Africa looking back from the pre-colonial era up to the present day as suggested by various scholars.

2.1 THE MEANING AND TYPOLOGY OF NGOs

Non-Governmental Organizations can be defined variedly in different context. Decklitch defined NGOs as “mainly voluntary non –profit organization that are found in the realm outside the state and private commercial sectors”. According Dominic Walubengo in Africa NGOs operate at two levels. The first level is community based organisations (CBOs) are invisible to outsiders and rarely receive foreign support. The scholar went further to purports that these CBOs are outside formal structures examples of these organizations are farming groups, youth groups, women groups and self-help groups. The second higher level is international or national level these organizations works through CBOs they provide different and specialized services. These higher-level organizations specialise on charity, service organization and even looking for political role. An according to this literature review Walubengo (2008) points out that NGOs rapidly grew after UNCED, the widespread persistent poverty and failure of governments. Through UNCED the governments realized the importance of the organizations and they recognize the fact that NGOs can reach the poorest areas sections of societies. NGOs are working and performing various services such as providing medical facilities and relief in other nations they provide shelter and food this is common in Somalia, Northern Kenya, Eastern Zaire Northern Uganda and Southern Sudan. In this section, the researcher is going to examine the relevant literature of what was

published by different researchers on the impact of NGOs in promoting gender equality. According to International Labour Organisation ILO report there is an indication that about 65% of women were employed in agricultural activities compared to 61% of men. Individuals such as Cherrie Moraga and Gloria Anzaldua 1983 challenged the traditional norms and forms of discrimination. Despite international conferences as Beijing 1995, numerous voices from Africa still lament domestic violence. The UNEP (2008) study the Maasai women shouldered the burden of agricultural activities thus shows differences in societies have an impact on gender equality researches. The social stratification of a certain society determines the differences in roles of men and women. Literature view on this research clearly shows that the previous researches on gender equality were based on the fact that the poor societies act as breeding space for discrimination and women suffers the most.

The literature on the impact of NGOs promoting gender equality provides various roles that these organisations perform in promoting gender equality, the literature includes objectives and aims similar to this research. Various scholars provide a variety of views and the differences in culture and societies of areas studied have led to this research to be undertaken in Budiriro a high-density suburb with high levels of domestic violence cases. In the Millennium Development Goals MDGs gender equality is a factor that affects development therefore its advocacy and practices will uplift the development levels in Africa. According to Jacobsen (2002) the development of achieving issues of women might be a challenge if the disadvantages of men are not considered. Literature review on gender equality mostly focuses on women, it is useful to keep in mind the issues where gender biases show destructively in men's lives. According to Genius Mutume (2005) the SADC government are weak and unable to face challenges presented by the struggle for gender equality, the scholar went further to point out the vital role of NGOs in complementing the government's efforts towards promoting gender equality. Gender roles refers to expectations regarding the correct behaviour, attitudes and activities of males and females (Schaeter, 2007) for example toughness is thought of as masculine while tenderness as feminine. According to Fulcher and Scott (2007) a person's gender is not simply an aspect of what one is but more fundamentally, it is something that one does, and does recurrently in interaction with others.

The researcher 's view can be that NGO's are promoting gender equality through their vital operations such as empowering women, community based projects and awareness campaigns as mentioned in the paragraphs above. Non-Governmental Organizations NGOs face many criticisms from the governments especially the SADC governments view the organizations as breeding space for future opposition parties and rebellious political groups. The fact that NGOs advocates for humanitarian issues, their nexus with the government is compromised.

2.2 THE STATUS OF WOMEN IN AFRICA

In most African nations, the continuous tradition of perceiving and treating women as inferior to men still existed. This has paved way for women to be side-lined in the economic, political and social spheres of lives. Despite being educated women the societies do not honour them. According to Onsongo (2004) women are regarded as child bearing and rearing in the community. These fiscal conditions have welcomed the concept of empowering women to enjoy the same rights as men enjoyed regardless of sex. Cultural beliefs are the major elements in suppressing women in the African communities (Bello, 1992). These cultural beliefs praised men and submitted women under men's control. In African societies, the cultural beliefs are inherited from childhood stage this furthers their importance in affecting gender equality and are seen as a stronghold for the attainment of gender equality.

2.2.1 GENDER EQUALITY IN PRE-COLONIAL ZIMBABWE

According to the Zimbabwe Human Development Report ZHDR (2007), the indigenous inhabitants of present-day Zimbabwe lived nomadic lives and lived largely by gathering and hunting. Women and children gathered fruits and vegetables while men were involved largely in hunting. The division of labour derived from biological make up of men and women. Women were engaged in activities related to their reproduction. According ZHDR report (2007:6), division of labour did not emanate from the need for men to subordinate women, but clearly shows men's appreciation of the burden women had which are production, reproduction and caring. The division of labour pointed out how the biological make up managed to mainstream gender roles. Proctor and Phi mister (1995) in Chinyami (2010) alludes that division of labour

amongst men and women that had begun in the gatherer societies changed into a system of inequality in settled modern societies. The relationship between women with domestic work developed into a strong culture. Women and children were involved in the crop industry but they were denied rights. Land was the means of production within these agrarian societies. The ZHDR report (2007) land belonged to the patriarchy that the men. Land ownership was being the hands of the male heads of society, from headman to chiefs. According to Cheater (1985) in pre-colonial Zimbabwe women provided much of the labour in agriculture and lacked the rights to control means of production. Cheater goes on to allude that it is normal to acknowledge women in pre-colonial societies as the class of labour. This marked the genesis of male superiority over women since the male could not be performed by women due to their biological duties. The males provided security to their families in the societies, Woman's status was determined by her reproductive ability that is the number of children a woman had could earn her respect. In the pre-colonial era women's authority grew with time. Cheater (1985) contributed that the major role of power women enjoyed in the pre-colonial Zimbabwe was that of spirit medium ship, the mhondoro spirits of higher chiefs such as Chaminuka were commonly male. Moreover, it must be noted that their mediums were as likely to be males as females for example Charwe the medium of Nehanda. Thus, in pre-colonial Zimbabwe the authority bestowed on women was based on the fact that the women manifested the male spirit. Thus, the women were respected in the aspects of religious sacrifices and spirit manifestation, thus the rights they benefited and enjoyed in the society.

2.2.2 GENDER EQUALITY IN COLONIAL PERIOD IN ZIMBABWE

There are various scholars that provide literature review on gender equality in the colonial era of Zimbabwe. According to Lucy Mazingi (1985) the black women had been largely discriminated by the coming in of the colonial masters the British white settlers. Using the case studies of other African states such as Nigeria, Tanzania, DRC, Ghana and Zambia the colonisation of African states worsened the forms of discrimination against the women. The researcher combined the literature review of Lucy Mazingi and Cheater's (1985) and analysed it and the results of these combined researches shows that women had never enjoyed despite the westernization of the

African institutes. The growth of mining and agricultural industries as result of colonialism classified the gender roles since men worked in farms and mines whilst women worked as child bearing machines and looking after children at home and this system excluded women from waged labour. The exclusion of women in the capitalist economy, women found themselves in the cult of domestic roles, women migrated into towns to meet demands of cash economies and led them to be employed in informal jobs such as being sex workers. Non-Governmental Organizations in the colonial and pre-colonial periods of African states were few and they were focusing on food provision and were not gender sensitive in their operations. From these literature reviews, especially that focus on the nexus between gender equality and NGOs in the colonial period of Zimbabwe, the British colonisers did not improve the roles of women despite the impact of the mother nations' donations and financing of NGOs that advocates for gender equality after the independence of African states. It is of importance to note that during colonialism NGOs available were of little importance and after independence of African states former colonisers used NGOs to gain influence in the African societies. Most effective NGOs that operate in Africa are foreign owned organizations and these former colonisers have individual capitalist or well-wishers that donate to African community based organizations (CBOs).

