

**MIDLANDS STATE UNIVERSITY**



**FACULTY OF ARTS**

**DEPARTMENT OF DEVELOPMENT STUDIES**

**RESEARCH TOPIC**

**The role played by the third sector in fostering youth empowerment in Zimbabwe. The  
Case of Zimbabwe Red Cross Society in Highfields (2010-2013)**

**BY**

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## **DECLARATION FORM**

I, Gift Dirwai, do hereby declare that the contents of this dissertation is my own work in partial fulfilment of my degree programme, and the information provided is has not been submitted before for any academic examination. In addition my own views are found within the dissertation and not necessarily that of the Midlands State University.

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The undersigned do certify that they have supervised Gift Dirwai's dissertation entitled: **The role played by the third sector in fostering youth empowerment in Zimbabwe. The case of Zimbabwe Red Cross in Highfields (2010-2013).** This dissertation has been submitted in partial fulfilment of the Bachelor of Arts Honors Degree in Development Studies at Midlands State University.

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## **DEDICATION**

This work is dedicated to the Dirwai family especially my grandparents, Mr and Mrs Dirwai and also to my fiancée, Nyasha Colleen Makuyana, who had a vision of me being great and excelling in everything. I cherish your guidance and support be it economic, social, emotional and spiritual. I appreciate your encouragement to me to pursue my dreams in terms of education even when I had lost faith.

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## **ABSTRACT**

*This study is aimed at assessing the role played by third sector in fostering youth empowerment in Zimbabwe and a case study of Zimbabwe Red Cross Society in Highfields was used. The study was targeting youths in Highfields assessing the economic political and social impacts of the organisation to the youth. 40 respondents managed to take part in the research and all filled in questionnaires which were semi-structured with sections A, B and C. A total of 23 males and 17 females took part in the questionnaires and 4 interviews were carried out, 2 to staff and 2 to youth members. The questionnaires and interview questions were structured in a way that they would come up with a clear picture of the whole empowerment schemes. The results were that the empowerment initiatives or schemes have managed to empower the young people economically, politically and also socially. Economically, the scheme has managed to create employment, income generation initiatives, project formulation and management skills, funding of already existing youths programmes and the Youth Fund. Socially, the empowerment schemes also have managed to upgrade livelihoods, nutritional gardens, computing skills and enhancing life skills. Regardless of various challenges faced by youths and the organisation in the empowerment scheme, youth empowerment has been pivotal as a tool for poverty reduction or alleviation and providing an opportunity for young people to up bring their Human Development Index and being key players in attaining sustainable development and empowerment.*



## ACRONMYS

FACT	Family Aids Caring Trust
GoZ	Government of Zimbabwe
NGOs	Non-Governmental Organisations
ZRCS	Zimbabwe Red Cross Society
UN	United Nations
BC	Behaviour Change
YEI	Youth Empowerment Initiatives
MINoYDEEI	Ministry of Youth Development, Indigenisation and Economic Empowerment
UNDP	United Nations Development Program
FACT	Family Aids Caring Trust
SAfAIDS	Southern Africa AIDS Dissemination Service

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## **Introduction**

Since time immemorial Zimbabwe has been having challenges in fostering empowerment amongst youth. Various efforts have been entailed to curb the crisis from government itself, private sector and non-governmental organisations. Youth empowerment has been termed as a structural and cultural process in which young people gain the momentum, authority and agency to make sound decisions and implement transformation in their lives and other people. Studies have been conducted on the relevance of programming in fostering youth empowerment and shows that if there is programming which is youth oriented, empowerment is attained (National Youth Policy 2000). Youth have been having challenges which are related to the issue of empowerment and development. The idea of empowerment is a tool in addressing the current challenges facing young people and coming up with sustainable initiatives in empowering them. The challenges include; lack of access to forms of credit, lack of life skills, unemployment, exclusion in decision making on issues affecting them and lack or no funding for youth programs as well as existing youth programmes.