2.3 NGOs AND GENDER EQUALITY IN POST COLONIAL ZIMBABWE

Literature review of various scholars and authors on the impact of NGOs in promoting gender equality have been put forward, looking at the operations of these organizations after the independence of Zimbabwe in 1980. Gudhlanga (2011), is of the view that liberation struggle ushered women to participate equally with men in the government structure. The scholar stresses that the need for gender inclusive is a prerequisite role for Zimbabwe to be focused on in comfort with the global scene of gender equality advocacy. Gender sensitive organizations are said to be derived or to spring out after African nations attained their independence. According to Rudo Gaidzanwa (1992), “a decline in the proportion of girls in the senior secondary school since 1980 despite the expansion of free primary schooling and growth in numbers of secondary schools” From this quote gender blindness of the post-colonial states might be the reason for the

establishment of more NGOs to operate in African states for example Zimbabwe in trying to compliment government's efforts in promoting gender equality from primary to the tertiary levels.

2.4 THE RISE OF WOMEN AFTER THE INDEPENDENCE OF ZIMBABWE

Women in the liberation struggle played a significant role. Throughout history women warriors such Opah Muchinguri and Joyce Mujuru joined the liberation struggle. According to Mapuranga (2013) Women participated in peace-building and as freedom fighters and this is a driving force to their acknowledgement by the Zimbabwean government. Gudhlanga (2011) also emphasized on the roles of women in the liberation struggle they acted as (mujibha) thus spying the information and they motivated the male warriors through singing music and they provided food and shelter. The government of Zimbabwe led by President RG Mugabe framed the constitution that was gender inclusive, girl child and the women were granted equal access to national resources and to participate in economic, social and political sectors of Zimbabwe.

In line with the policy of reducing discrimination in gender lines in Zimbabwe in 1982 legal Age of majority Act was passed. According to Mahlaule (1995), women were now equal to men and no longer inferior or minors. In the same period, the equal pay Act was signed this paved the way of women to earn equal salaries with men and this guaranteed women to do same jobs as their counterparts. This act ushered in women to develop the living standards since they had been economically marginalized Ngwenya (1983). The Zimbabwean government also became the signatory to regional organizations and treaties that aimed at creating a suitable environment for equality between men and women. These organizations include Southern African Development Community 's Declaration to gender and development, The Convention on Civil and Political Rights, Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Beijing Declaration. According to SADC ministerial declaration of 2007 it postulates that women should constitute 50% of decision –making positions by 2016. After the independence, the government established Ministry of Women Affairs this worked with WID Women in Development and Gender and Development (GAD). There is still evidence of gender disparities in Zimbabwe as well as in other African countries, despite affirmative action and

gender policies formulated by the government, alluded Mavhunga and Chinyanii (2007). This scholarly view above tallies with Chipunza's (2003) thesis that women are still living in the traditional culture of the patriarchal dominancy and there is need to promote them equally in social, economic, and political spheres of life. Literature review of these various scholars cited in the above showed the stages women went through in attaining their independence from the odds of male superiority and this led to growth and rise of NGOs such as DWEYT, MUSASA and WOZA to mention but a few to fight for the oppressed and marginalized girls and women in Zimbabwe.

The Zimbabwean government recognized the rights of women through their historical role as spirit mediums, singers in motivating the liberation struggle, spying and even fighting the enemies like male soldiers did. The government introduced laws and regulations that guaranteed women to enjoy same rights as their counterparts do. These laws and acts are listed below

***Domestic violent Act 2007**

***Labour Act**

***Legal age of Majority Act**

***Matrimonial causes Act**

***Criminal Codification Act**

***Interpretation Act**

These laws are good in papers but they lack interpretation and are not well implemented due to several factors. However, the efforts of the government show a positive step to recognize women in politics, participating in decision making, women to be part of the economic sector and to be socially accepted as men.

2.5 Destiny for Women and Youth Empowerment Trust

Destiny for Women and Youth Empowerment Trust DWYET is a duly registered non-profit, strategic organization committed to uplift the lives sustainable economic regeneration through

empowerment fostering on end to poverty. It was established in 2010, the organization seeks to offer sustainable alternatives towards identifying wealth of opportunities that guarantees a better welfare of women and youths towards sustainable development through trainings in basic business management, economic empowerment health education and supporting income generating projects to fund them to generate, own and control means of production. The organization's training program is community based to encourage community development.

2.6 IMPACTS OF DWEYT IN PROMOTING GENDER EQUALITY IN BUDIRO

SOCIAL AND POLITICAL IMPACTS

DWEYT works with the community of Budiro in promoting gender equality. Socially, the organization established the Community Club (2011) aiming to discuss the concerns of women from local level to national level. Through this club the organization is able to conduct its workshops of bringing to light the importance of women as a panacea to the higher levels of low living standards in Zimbabwe. Through this community club the organization and the community are able to meet periodically and the organization will be interpreting rights of women and human rights in a simple and understanding manner. DWEYT also provides leadership training to the community and the leaders are trained to be gender inclusive in nature. Issues of domestic violence are also catered for by DWEYT.

The organization conducted workshops and sends representatives that educate the community to report for domestic and gender based violence cases. The organization works with other organizations such as Muses and WOZA. The organization has lawyers that ushered its beneficiaries and protect them from various forms of resistance. Awareness campaigns are among other activities directed by DWEYT to the community; the organization manipulated the events in the community and enforced its advocacy and operation, these events are like church gatherings of women (china chemadzimai) events of pregnant women reviews at the local clinics and other gatherings in the community. The organization preaches the gospel of gender equality through the provision of books and ICT materials that are able to guide women to fight for their independence and the books provided contains three different language translations which are Shona, Ndebele and English. The organization also used images in books to convey the message

to the illiterate individuals who cannot read and understand properly. Socially, the organization aroused the champions in women and furthers the demands of equality in leadership in the community.

Economically, DWEYT focuses on empowering women through projects one of the project is detergent making. DWEYT provided entrepreneurship skills to the community and this led to the formation of a group of women. The organization trained the women various income projects and entrepreneurship jobs such beads making, weaving and nurse aid training.

Image 1: Empowerment of women by DWEYT



Source: Primary data 2016

Image 3 A group of women trained to make batik clothes by DWEYT in Budiriro



. Source: primary data 2016:

These women were trained by the organization to make batik clothes as a way of empowering them. The production of batik clothes improved the living standards of women since they are now able to be self-sufficient and can help their husbands to bear the responsibilities. These women also travel to the country borders selling their products the most markets their influence are Victoria Falls and Kariba. The organization also engaged itself with the ministry of tourism thus women must also influence the tourism sectors with their products this involves women to sell their beads, batik clothes, baskets and other tourist attraction products. Through DWEYT women are now accessing equal opportunities same as men in all sectors of country.

DWEYT also trained women on (mukando or marounds) and practicing of these mukando acted as collateral security to women who needed loans for investments. Through mukando the women in Buriro managed to involve themselves into entrepreneurship, opening small markets selling

clothes and food. DWEYT has changed a number of lives of the women inquirer and Zimbabwe as a nation. Empowerment of women by DWEYT in Budiriro upgraded the social status of women, in the past decades the men shouldered the burden and responsibilities that demands cash and the women were vested in house work such as sweeping and looking after the children. The coming of NGOs such as Destiny for Women and Youth Empowerment Trust has brought changes and women have been awakened to enjoy and access opportunities and equal rights same as men.

The organization have different operations and projects established that are directed towards the community these includes detergents making training and potato farming, the organization trained women how to make detergents soaps, dishwasher, and tile cleaner and motor engine cleaner this became a successful production since the researcher noticed it during the attachment period as he was attached at DWEYT in 2015. As an eye witness of the organization's operations the women of Budiriro formed groups of investments and detergents making production became a big industry since they were supplying big companies in Harare. Through NGOs women have benefited skills of survival and their confidence had been boosted to the same level with their counterparts the men.

2.7 THEORETICAL FRAMEWORK

Theoretically the researcher used the feminist theories in this study, Feminist theory, or feminism, is support of equality for women and men. Although all feminists advocate for gender equality, there are different ways to approach this theory, including liberal feminism, socialist feminism and radical feminism. Focusing on the basic feminist ideas and various approaches to achieving gender equality. There are three basic types of feminism: liberal, social and radical feminism. The Liberal feminism derived from classic liberal thought and alludes that individuals should be free to develop, uplift their own talents and pursue their own interests. This approach views gender inequalities as a direct result of the systems of our societies and the cultural beliefs. Liberal feminists believed that women's equality does not require a reorganization of society, but there is need to seek and expand the rights and opportunities of women. This theory helps the

researcher to fully explain the topic to be researched with the inclusion of taking all feminist views.

The patriarchal theory explains the social system as the arena for women discrimination by the men Millet (1969). The theory focuses on the history of men as superior to women, it is routed and based on the biblical view that men was created first and the creation of the woman is to help the men. Alidade 2012 alluded that the roles of women are socially constructed hence men dominate all the lucrative positions in the society. Patriarch indicates that women should stay submissive to their husbands; women are not exposed to experience public life. The effect of patriarch is that women will tend to be busy at home and never mind the outside social economic and political events they are supposed to be engaged in. Thus, through patriarch women are engulfed by dominance of men and they are represented by their husbands in political, economic and social sectors of the society. This issue of patriarch marginalized women and even up to now patriarch is fighting against NGOs and government efforts and goals to promote gender equality.

2.8 GENDER EQUALITY AND DEVELOPMENT

There is a nexus that exist between gender equality and development. Attainment of gender equality result in economic growth, gender sensitization in the labor market creates a conducive environmental for high GDP. Women participation in labor force can supplement the lack of workforce. Employment of women will benefit families, societies, companies and economies.

Enhancement of human capital through gender equality educated women can undertake high value economic jobs. Also educated women are aware of the population growth hence they bear fewer children the decline in fertility level is a positive impact to economic growth. Gender discrimination affect agricultural productivity due to unequal distribution of resources, credit assistance this affect incomes. Men are prioritized by social institutions and given plots and women are sidelined Gender equality in the political sector reduces corruption and promotes peace in a country since women are viewed as less hostile and corrupt.

2.9 SUMMARY

This chapter reviewed literature on the impact NGOs in promoting gender equality at broader level. It also provided the nature of NGOs and their historical development and their relations with issues concerning gender equality. The chapter also focuses on the history of women looking at pre-colonial, colonial and the post-colonial periods of Zimbabwe. In specific the chapter looked at DWEYT its development as well as its aims and its operations and activities in promoting gender equality and had been discussed at a scholarly view.

CHAPTER 3

RESEARCH METHOD

3.0 INTRODUCTION

In this chapter, the researcher is giving an outline of the methods and instruments used in gathering data for the project and also looked at data sources and types of data collecting, analysis and data presentation techniques. The chapter exposes the reasons why the researcher decided to use the instruments of his choice and the relevance of the techniques to the research project. In carrying out this research the researchers used the qualitative method and on interviews. Qualitative method is defined as ‘any kind of research that produces findings not arrived at by means of statistical procedures or other means of qualifications (Straus and Corbin 1990:17). Qualitative research methodology is a more exploratory method that provides deep descriptions of how people experience a given research issue, FHL (2006). The researcher will pay visits to budiro where DWEYT’s operations are impacting gender equality to experience first-hand social, economic and political impacts of the organization

3.1 DATA COLLECTION PROCEDURES

The researcher was given the permission by the University of the Study, approving him to go and conduct the research. The researcher also seeks for permission from the organization that played a pivotal role in carrying out the research. It is of paramount importance to note that the researcher involved both men and women as valid respondents during the study. The researcher also visited the organization’s documents and accessed the information relevant to the study.

3.2 RESEARCH DESIGN

A research design can be viewed as a patch to be followed when conducting a research in order to limit factors that will affect the reliability and relevance of the study. According to bell (2001)

a research design is a plan structured to gather the information targeting its relevance and purpose to the study. The research design guides the research and exhibit the important part of the research it is a master plan that provide definite method of gathering and analysing information Kinner and Taylor, (1991). The suitable research design is based on the aims and objectives of the research giving attention to the scope, cost of the research. The researcher used both descriptive and non -descriptive method to collect data. The descriptive methods include interviews and questionnaires and these provide the researcher with the population's beliefs, opinions and feelings of the respondents. Through descriptive methods the researcher was able to draw conclusions on the population. A research design is the tool that facilitate the effective gathering of information and that is used as a path or way of data collecting and analysing. Basically, research design seeks to provide and deals with the methods of data collection, the instruments to be used, how the research instruments will be used and the manner in which the collected information is to be organized, presented and analysed according to Churchill (1987). Methods of data collection in this research include questionnaires and interviews. Therefore, the role of a research design is to make sure that the evidence obtained helps us to respond to the original question as clearly as possible.

3.3 QUALITATIVE

This method of research is so particular in describing the phenomena and in analysing of the research findings. According to Neuman (2000), the qualitative method of research mainly focuses more on soft data presentation in descriptive criteria through the use of sentences or symbols thus. Moreover, Neuman alluded that this qualitative method of research concentrates on the quality of the texture of the data collected rather than the magnitude. Qualitative method is one of the best and most used methods as it includes questionnaires and interviews to try explain the causes of gender equality, also to explain why women should participate in economic, political, and social spheres, the challenges that women face in the communities and what the Non-Governmental Organization NGOs and other actors are doing to curb these injustices. This type of research requires the researcher to be on ground thus the natural setting meaning to say that the researcher has to be in direct and personal contact with the site thus going there in person as attributed by to Creswell (2003). As a result, the researcher had to

conduct in person the questionnaires and interviews in Bairro high density suburb. Qualitative research method varies from quantitative research method in the ways that they use to collect data. What is paramount and interesting is that there are suitable all methods of gathering data so they complement each other.

3.3.1 Sampling

It is difficult to interview the complete population in the community, thus the researcher only selected a group that represented the community. According to Pilot et al (2001:234) a sample is “a proportion of a population”. Sampling can be generally defined as an act of choosing a part from a whole for the purpose of providing insight on the characteristics of a whole (Fridah, 2002). Thus, sampling is vital as it saves time and resources during the research period. Konthari (2007) alluded that the main advantage of sampling is that, it saves time and efforts to the researcher by generalising the findings for the entire set. Non-probability sampling is a sampling technique where the samples are collected in a process the population equal chances to be selected. In this study, the sampling took place in Budiro which is one of the area influenced by DWEYT.

3.3.2 Population sampling

This refers to the manner in which the researcher used to choose a set or units out of the whole population as suitable respondents using a sampling method that gives the data which represents the whole population. Population sampling is not concerned with whole population but focuses on the cross-sectional part of the population. A sample is the subset of the population representing microcosm of the population, while population is the entire group or a whole that share similar characteristics.

3.3.3 Sampling technique

Both purposive and random sampling techniques were used by the researcher to come up with the best results to represent the entire population as a whole. Purposive sampling is more inclined to the researcher’s own choice ranging from a variety of criteria in choosing a sample.

Particularly for this research the sample population was chosen on the knowledge of the people based on their understanding of gender equality and DWEYT organization and its operations in Budiriro high density suburb. The qualities applied included the age of majority and the residents of Budiriro community only. These samples were randomly selected to represent the whole population believing that those been selected will generally represent others who were not selected. These samples become a representative of the whole population.

3.3.4 Target population

The target population was important as it gives and provided relevance information to the study According to Day (2008) ‘the study population should be defined in advance stating unambiguous inclusion criteria and the impact that these criteria will have on study design, ability to generalize, and participant recruitment must be considered’. Population refers to all the organisms of the same group that are situated in the same area. DWEYT promotes gender equality in different parts of Harare in Budiriro therefore the researcher will choose bas one of the best areas influenced by the organisation. Therefore, it may not be easy for the researcher to interview all the households. The target population of this research was working with 100 people from Budiriro high density suburb, also focused on the economically age group 18-65years which included active and non-active participants of DWEYT operations. The community usually conducts community meetings where they discuss the matters arising in their community hence the researcher will have focused on the people who attend the meetings.