Youth empowerment is enshrouded within the following indicators, project management, decision making, life skills building, health education, employment creation and livelihoods. According to Zimbabwe Red Cross (2010), if the following indicators are met within the drive to youth development then the relevance of comprehensive programming of any institution will be highly credit. However, stakeholders in the development discourse have incorporated the above indicators as a drive to promote youth empowerment. The process of empowerment ushers in opportunities for youth to develop skills and decision makers. There are various youth empowerment models which are helpful in creating generations of civically minded youth to take strategic actions to improve their beings and communities. Hence it can be a process and outcomes oriented, empowering youth with skill development, critical

awareness and opportunities (YES 2013). The researcher has chosen period 2010-2013 because that is where much of the activities were taking place within the youth department of Zimbabwe Red Cross Society.

### **Background to the study**

As noted globally by the United Nations Youth Agenda, according to statistics, the world youth population, defined by the United Nations as the age group between 15 and 24 years was estimated in 1995 to be at slightly over 1 billion or 18% of the world's population. The majority of these young men and women are in developing countries or rather less industrialised nations and their numbers were expected to increase well into twenty-first century. So this gives us of a picture of the need for youth empowerment schemes and make use of their skills.

As highlighted by various researchers, in Europe most empowerment schemes are carried out by the government and the interference of non-governmental organisations (third sector) is limited though crucial too. According to Ginwright (2002), youth empowerment in the United States is through youth organisations, government policy-making and community organizing campaigns so in this respect one notes that it is a collective approach when talking of youth empowerment in Europe. Within United Kingdom the government plays a leading role in fostering youth empowerment. As noted by Clasnoff (2005), most of the budgets for youths programmes have got a bigger percentage coming from the government complementing the efforts by non-governmental organisations (third sector). This was on a research on government's efforts towards youth empowerment.

Within Africa the situation on youth empowerment is diverse. To some states in Africa it is a combination of the government and NGOs as noted by EUROPA (2010) concept paper on

South Africa .Support for youth through empowerment schemes, life skills training and development of their potential areas is key within the two partners(Government and NGOs) .The challenges which the youth are facing in Africa ranges from health, inactive participation in social and economic issues, exclusion from decision making in issues pertaining to them, unemployment, inadequate opportunity for education and training. All these issues are addressed by third sector and government efforts on empowerment and development. In some African states, the third sector has the correlation with government in youth empowerment and the aim is to develop community-based projects. It enables local authorities and community groups to engage with disadvantaged youth through arts, cultural and economic endeavours. The intervention also allows youth to be involved in community activities and opens the way for youths to make a positive contribution to local development thereby being empowered.

Africa and Europe have inclusively joined hands through the Commonwealth in enhancing Youth Empowerment by launching the Common Wealth Plan of Action for Youth Empowerment (2007-2015).Through this intervention empowering young people means creating and supporting the enabling conditions under which young people can act on their own behalf. With the combination of Governments and non-governmental organisations the first core of empowerment was to develop and implement measures to promote economic enfranchisement of young people through a range of measures ranging from micro-credit and entrepreneurship education. So in African states scenarios, it is either a combination of both government and non-governmental organisations or the third sector only working on youth empowerment.

In Nigeria as noted by UNDP (2007), the organisation initiated a youth empowerment

scheme in Niger Delta in line with Millennium Development goal number 1 on reducing poverty. Youth unemployment has remained a major challenge of development in Nigeria and has been reported to trigger conflicts in rich oil Niger Delta region. The challenge, according to UNDP is said to be complicated by the fact that the youth in the region represent a large proportion of the local population and are largely unskilled with the consequence that they are unable to have gainful employment in either sectors of the economy. Hence there is need for youth empowerment through technical and vocational skills acquisition and conflict management.