3.4 RESEARCH INSTRUMENTS AND DATA COLLECTION

According to Pierce (2009:159) states that, "a research instrument is a survey, questionnaire, test, scale, rating, or tool designed to measure the variables, characteristics or information of interest, often a behavioural or psychological characteristic". Data collection instruments guide the research study. Information can be collected through observations, documents and interviews. The researcher used the survey design that is where by data was collected through interviews and questionnaires. The research was based on primary and secondary methods which are questionnaires, interviews and documents. The researcher used effective and fast methods to get the information in carrying out the study.

3.3.1 PRIMARY DATA

Primary data refers to the first-hand information collected and the data will be prone to alteration. Primary data in brief is unpublished that reliable, authentic and objective. According to Forshaw (2000) primary data is the information collected by researchers during the studies. The researcher used questionnaires and interviews as sources of information

3.3.2 Interviews

Interview is a two-way conversation or communication initiated by the interviewer to collect information from the interviewee / respondents. The interviews were carried out to the direct beneficiaries and indirect ones. The interviews were carried out to the target groups of the research. The targeted groups include the groups of women who participate in DWEYT activities, non-participants and participant's community gatherings and women in churches (china chemadzimai). These targeted groups were interviewed to identify the impact of DWEYT in promoting gender equality in Budiro. The interviews intended to explore how people are being influenced by DWEYT's operations. The interviews aimed at obtaining people's perception towards DWEYT and weakness as well as recommendations.

The researcher used personal semi-structured open interviews in data collection. This data collection tool can be used as it enables flexibility in asking questions and also in answering them. It allowed the researcher to rephrase the questions in any way he feels it's possible to get the required information. These open interviews allowed new ideas to be brought out during the interview by the interviewee. These open interviews will be asked to the targeted population and they were being helpful in solving the problem of illiterate in filling in the interview guides by the elderly population. The interviewer have got the right to ask any question needed to be understood, omit or supplement other questions for the purpose that suits the research. The researcher used face to face interviews during the process of data collection. At the same time,

interviews allowed flexibility that enables the researcher to get an in depth understanding of the interviewee's response. According to McNamara (1999), Interviews are particularly important for getting the story behind a participant's experiences. Thus, data collection through interviews have less bias than questioners and other data collection methods, thus they provide information that will be easily analysed by the researcher

The researcher made use of interviews to collect data this enabled the researcher to have the chance to collect deeper understanding of the respondent's views about DWEYT' operations. Interviews enabled the researcher to gather data easily and efficient immediate, thus interviews enabled high response rate since the researcher was dealing with the interviewee in person or face to face. Also during the research, the researcher clarified the questions of difficulties for example the researcher clarified the term gender equality to the respondents who failing to understand the terms. The researcher obtained data through interviews since he was observed visual sing such as nods and smiles this contributed in the process of collecting data and this enabled the researcher discern the truth or lies and able to make the conclusion Walliman (2011)

The researcher encountered challenges during the interviews personal feelings of the participants have influence during interviews some respondents do not like to disclose information. The researcher encountered attitude problems from men who resisted the DWEYT's operations and efforts in promoting gender equality. Fear of victimization interrupted the interviews to the extent that the respondents were not disclosing the deeper and important information relevant to the study.

3.3.4 FOCUS GROUP DISCUSSIONS

The researcher collected information through focused group discussions in Budiro. Focus groups consist of people of same age, religion sex amongst others. The researcher classified these groups into segments the group of direct beneficiaries those people in the community that participate in DWEYT's workshops and projects the indirect beneficiaries are those that were influenced by the organizations operations without being involved in its activities. The researcher was the driving force in these group discussions that is he was the facilitator who asked questions and the group members responded. Focus groups allow all people to participate

and every answer is considered as relevant in the focus group discussion. Focus group discussion is a situation or an event in which the interviewer creates a supportive environment asking focused questions that enables discussions and the expression of various ideas and views. Through a focus group discussion useful data can be obtained through the interaction within the group.

The focus group discussions FGD enabled the researcher to gather rich and relevant data from different individuals. Focus group discussion enabled the process of data collection to be fast and saves time of the researcher since the respondents were gathered at the same place. The focus group discussion limited the researcher to travel from one respondent to the other also the high response rate from focus group discussion lead to limited bias and result in collection of rich data. The researcher noticed that in a focus group there is supportive atmosphere that motivates the group members to have the desire to participate and discuss. Through focus group discussion the researcher encountered a challenge in gathering the people and focus group discussion requires lot of time to conduct since all the people in the group might need to participate at the same time leaving others without participating and this resulted quarrels and unnecessary arguments

3.3.5 Participatory observations

The researcher was the data mining tool through observing the impact of DWEYT's operations in the community. The researcher observed a lot of women are starting the small businesses and are partnering to form markets of diversity services in the community. The researcher had to involve himself in the situation of the lives of people living in the community. The researcher gathered data by observing how people are adhering and practicing DWEYT trainings and how are they fostering the organization activities into reality or real life. The researcher observed that the high rate of small traders in the community is a result of DWEYT operations. The researcher collected through observing the wellbeing of the beneficiaries in the community. The advantages of this method are that the researcher was the data extraction tool hence limited bias and this can have covered for the weakness of other data mining tool such as interviews. Observations enabled the researcher to analyse the impact of DWEYT, how the beneficiaries put into practice

the organizational operations and researcher will be able to know the extent of the impact. The challenge of observing was that the participants changed their attitudes to meet the expectations of the researcher this might result in bias information to be collected.

3.6.6 USE OF ACTIVE PARTICIPANTS IN DWEYT 's OPERATIONS

The researcher used the trustee associate of DWEYT operations in order to collect accurate findings from the area. The active participants are those people who were directly working with DWEYT for example the nurse aides, community based organizations, and those that attended the awareness campaigns of promoting gender equality, these people provided accurate information to the research study. These associates also helped other people in clarifying the reasons for the research as well as the requirements of the questionnaire. Also, the associate was able to show the researcher the tangible impact of DWEYT's operations in the area this enabled the research study to be easy and accurate.

3.4 SECONDARY DATA

According to Forshaw (2000) secondary data involves use of existing information for different purpose of the original data. Secondary data is information collected by someone not the researcher. It involves collection of information from sources readily available. The literature review, conceptualisation and historical background are constructed by the use of secondary data

3.4.2 TEXT BOOKS

The use of textbooks by the researcher was another source of data. This type of secondary data is published in printed format and online is called e books or electronic books. The researcher used various textbooks and electronic books with information pertaining to impact of NGOs in promoting gender equality in Zimbabwe and Africa as a continent. Also, the researcher accessed the journals in coming up with the research to compliment other sources readily available and those ones he used or collected through interviews. The benefits of using this type of secondary data are that these journals provided different views of the same topic under study and avoided

duplication of researches. This provided the researcher adequate information and deep understanding of the topic.

Furthermore, this method has disadvantages which is time consuming and tiresome to look for related and suitable information to the study. To obtain information from the textbooks and journals requires more time and there are various stages need to be followed in searching information from the journals.

3.4.3 ONLINE MEDIA TOOLS

These online media tools are newspapers, radio and television broadcast. The media tools were easily accessed by the researcher and they enabled the researcher to obtain information of gender equality and the role being taken by NGOs in gender inclusive. There are limited books for authors that wrote about gender equality issues in the district, thus the newspapers wrote about impact of non- governmental organizations in promoting gender equality as well as giving relevant pictures and accurate dates of information

Also, these media tools have greater advantages looking at newspapers it is cheap, easily accessed and can be exchanged from one reader to the other. Radios and TV broadcasts enables continuous repeating of information for example an advert or program pertaining to gender equality. Television broadcast gives visual impression and the researcher can obtain data easily from this media tool

3.5 DATA ANALYSIS AND PRESENTATION PLAN

Data analysis is the process of systematically applying statistical or logical techniques to describe and illustrate, recap and evaluate data. After gathering all the necessary information, the researcher will evaluate the data through analytical and logical reasoning to present data, analysing and give solutions to the research problem. The researcher collected data from questionnaires and interviews and present it in tables, graphs and pie charts.

3.6 DATA PRESENTATION TECHNIQUES

3.6.1 Tables

The researcher used tables in presenting data; a table is used to show numbers that are organized in columns and rows. The advantage of tables is that they display findings compared to narrative techniques. Tables depict the easier way of showing similarities and differences of variables.

3.6.2 Charts

The researcher used Pie charts and bar graphs as forms of data presentation. Pie charts interpret data in a simple manner since it provided pictures or pictorial view. The use of pie charts made it easier to interpret the gathered information and to make recommendations and judgments.

3.6.3 Image Classifications

This method is based on using pictures to present data. The researcher used pictures to depict the impact of DWEYT 's operations in promoting gender equality in Budiriro and the pictures portrayed a number of activities done by the organization. Through image classifications the research can manage to explain the extend of the impact of organizational operations for example pictures of women gatherings and those involved in micro credit finance, these shows that the organization is making a big and useful impact in the community of Budiriro. This method is relevant in qualitative research since correct figures are not a major concern as pictures plays a pivotal role in showing the impact of DWEYT's operations. Images in this research acted as evidence of how DWEYT is promoting gender equality in Budiriro high density suburb.

3.7 ETHICAL CONSIDERATIONS

The researcher takes into consideration the fact that his targeted population consists of people with different ages, beliefs and values. In conducting the research, the researcher takes account of the factors below. Seeking permission, voluntariness and privacy and confidentiality

3.7.1 Seeking permission

The researcher had to acquire the rights to carry out the research in Budiriro high density suburb; the researcher wrote a letter to the local authorities since it is prohibited to gather people without seeking permission from the police

3.7.2 Voluntariness

The researcher assured the respondents that there is no reward for participating in the research study. The researcher clarified to the respondents that the research is based voluntariness and willingness and there was no use of intimidating the respondents to partake in the research study. The participants were guaranteed the rights to quit participating or to withdraw from partaking in the research process.

3.7.3 Privacy and confidentiality

The researcher guaranteed anonymity to the respondents and participants of the research study, their names and identity were not going to be mentioned and the research study was for academic purpose only. This enabled the researcher to lure the respondents to participate it also encourage willingness and openness from the respondents. Privacy and confidentiality, voluntariness and seeking permission enabled the researcher to gather rich and relevant information.

3.8 SUMMARY

This chapter was explaining the instruments used by the researcher in carrying out the study. Interviews, questionnaires and image classifications were used to gather and present data in the research. These were the suitable tools of the researcher's choice and through these methods data was obtained and presented in a logical way and produced good

CHAPTER 4

DATA FINDINGS PRESENTATION AND ANALYSIS

4.0 INTRODUCTION

The researcher in this chapter presents both secondary and primary data he gathered from the field as to examine the findings. It is in this chapter that the use of pie charts, tables and graphs to present and analyse data is evidenced and given. This chapter shows the effectiveness of questionnaires, interviews, and observations in collecting data. The information below was collected from the direct beneficiaries of DWEYT. Data analysis is the process of collecting data to answer the questions of a proposed research topic through the examination and interpretation of data. The data gathered was aiming to target the research objectives hence gathering of data was guided by the below questions.

To examine the effects of DWEYT 's operations on gender issues in Budiriro high density suburb

To investigate the community perceptions and their behaviour towards DWEYT

To examine challenges faced by DWEYT in implementing its operations in Budiriro

4.1 DATA RESPONSE RATE

The response rate is vital in conducting a research the lower the response the higher the probability of bias from the sample, thus the response rate must be higher. The response rate is influenced by the data method collection. The more the interactions with the respondents is the higher the response rate. The information was collected through interviews, questionnaires, focus group and desktop researches. Therefore, the response rate below depicts the data collected from Bairro in relation to the impact of DWEYT in promoting gender equality.

4.2 DATA ANALYSIS, PRESENTATION AND DISCUSSION

4.2.1 COMMUNITY RESPONSE RATE

The researcher aimed to interview 100 respondents from the community. The researcher just used random picking in selecting the respondents. Out of 100 people whom the researcher targeted to interview 30 were not present and 70 respondents were interviewed. Therefore, the interview response rate was high. The researcher was greatly pleased and impressed with the openness and cooperation of respondents as they were willing to participate and this resulted in obtaining relevant rich information. From the 70 respondents interviewed by the researcher 40 respondents consist of 10 men and 30 women were involved actively in DWEYT operations and participate in projects and workshops. Also, out of 70 respondents 20 respondents that consist of 15 women and 5 men were aware of DWEYT operations in Budiro high density suburb, but not actively partaking in its workshops and projects however 10 out of 70 respondents which includes 6 men and 4 women were not even aware of DWEYT'S operations. The higher the rate of response was a result of point that the respondents were guaranteed by the researcher that the information will be private and confidential and used for academic purposes and the researcher obtained valid and authentic information. From the interviews conducted by the researcher few men are willing to participate in gender equality programs the researcher at some point experienced difficulties in interviewing hostile men who regarded DWEYT as pro women and anti-men movement. One of male respondent's purports that *“handibvumidze zvema rights mumba mangu mukadzi ngagare pamba achengete vana chese chanoda ndomupa zvekuswera achitera mapoka evakadzi arikunyuka aya zvinoita kute ade kusimudza musoro mumba mangu inzwa wechidiki ma organization akaita se DWEYT akukoshesa vanhukadzi”*.

The researcher noticed that men are resisting the participation of women and the few male respondents are tolerance and aware of partaking in promoting gender equality. The female respondents alluded that *“baba vekwangu vakaoma chavanenge vataura ndicho chinofana kuitwa mufunge ndakadzidziswa kuita basa remaoko as murume wangu akandirambidza kuita mabasa iwawo hanzi ndini baba vema ndinofana kuenda kubasa izvozvi ndakarambidzwa kuenda kuma meeting e DWEYT hanzi ikoko mukudzidziswa kupandukira varume venyu”*.

4.3 An Assessment of the Impact of DWEYT's operations

The researcher classified the effects of the organization into classes according with the respondent's view. From the respondents the effect of the organization is higher in the economic aspect. From the interviews the organization has uplifted the lives of the community in the economic structure and in the social and political structures women are still facing difficulties of tolerance from men

4.3.1 Educating women rights



Image 4: Advocacy for women rights

The researcher interviewed the respondents from buriro community about the effects of DWEYT's operations in promoting gender equality. *Female respondent eluded that "Mwanangundinotendave destiny for women and youth empowerment trust isusevanhukadzitangatchidzvinirirwanekutytangatisingazivikodzerodzedusemadzimai."* The researcher tapped the information from the interviewee that through DWEYT women are being educated enough to stand for their rights and know where to report that forms of abuse.

The researcher visited the community ZRP camp and randomly selected the respondents of his choice the first respondent male Inspector said *"tanzwanekutonganyayadzevakadzinevarumevemunomubudiriro"*. The researcher observed that women are now promoting themselves in issues of gender equality through reporting domestic cases and violence to the police. The second police officer interviewed pointed out that *"mazuvaanovanhurumehavacharovivakadzinekutiivakutyamutemo"*.

From this statement DWEYT is interpreting the women's rights as stated in the constitution of Zimbabwe. The organization is playing a vital role in advocating for gender equality at higher level. From the interviews conducted the education of gender equality is the call business of DWEYT and the extent of the awareness campaigns and DWEYT activities will achieve gender equality to international stages. The organization has got women rights lawyers this shows that there is a back up to all women who are being violated or denied their rights.

4.3.2 Accessing of funds: loans

The researcher observed from the interviews that the organization breached the gap between women and financial institutions. The organization provided women with small loans for small businesses. Since women in most high destiny suburbs or communities are not well educated and lacks property to assure the financial institutions as collateral security DWEYT provided them loans to raise capital to start small business. Woman from the community that through financial and entrepreneurship trainings life has become easy to the women in budiro

4.3.3 Entrepreneurship skills and Development Trainings



Image 5 Source: Secondary data 2014

The picture above shows that DWEYT trained women in Budiriro as nurse aides, the organization offers training to women regardless of low levels of qualifications. One of the respondents “*Nekudakwedestinyndakakwanisakudzidzirazvekuvachirembaendendozvakaitandiwa nebasapachipatarachemunomubudiro*”. DWEYT offers nurse aides training and also provides attachment placements for these women, the organization works with clinics and bigger hospitals in Zimbabwe such as Parerenyatwa, Harare hospital and can deploy those who finished the theoretical trainings to clinics for practical lessons and to acquire experience.