In Zimbabwe the issues of youth empowerment has been a thematic area for both government and the third sector specifically NGOs. According to Cde Kasukuwere (2011), youth empowerment was part of government's initiatives to give capacity to the youth and even introducing them to Vocational and Technical Education in order to produce the much needed middle level technicians for both industry and commerce respectively. Therefore government grants specifically for youth empowerment were issued to the provinces to cater for empowerment schemes. Zimbabwe Youth Council also as an organ of Ministry of Youth Development, Indigenisation and Empowerment is also linking NGOs with the youth towards attainment of youth empowerment. The challenges amongst the youth as outlined by Zimbabwe Youth Council include; limited resources available for funding of youth programmes and activities, inequalities in economic, social and political spheres, high levels of youth unemployment and gender discrimination. So with that on the background there is also an intervention of the NGOs as part of the third sector to empower and develop skills amongst youth. NGOs such as SAfAIDS, Mavambo Trust, FACT only to mention a few have said to make strides in empowering the youths in Zimbabwe but more intervention is needed from the third sector.

Within the area of Highfields, the third sector has said to be working in a joint venture with

the parent ministry for the youth in empowering the youth. The challenge amongst the youth within the area ranges also from unemployment, little or no access to forms of credit, no access to vocational and technical education and lack of funding on existing youth programmes. So with these challenges on the background there is need to empower and develop skills amongst the youths.

### **Problem Statement**

Youth Empowerment as an initiative has been core in programming issues within the country and there has been a need to be prioritise the initiative. Success stories have been recorded from different sectors but there has been increase in unemployment and poverty amongst other issues which are challenges for the youths which shows that various sectors need to prioritise youth oriented programs. Therefore this research seeks to make an in-depth analysis on the role played by the third sector in fostering youth empowerment.

### **Delimitation**

Even though the study may allude to practices and experiences in other countries, the scope of the study is limited only to Highfields Red Cross Society, Zimbabwe. Thus only greater detail of practices in Zimbabwe Red Cross Society specifically Highfields branch will be provided in this research.

### **Objective of the study**

#### **a) General Objective**

- To assess the role played by the third sector in promoting Youth Empowerment in Zimbabwe



## **b) Specific Objectives**

- To assess the impact and sustainability of Zimbabwe Red Cross Society initiatives on Youth Empowerment to Highfields youths.
- To highlight the challenges faced in youth empowerment and way forward.

## **Research Questions**

1. What is the role played by the third sector in Zimbabwe?
2. What role is Red Cross playing in fostering sustainable youth empowerment?
3. What are the challenges faced in youth empowerment and how can they be solved?

## **Definition of terms**

- Youth development-a process of nurturing and developing one's capacities in positive and sustainable ways. It can be fostered by the government programmes, private sector or non-governmental organisations initiatives.
- Youth Empowerment-is a process whereby young people gain the ability, authority and agency to make decisions and implement change in their own lives.
- Non-Governmental Organisation-are organizations that are not part of local or state or federal government. Its main mandate ranges from political, economic, social and environmental intervention and mostly on humanitarian grounds.
- Youth-according to Zimbabwe National Youth Policy refers to 10-30 year olds irrespective of their gender, race, colour, religion, political affiliations, marital status and

physical or mental disability.

## **Literature Review**

In a research by Professor R.J. Zvobgo in 1999 on the Government and private sector intervention in youth job training in Zimbabwe with the notion ‘‘After School, Then What’’, he indicated that between 1980 and 1999 a number of young people and school leavers were trained in a number of trades in Vocational and Technical Education through the assistance of the third sector parties to mention Non-Governmental Organisations such as The Australian Agency International Development (AUSAD) which donated US\$1,6 million to support technical assistance and training and also Department for International Development (DFID) which gave US\$2,2 million in support of small scale youths projects for young entrepreneurs. In this research by Professor Zvobgo much of the information was obtained through secondary sources only to include. Little information was obtained through field research and from respondents. In this research on Red Cross the researcher will incorporate both secondary sources and also field research with questionnaires to the beneficiaries of the empowerment scheme from the Organisation.