4.4 COMMUNITY PERCEPTION TOWARDS DWEYT OPERATIONS

Community perception of DWEYT in promoting gender equality in burro high density suburb

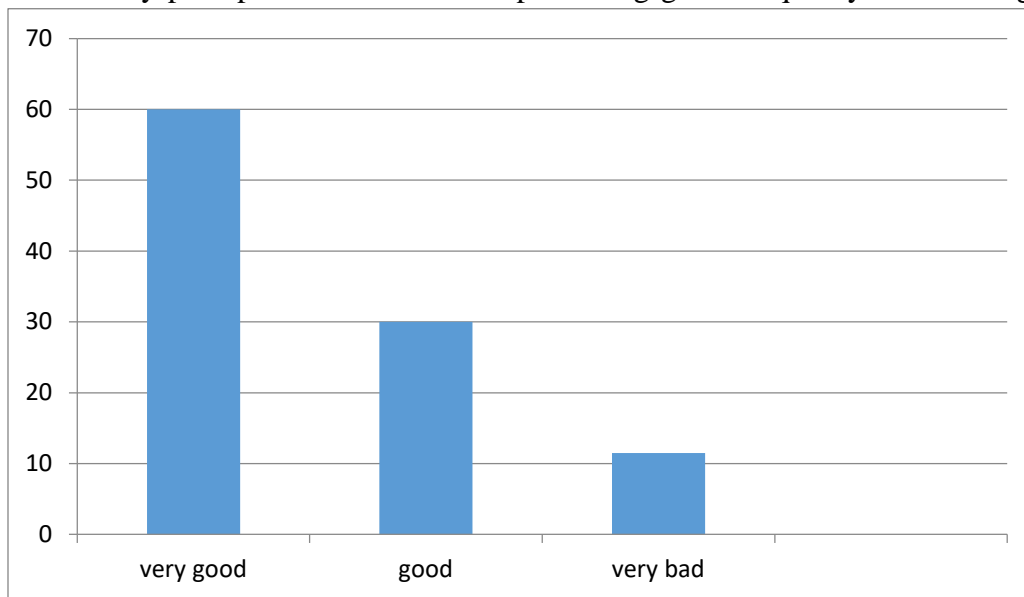


Fig 4.3.5 Source primary data

The researcher Budiriro high density suburb towards DWEYT’s operations in promoting gender equality 60 of the respondents agreed that there is significant impact of DWEYT in promoting gender equality and these respondents alluded that they benefited from the organization’s operations these includes projects, trainings and awareness campaigns, 25 of the respondents

suggested that the organizational activities are impacting the livelihoods of the families in Budiro, while 15 of the interviewees alludes that the organizational activities are very good benefiting the community. From the above graph 60 respondents appreciated the DWEYT's operations, this shows that there is an importance role played by the organization and there is need for forceful government and other NGOs interventions to promote gender equality at an alarming level to areas in Zimbabwe.

4.5 Focus Group Discussion findings

The researcher conducted group discussions in operations order to collect useful information pertaining to the impact of DWEYT in promoting gender equality, these groups were scheduled and were all successful. The reason of focus group was to allow free participation of the targeted population. All the people participated and this produced valid and relevance information pertaining to the topic under study. The response rate of the focus groups was 100%, in conducting the focus group discussion the researcher guided the discussion in relating with the below focus group questions.

The researcher conducted the focus group discussion and scheduled them in flexible manner. The first target group was undertaken on the basis of community gatherings the researcher seeks permission from the local council and the authority from ZRP to manipulate the community gatherings and collect the data concerning the topic under study. Focus group questions were discussed in a systematic format and the respondents were given opportunities to participate. The researcher asked about DWEYT in general and the responses shows that women are aware and have deeper understanding of the organization compared to their counterparts the men. From the focus group discussion, few men responded or participated, their reasons were based on view that DWEYT operations are pro women hence this result in exclusion of men.

Gender equality is viewed in various perceptions by the community. Women are taking the gospel of gender equality as a revolutionary force against their counterparts, thus the lack of the organization to fully explain the real meaning of the concept. To men gender equality is a rebellion system of women geared to undermine their male superiority at all cost. Through the

focus group discussion is the few educated men that were aware of DWEYT and its operations in promoting gender equality.

Also, nature of the organisation's projects and activities was viewed as women based in nature especially the training of nurse aides, out of an estimation of more than 20 men 4 of them supported DWEYT alluded that they are benefiting from the programs in the sense that their wives or partners are now contributing in the households to make a proper living.

4.5.2 Changing of livelihoods

From the focus group, the researcher observed that DWYIT has changed the people's lives. The responded from focus group discussion emphasized the establishment of DWEYT as a welcome of women to development discourse and to be self-sufficient through projects and trainings



Image 6 Source primary data 2016: Detergents making and potato farming

The above pictures show the progress of DWEYT's trainings directed to both males and females in Budiro high density suburb. Mai Giwa is one of respondents who partnered with other women and formed a group called women in action, these women produced soaps engine cleaners dish washer tile cleaners shoe polish and candles.

The impact and nature of DWEYT's operations as highlighted in the above pictures and pie charts gives no room for the chance of gathering bias data during the research study, the researcher. Through the focus group discussions, the researcher observed that men are willing to

cooperate in promoting gender equality through supporting DWEYT's awareness campaigns and workshops pertaining to gender equality and socially they are still patriarchal towards the women and this is affecting DWEYT's efforts in promoting gender equality.

4.5.3 Formation of a CADV zero tolerance to domestic violence

The researcher through focus group discussion and interviews came across to meet the women and men who belong to the community of anti-domestic violence; this committee was formed by the Budiro residents as brainchildren of DWEYT. Women and men in the community voluntarily agreed to advocate for gender equality at household level. The researcher noticed that from a woman whom the group regularly called Auntie Beatrice *"Inindirimu committee inoongororane kudzivirirami hirizhongamudzimbanemuchirungu inova domestic violence, basa re committee kuongororahunhapwahunogonakuvahwa baba vachishungurudzwanamai kana kuty baba vachishungurudzama icommette inozoendesanyayakuma lawyers kana kumapurisa"*. The impact of the organization has been shown in pictorial views, graphs, pie charts and findings from focus group, the weakness of organization will be looked at as well as the solutions

4.5.4 Findings from Observations

The researcher mined data through perceiving the elements of DWEYT's operations in the Budiro high density suburb. Observations as data mining tool was a successful method since the researcher could observe type of DWEYT's projects in the backyards of the respondents. Some of the respondents would respond at the same time making reference to close or nearby projects so that the researcher can observe the impact this made collection of rich and relevant data easily. Also, the researcher at some point without being shown any evidence of DWEYT operations by the respondents, the researcher could observe the information and during the interview the observations of DWEYT impacts made the data collected to be valid, full of evidence, to be reliable and relevant. Non-tangible impacts such as education, workshops and awareness campaigns were proved in pie charts and pictures and the results of their practices were shown.

4.6 CHALLENGES FACED IN PROMOTING GENDER EQUALITY

4.6.1 INTERNAL CHALLENGES

The researcher classified the challenges encountered in promoting gender equality into two classes, first class of challenges is internal and the second class is external. Looking at the internal problems faced by DWEYT in promoting gender equality in the community, these are resistance by males, lack of donor support to enhance higher levels in promoting gender equality, competition by other organizations that have different motive from attaining gender equality and lack of support by the government.

4.6.2 Continued presence of strong cultural and traditional practices

The African cultural and traditional beliefs and practices discriminate women and suppressed their rights. Men in the societies are decorated in cultural beliefs that undermined women participation in decision making. DWEYT's operations in Budiriro lack effective impact due to the impermeable cultural beliefs. From the interviews carried out women confessed that the organization has done wonderful and remarkable efforts of gender sensitisation but the men's cultural education views women rights as sign of disrespect in the community.

4.6.3 Lack of adequate finances

The organization has inadequate money to cater for effectiveness and frequent awareness campaigns, workshops and projects. The researcher noticed that the organization lacks money to run effective projects this have resulted in lack of follow up by the organization project offers to the community. The failure of monitoring and evaluating community projects has resulted in half-based projects since the projects lacks projects offers that enables the survival and continuous existence through bringing new ideas and solutions arising. The lack of money has made the impact of DWEYT operations to be slow. The organization at some point postponed the meetings with the community due to lack of resources. There is need to provide workshop facilities which are food, stationery and workshop allowances in order for a successful workshop to be conducted.

4.6.4 Lack of donor support and government

The organization lacks adequate resources and sponsors for it to promote gender equality without difficulties and other unnecessary shortfalls. Lack of sponsors affects DWEYT's operations from the respondent's statements they alluded that they are a point or certain period that the organization let them down for example they scheduled for a workshop and the organization failed to send its representatives and workshop coordinators. Thus, lack of sponsors is affecting DWEYT's operations in Budiriro high density suburb.

4.6.5 Resistance from men

The other challenge facing the promoting of gender equality by DWEYT in Budiriro high density suburb is resistance by men to cooperate in gender based violence campaigns, awareness marching for gender equality and other gender inclusive projects. From the interviews, observations and (FDGs) focus group discussion the responses from men in the community to a larger degree had the elements of labelling the organization as anti- men organization. From a male respondent in the focus group the organization is inciting women to be ignorant of their duties to disrespect their husbands.

From the interviews, the researcher observed that few men are aware of gender equality and the larger population of men are not aware due the fact that they lacked the education on the concept of gender equality or they are against the issue of women to enjoy their rights. Ignorance, resistance and possibility of lacking clear definition or understanding of the concept gender equality from men has enormous impact on DWEYT's workshops, projects and awareness campaigns in promoting gender equality.

4.6.6 EXTERNAL CHALLENGES

These are challenges faced by the community in promoting gender equality through fostering DWEYT's operations

4.6.7 Patriarch

Since men dominate the societies it is very difficult for gender equality proponents to foster their gender inclusive operations such awareness campaigns for (GBV) gender based violence in communities. From the focus group and interviews women that are participating directly in the organization's operations are very few looking at the marital status it was observed that the widows have a high participation rate and it is from educated families that both men and women are cooperating in gender equality campaigns and projects. Patriarch is a cultural obstacle that is preventing women to participate in projects that guaranteed the self-sufficient lives and able to earn same salaries equal to men. From the male respondent during the interview " *I am not a participant in DWEYT operations cause if you allow to involve yourself into the projects and campaigns you will end up being under wife's authority, it is enough to just know about it and not be part and parcel of the organization*". Resistance from men hinders efforts of promoting gender equality in Budiro high density suburb. Through patriarch men bears the responsibilities of the family and this made them feel honoured and superior to women so since women are nowadays trained and educated to work for their families same as what men are doing men are perceiving this gender equality as women concept of disrespectful towards them, one of the male respondents put it in a nutshell by saying " *Allowing gender equality in the house is like welcoming another men in the house and therefore two masters cannot exist in the same house so to hell with gender equality.*". It interesting to note that the proximity obstacle women face in trying to enjoy their rights is deriving from their counterparts the men.

4.6.8 Economic and political systems

The economic system of Zimbabwe is affecting women empowerment and participation at a higher level, women found it difficult to acquire loans to start the businesses. Despite the DWEYT trainings and operations the weak economy of Zimbabwe has made a fiscal challenge in the lives of women to be self-sufficient and resulted in stagnant rate of achieving gender equality. The impact of the economy is worsening the abuse of a girl child and women in the community, prevalence of domestic violence. Instead of women to be involved in development projects and other informal industries they have turned to the industry of prostitution thus lack of

credit facilities, finance houses and government intervention have made the dreams, champion in women to remain a dream, thus the organization can influence the community through its operations but with the fiscal economic situation the projects will lack adequate resources in order to be successful. Due to the economy finance houses are closed and some are requiring title deeds and greater evidence that will be guaranteed as collateral security hence women are the most affected by the situation. Politically women are advancing to national levels of Zimbabwean politics their little involvement and lack of consolidating lucrative and influential positions is a stumbling block to gender equality, there is a need for women to have political powers so that they will represent the fellow women in the communities and the NGOs impact on gender equality will be complimented as well.

4.6.9 Cultural and Religious beliefs

The religious beliefs and cultural values posed a great effect on gender equality. The Zimbabwean society is dominated by African traditional religion and Christianity both religions does not allow women to participate in public. DWEYT's operations to promote gender equality were hindered by these religious and cultural practices women are not allowed to attain lucrative positions in the churches and in the social gatherings they must play the role of listening attentively and ask their husbands questions at homes. DWEYT's efforts need to penetrate through the impermeable obstacles of religious and cultural practices in order for gender equality to be attained. From the respondents, it was shown that few men participate in promoting gender equality to the extent of disallowing their wives to partake in DWEYT operations. Women in Budiro lack support from their husbands hence this making the champions in them to remain un identified.

4.6.10 Attitudes of other women

The researcher observed that attitudes of other women are affecting the efforts of DWEYT operations in promoting gender equality. The researcher perceived that women pull out other women from higher positions in Budiro high density suburb in the community projects and churches women are not promoting each other. This shows that gender equality will remain un

considered since women militates against one another in positions. There is need for oneness from women themselves and inclusion of men to partake in issues and ways of promoting gender equality.

4.6.11 SUMMARY

This chapter focused on presenting, interpretation and examination of data collected from the research understudy. The data gathered was presented in the forms of pie charts and graphs. The impact of DWEYT in the community of Budiriro high density suburb, it is in this chapter that the forms of gender inclusive projects of DWEYT are shown. Examining the extent of the impact as well is outline of arguments pertaining to gender equality is shown in this chapter. The role of DWEYT in empowering women and men is evidenced by pictures and interviews and focus group discussion conducted from the research. The challenges faced by DWEYT as those encountered by the community in promoting gender equality are discussed and depicted in the chapter. The issue of patriarch facilities men resistance and this has negative impacts towards operations of DWEYT in promoting gender equality. The impact government policies and the economic and political sectors of the economy are affecting efforts of DWEYT in promoting gender equality.

CHAPTER FIVE

CONCLUSIONS AND RECOMMENDATIONS

INTRODUCTION

This chapter will mainly focus on the recommendations, summary and conclusion of the study. The recommendations were tapped from the interviews and focus group findings that were conducted by the researcher during the visits in the field.

5.1 SUMMARY

The research focused on examining the impact of DWEYT in promoting gender equality in Budiro high density suburb. The summary of the entire dissertation chapters will have depicted below in. The first chapter contains the introduction of the study, the formation of DWEYT its offices and areas of influence as well as the goals and aims, also the research objectives and questions that guided the research responses by the community. This chapter also focused on the conceptualization of the terms found in the study of gender equality. The chapter also talks about significance of the study, limitations and delimitations of the research. The second chapter aimed to show the work of other various scholars on the issues towards promoting gender equality all around the world, thus the literature review. This chapter deals or put much attention on status and position of women in the pre-colonial, colonial and current Zimbabwe and also defining typology of NGOs. The third chapter looked at DWEYT's impacts it partially answered one of the research objective. The methods used to collect data were discussed, and their advantages and disadvantages as data collection tools. The data mining tools are shown in this chapter and reasons for considering the data mining methods are given as well. The chapter depicts how the researcher conducted the research study and this chapter prepares a guideline for the following chapter of data collection. The fourth chapter consists of data presentation, analysis and interpretation. The researcher highlighted qualitative methods in presenting the data gathered.

This chapter contains pictures that provide a pictorial view of the impact of DWEYT's operations in promoting gender equality in Budiriro high density suburb.

The last chapter provides solutions to the problems observed in the study and recommendations in order for the effectiveness for DWEYT's efforts in promoting gender equality. This chapter contains the conclusion of the study guided by the findings obtained during the research.