On another study by Emanuel Jose Ohize (2009), he investigated the role of Youth Empowerment Scheme (Project YES) of Niger State, Nigeria as a non-governmental organization focussing in poverty alleviation through skills acquisition to the youths. The study was carried out to determine the impact of Project YES in poverty alleviation in the state and also to determine whether the scheme has succeeded in empowering its beneficiaries who were youths in terms of skill acquisition for self-empowerment. A survey design was adopted for the study and the study revealed the Scheme has succeeded in empowering its beneficiaries by way of Vocational Skills acquisition hence contributing to a change in their socio-economic status. The research had a limitation on the issue of statistics

of empowered young people and the response of the youths towards the initiative by Project YES. In the research on Red Cross the researcher will include the views of the respondents through open ended questionnaires and also provide statistics on the empowered youths.

According to the National Youth Agency (2007), in a research towards youth empowerment in United Kingdom articulates that positive youth empowerment involves identifying and promoting developmental benchmarks, including social, emotional and moral competencies, a sense of identity and self-efficacy and opportunities for pro-social involvement. In line with this research one notes that the benchmarks do not include economic part of empowerment but rather was concentrating on social and emotional benchmarks leaving the economic part which is of concern when measuring empowerment. So in the research on Red Cross the researcher will look at economic and social benchmarks respectively unlike the one of National Youth Agency which covers social and emotional part only.

On the same note in youth development and the significance of programming, Pittman (1999) postulated that youth empowerment programs are those activities or ideas that are intended to engage young people in intentional, productive and constructive ways, while recognising, empowering and enhancing their strengths. This means these programs promote positive outcomes by providing opportunities, fostering positive relationships and giving the support needed to build youths strengths as well as prevent risky behaviours. But this research by Pittman was a desktop research and no field work was carried out which pose a limitation towards the research. In a research by Zimbabwe Red Cross Society the researcher will conduct a field research getting facts or first-hand information which is part of purposive sampling unlike the desktop research by Pittman.

In describing the evidence of effectiveness of positive youth empowerment programs with the engagement of the third sector. Phelps (2008) noted that it is difficult because the evidence base is fragmented. In his research, Phelps noted that positive youth empowerment programs can prevent a variety of risky behaviours among young people and pave way for sustainable development and improve social and emotional outcomes. He noted that 4H is a place where young people are empowered to be responsible and develop skills that will last them a lifetime. It is a place where youths work together for positive difference in the community. Phelps highlighted that the study stratified sample included approximately 4 000 youth from nearly 50 states with various levels of involvement and concluded that youth consistently engaged in 4H were found to be at much lower risk of having personal, social and behavioural problems than other youth. In analysis of this research there is an inclusion of issues to do with project management skills as well as empowerment of existing youth program but rather the research was more like centralising on behaviour change strategies as a way of empowering young people. In the research on Zimbabwe Red Cross youths the researcher will also have a look on project management skills imparted to the youths in Highfields by the third sector.

Furthermore on third sector and youth empowerment, Pulse (2006) in a case study of South Africa also commented that like most developing countries, South Africa has a young population, with over 40% of the population aged between 14 and 35 years old. South Africa's youths have to contend with high unemployment and underemployment, added to this the issues of HIV/AIDS, poverty and major challenges in accessing and securing a decent education and skills. In response to the numerous challenges facing young people, youth empowerment NGOs work with individuals to develop and empower them in a holistic manner to make an impact on various aspects of their lives. Youth empowerment NGOs

provide platforms for the youth to articulate their views in order to increase their impact on the social, economic and political dimensions of life. In this research, the researcher did not include an analysis on monitoring and evaluation tools of those empowered youths and how sustainable was the program to the youths. On the research on Zimbabwe Red Cross Society, the researcher will also have a research on monitoring and evaluation tools provided by the organisation to measure the organisations input on the empowerment of youths.

### **Research Methodology**

A research method is a plan or structure for an investigation. It can also be defined as a list of specifications and procedure for conducting and controlling a research project. Methodology refers to the theory of how a research should be undertaken. According to Onwuegbuzie and Johnson (2006), the goal of the research method is to provide results that are credible, accountable, resembling reality and are taken to be true and reasonable. A research method is framework for the collection, measurement and analysis of the data gathered and it is used to explain and describe an overall framework used to arrive at reality based on a philosophical approach .This research seeks to find out the role played by third sector in fostering youth empowerment in Zimbabwe. Thus a qualitative research will be employed.