SUMMARY OF THE MAJOR FINDINGS

Watchdog against gender based violence (GBV) the organization itself acts as watchdog against domestic violence in the community. DWEYT established a community known as the DWEYT GBV committee, the committee consists of voluntary men and women that advocates for zero tolerance on domestic violence but encouraging gender equality as a panacea to peace and development of the community and worldwide. The organization performs a lot of activities and conducted gender equality awareness campaigns in order to promote gender inclusiveness in the Budiriro high density suburb.

Income generating projects the organization trained both women and men entrepreneurship skills, the organization managed to create projects that caters for equal participation in Budiriro high density suburb. These projects are potato farming, detergents making and others. The income generating projects boosted the livelihoods of community. Awareness campaigns the organization aroused the awareness of gender equality in the community through creating gender based violence committee. The organization acted as a watchdog against domestic violence in the Budiriro high density suburb. Educational campaigns on gender equality were provided to the community by DWEYT.

Poverty alleviation through sharing of responsibilities through gender inclusive projects such as potato farming, fish farming, detergents making and nurse aide's trainings the women benefited a lot since they constitute the higher percentage of participation in DWEYT's operations. The family's standards of living were raised by the DWEYT operations for example women involved in detergents making business could earn reasonable salaries enabling them to supplement their

husband's low salaries. The responsibilities are now shared equally to both males and females in the community. Fostering equality participation in the society the other impact was encouragement of equal participation in the society, DWEYT conducted workshops that encouraged women to attend community gatherings in their numbers in order to represent their views. This also gave the women in Budiriro an opportunity to venture into the politics of their families at household level and to reach the national levels of politics in which they will represent and advocate for the rights of fellow women in the community. These are weaknesses and failures of organizational operations in the community found in the research study. The difficulties faced by DWEYT and those encountered by the community in promoting gender equality will be looked at in brief. Projects offered by the organization are half –based projects and from the interviews the respondents longed for continuous influence of DWEYT operation, so that they promote self –employee. These half-based projects at the end will not benefit and this will result in suppression of women since are the most affected by poverty in the society. Resistance from men was also shown in conducting interviews, men feel neglected by women based projects provided such nurse aides training. This is affecting the efforts of the organization in trying to enhance gender equality.

Culture is affecting efforts of DWEYT operations in promoting gender equality in the community. Also, women are affected by the cultural beliefs in Budiriro. Through culture women in the community are denied to enjoy their rights, looking after the children and home-based activities is being proposed as their roles this is the reason why some of the women are not allowed to attend workshops and focus on projects that will keep them busy and away from their homesteads. Lack of money to finance the entrepreneurship skills and other development trainings of Deweyites another finding observed during the research. The respondents mentioned that from this statement the researcher observed that the organizational operations need money to be successful, also the organization is providing entrepreneurship skills only which means they are lacking money to channel to the projects they are offering in Budiriro high density suburb

5.4 RECOMMENDATIONS

From the research study, it was shown that DWEYT's operations have an effective impact in promoting gender equality. However, in order for the organization to be more effective in all areas of the community the researcher had put recommendations that will assist promotion of gender equality.

Ensure participation of men

The researcher suggest that men should be included in programs of women, this will lure men's behaviours to be aware of gender equality as well as willing to participate in awareness campaigns and domestic violence workshops. In general, if men are included same as women by the organization gender equality will be promoted to higher levels. Exclusion or ignorance of men will cause problems at home; thus, inclusion of men will be a panacea to misunderstandings in households.

Effective monitoring and evaluation of projects

The researcher recommends DWEYT to do follow ups to the community to check the progress of the projects and activities. The interviews conducted explain the lack of monitoring and evaluation of projects by DWEYT is an obstacle to achieve women empowerment and gender equality in Budiriro high density suburb.

Introducing gender awareness programs at early child education

The researcher recommends the organization to collaborate with the government in fostering gender equality awareness programs to the primary syllabus or early child education. This suggestion will create a favourable environment of any institution in the community to promote gender equality. When primary and secondary education levels focus on gender equality, this will influence tolerance of women as equal as men. Also, boys will grow up in a gender sensitive manner so it will be easy for them to treat their wives as equal human beings and allowing them to participate in all programs. This will also impart gender equality awareness from boy's level

up to men's level in which men will not resist gender equality organization as well as their efforts in uplifting gender equality.

To create a bridge between financial institutions and the community the researcher recommends the organization to negotiate on behalf of the community to source finances from financial houses to support the community programs and projects. From the interviews conducted most of the women confessed that their husbands refuse to provide them money to start businesses, to put in practice those trainings and entrepreneurship skills they had acquired from DWEYT operations.

5.5 CONCLUSION

In a nutshell, one can conclude that DWEYT's operations played a pivotal role in promoting gender equality. From the research findings, it was shown that through DWEYT women were empowered in various projects such as nurse aides, potato farming and detergents making. Through income based projects the livelihoods of the community improved through sharing of responsibilities between husbands and wives, reduction of domestic violence and gender based violence. The organization itself acted as a law and watchdog against human rights abuse it created a committee in Budiro to safeguard women from all forms of abuse. However, the organization does not ensure participation of men, some of its projects are women based, at some point the operations and projects are worsening, creating the gap between men and women. The positive impacts outweighed the negative impact of DWEYT operations.

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APPENDIX 1

Interview guide for impact of Non Governmental Organizations (NGOs) in promoting gender equality a Case Study of Destiny for Women and Youth Empowerment Trust (DWEYT) In Harare

My name is Ngadze Paddington T and currently I am in my final year as a Development Studies student at Midlands State University. As part of the requirements of my degree program I am expected to carry out a research and my topic is titled, *‘Impact of Non-Governmental Organization in promoting gender equality: A Case Study of Destiny for Women and Youth Empowerment Trust (DWEYT) in Harare.’* This study is for academic purposes only. You are kindly requested to spare your precious time to participate in this discussion and give your own views as objectively as possible. You are assured of confidentiality on the information you are going to provide. This interview will take approximately 15 minutes. Do you have any questions before we begin?

Interview questions

1. Age.....
2. Gender.....
3. Marital Status.....
4. How long have you been staying in Budiriro?
5. Do you know Destiny for Women and youth Empowerment Trust (DWEYT)?
6. What does it do in your area Budiriro?
.....
.....
7. Are you participating in the programs and projects?
8. Did the operations and projects satisfy your expectations?

NB If YES/NO what is your reason?.....

.....

.....

8. Are there any challenges you are facing in implementing/adhering to the programs and projects of DWEYT?

NB. If YES what are your reasons?

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.....

In your own opinion what do you think can be done to encounter these challenges?

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9. What are your recommendations to DWEYT?

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APPENDIX 2

Focus group discussion guide for Impact of NGOs in promoting gender equality in Budiro

My name is Ngadze Paddington T; I am a fourth year Development Studies student at Midlands State University. As a requirement of my degree program, a student is expected to conduct a research and my topic is titled ‘Impact of Non-Governmental Organization (NGOs) in promoting gender equality’; Case Study of Destiny for Women and Youth Empowerment Trust (DWEYT) in Harare.

This discussion is known as focus group. For those who have never participated in such sessions I can explain a little about this type of research strategy for data collection. Focus groups are mainly used to gather data from a small group of individuals who have a common interest in a particular subject for instance; you are all Christians (china chemadzimai). In focus groups, there is no right or wrong answers or an answer that can overshadow others’ views or contributions. As a small gathering, we should all participate. Don’t hesitate to speak up when you have a point that you would like to say or to support what others have said.

The researcher will be conducting this session and shall lead the group to move along so that we can touch all major aspects of our agenda. I will not refer to any participant by name in the reports that I may prepare. The information will be kept confidential and used for academic purposes only. Your participation is out of voluntary and the discussion will take approximately 30 minutes. Do you have any questions before we begin?

Discussion questions

1. Do we all know Destiny for Women and youth Empowerment Trust (DWEYT)?
2. What does it do in your area (Bairro)?
3. How many of us have participated in its operations?
4. What are the positive and negative impacts of DWEYT’s operations?

5. What challenges do we encounter in implementing the programs into practice?
6. What do you think should be done in response to these challenges?