### **Data Collection Tools**

There are a variety of methods of data collection in qualitative research to include observations, visual or textual analysis, interviews and open ended questionnaires. But in this research the researcher used semi structured questionnaire, interviews, observations and review of secondary data. So qualitative research tools were utilised because they gave an in depth analysis and understanding of socio-economic phenomenon of the subject matter.

## **Interviews**

Interviews are face to face dialogue and are done between two people. It can be called a dialogue where the researcher is listening to pertinent points (Bradford University 2007). Frequently, the interviewer asks the same questions to all the participants, but the order of the questions, the exact wording and the type of follow-up questions may vary considerably. Oral interviews were conducted to enable the researcher to acquire first-hand information from the respondents about the contributions made by ZRCS and the impact in their lives. A total of 4 interviews were conducted (2 with youth members and 2 with staff members). The researcher first arranged for the interviews telephonically and then visited the mentioned people in their areas of operations for the interviews. The researcher used mainly research questions on the questionnaire for his interviews.

Interviews were conducted on voluntary basis and participants were informed of the subject under discussion at all times and they had the right to terminate or postpone the interview. When participants lacked interest or were not willing to answer any question, the researcher asked in a language they understand or desist from asking questions. The researcher also interviewed 2 youth members.

## **Questionnaires**

The researcher used 40 questionnaires to extract information. 17 females and 23 males responded to the questionnaires. A questionnaire is a set of questions prepared or compiled then given to a group or individuals to answer. Open ended questionnaires were used because they have no predefined categories, options or suggested answers. This enabled respondents to supply their own answers and reasoning without being constrained by a fixed set of answers. Questionnaires methods assisted the researcher in understanding the respondents' perception on youth empowerment fostered by the organisation in Highfields.

## **Secondary Data**

Secondary data was collected for the research problem at hand and other uses. Secondary research was extensively used to build a background of the research topic. It was gathered through reviewing newsletters compiled by the organisation on youth empowerment.

## **Observations**

This method was also employed in collecting data. It is a systematic noting and recording of events and behaviours in the social setting of the study or research. The observational record is referred to as field notes; detailed, non-judgemental descriptions of what was transpiring and observed by the researcher. Observation was used to discover even complex interactions in the social settings of Highfields and also the project areas of the youth.

## **Sampling Technique**

The research targeted youths, youth officers and coordinators at the organisation under study. These made up the total population from which the sample was selected from. The research explored probability sampling techniques which gave each member of the selected population a chance to participate in the research. According to Morgan and Hamon (2001), sampling is a process of selecting the members that will participate in the research. This research used purposive sampling which means only relevant respondents to the research topic were approached.

## **Justification of the Study**

This research seeks to explore the role played by third sector (NGOs) in fostering youth empowerment in Zimbabwe. The researcher shows it appropriate or profound to conduct a study in a place where vibrant activities are undertaken which is Highfields. The research will benefit the organisation for it will be able to see where it is now in line with youth empowerment and what can be done to enhance the role. Also other players in third sector, the academia and government might have an insight on the aspect of youth empowerment through this research and be able to address key issues.

## **Ethical Considerations**

The Belmont Report: Ethical Principles and Guidelines for the Protection of Human Subjects of Research (1979), postulated that research ethics should have a sense of respect on human rights, dignity and values. The following are to be considered during the research;

- **Confidentiality**

The researcher will protect the identities of the participants for the purposes of confidentiality and anonymity. The researcher is going to apply pseudo names in protecting the identities of the participants. Each participant will be pre-informed of the purpose of the research which allows the participants to apply informed consent so as to get thrust of the research and how their dignity and values are protected.

- In a case where participants were not in a position to disclose relevant or crucial information in line with the research, the researcher changed the type of participants in agreement with relevant staff officers.



- The research was be carried out on voluntary basis.

## **CHAPTER ONE**

### **AN OVERVIEW OF YOUTH EMPOWERMENT SCHEMES AND INITIATIVES IN ZIMBABWE**

#### **1.0 Introduction**

The Government of Zimbabwe embarked on a youth empowerment drive after a realisation that young people play a crucial role in the developmental discourse of the country and have got needs and requirements which should be met. Various initiatives have been put in place or were put in place in engaging the youths in economic, social and political well-being. Various policies are in place now supporting the youth empowerment and relevant ministries for the youths. This chapter will give an overview of Youth Empowerment in Zimbabwe and briefly look at Non-Governmental Organisations in line with Youth Empowerment.

#### **1.1 Government of Zimbabwe and Youth Empowerment in Zimbabwe**

According to Webster (1998), to empower means to give official authority or legal power, enable and to promote self-actualization or influence upon someone. So in line with this empowerment programmes are initiatives or interventions that involve young people as partners and participants in the decision making processes that determine implementation, planning and program goals.

In Zimbabwe the Ministry of Youth Development, Indigenisation and Economic Empowerment is a government ministry responsible for youth issues and economic empowerment with the current Minister Cde Francis Nhema. Before this, Zimbabwe used to have Ministry of Youth, Sports and Recreation, headed by Cde Joice Mujuru from

independence era (1980-85) according to Africa Confidential (2014), which was a ministry to oversee the youth initiatives and empowerment schemes. The Ministry managed to come up with what is known as the National Youth Policy which was a policy document outlining the challenges facing the youth and how the government, private sector and Non-Governmental Organisations should come into play in alleviating the sufferings amounting to the young people and creating opportunities. With this Zimbabwe youth activities are to be in tandem with the National Youth Policy which is according to Zimbabwe Youth Council (2014), is a policy framework providing common aspirations and priorities for the youth development across the nation. Through the policy, the government of Zimbabwe declares the active involvement of youth in national development, demonstrating the profound and complementary roles of all government ministries, non-governmental organisations sector and youth groups by promoting and engaging the spirit of coordination and cooperation. According to the National Youth Policy, a youth is any person aged between 10 to 30 years and the government has made a commitment to address the development and empowerment needs.

The document enlisted the areas which the youth were having challenges from economic to political levels. It was a document also giving key priority areas and also defining who a youth is. The document was revised in 2000 in order to feel other loopholes left when it was crafted and to suit the current needs of the youths as well as addressing the newly emerging challenges amongst the youth. It was revised again early this year as youth challenges are changing dimensions every time.

Currently, there is a new National Youth Policy which its genesis originate from that of 1981 crafted by the Ministry of Youth, Sports and Recreation. During the time of the Ministry before the Empowerment and Indigenisation part, youth issues were tackled but not to the fullest capacity. As noted by Mazingi and Kamidza, that period the country was coupled by

inequalities and attention was given to other sectors side-lining the youth ministry. The government then used to turn a blind eye when it comes to youth issues as the country was in a period of reconstruction and development from the colonial era and also later the devastating impacts of Economic Structural Adjustment Programme. The youth programmes by then were highly politicised and the programmes were dovetailed with the youth initiatives of the ruling party's political structures (World CP 2012). With all these in line, youth empowerment schemes were low as poverty, unemployment, non-prioritisation of youth programmes, no resource mobilisation techniques for the youths, lack of access to credit facilities and devastating impacts of Economic Structural Adjustment Programmes which pulled down the economic and social standards of people, all these being the major challenges affecting young people from independence till the emergence of the Ministry of Youth Development, Indigenisation and Economic Empowerment in 2009.

According to the National Youth Policy (2000 and 2014 respectively), the Government of Zimbabwe recognised that huge numbers of youth who were denied opportunities for education and basic human rights before independence and that their potential can collectively contribute to national development. So the idea of Youth Empowerment was to build the youth and capacitate them in line with the developmental discourse of the country. Addressing delegates at World Youth Forum in 2012, Cde Kasukuwere reiterated that the Government has created a specific ministry responsible for youth development and empowerment in whose broad mandate is to spearhead the formulation and implementation of youth policies that strive to empower the young people to be self-employed and to support families and community and country at large.

Guided by the African Youth Charter, Zimbabwean Government has committed to the development and empowerment of its future generations (youths). The National Youth Policies have been tailor-made to suit the developmental youth programmes and national

programmes. According to the revised National Youth Policy (2014), the following outlines the strategic areas which all sectors must encompass when dealing with youth empowerment in line with national objectives and goals. The strategies include; Poverty Eradication and Economic Integration, Youth Empowerment and Participation, Youth Employment and Sustainable Livelihoods and Gender Equality and Equity. In response to these strategies which are benchmarks for youth empowerment and development, youth are expected to fulfil a set of Rights and Responsibilities which includes; the need to recognise and respect the constitution of Zimbabwe, patriotism and to be conscious of International Conventions and agreements which Zimbabwe has ratified to include the United Nations Universal Declaration on Human Rights, United Nations Convention on Rights of Children and the African Charter.

In Zimbabwe, youth empowerment programmes aim to address the socio-economic differences which have undermined the progress of national youth programmes. So, focus is on developmental agenda for the youth empowerment. According to Kubatana (2014), the government and other key private stakeholders have placed the youth at the epicentre of empowerment through; information dissemination techniques, investment opportunities, transformation and retransformation of youth towards developmental programmes. On contrary, Youth Empowerment in Zimbabwe financially the financial institutions have put strict rules and strict procedures for issues to do with collateral requirements for youth to secure financial resources which has been a setback for fully empowered youth entrepreneurs. According to Manyukwe (2013), the empowerment scheme through loans by CABS was analysed as selective and not objective, a few benefitted who ha political background. As a country profound efforts have being made to provide capital in all forms (finance, resources and human) which are part of the tenets of empowerment as asserted by the National Youth Policy.

The creation of the Department of Youth Development and Empowerment in Zimbabwe has

made it possible for information dissemination and the dissemination techniques of the national programmes has been enhanced. The Parliament Session of 12 February 2014 debated that Youth Empowerment Policy as an indigenisation and economic empowerment tool was said to be in tandem with educational policies/curricular to succeed as majority of youth currently are failing to understand the national indigenisation and economic empowerment initiative. Empowerment schemes have been deemed necessary due to the past experiences hindering youth to be able to rise. According to Zimbabwe Demographic Profile (2014), of about 9 620 000 youth in Zimbabwe, only 1 448 800 left the country due to diaspora. Currently the country has 2 142 000 unemployed youth, 671 200 are employed and 3 048 219 are school or college going. So with such a background one notes that there is need to have youth policies and empowerment programmes that remain beneficial to the youth to avoid brain drain and also to bridge the gap of employed and unemployed. In line with this notion, the country is in a bid to empower young people as value addition to the nation not middle persons in the development discourse.

According to Kubatana (2014), the policies have been in a circular format and not linear as other policies. Citing an example on land reform, the youth proposed that 30% of the seized farms in each province be owned by the state on behalf of the youth which will be utilised as empowerment vehicle for certain span before moving to respective business ventures. On based evidence of this by Moyo (2014), the Parliamentary committee called up Joint Working Group (JOWOG) and the National Association of Youth Organisations to give evidence regarding the situation of youth in relation to the government's black empowerment policy and was told that young people failed to get land and the few who got access to farmland were said to be struggling to till and produce because of lack of resources, technical know-how on farming and financial assistance. On another note it was also agreed that 25% of gross total revenue which is generated from all mines and natural resources must be

channelled towards Youth Empowerment and Development Fund that will be administered by the Zimbabwe Youth Council (ZYC).

As part of the broad objective of the Empowerment Schemes noted in the National Youth Policy, the empowerment initiatives endeavours to ensure that all young people have meaningful opportunities to reach their full potential as active participants of the society and above all as individuals. The issue of empowerment is meant to address the major concerns and issues critical to the youths and also is supported by the Youth Policy in a bid to give direction to youth programmes and service provided by non-governmental organisations and government.

Within the urban set up the youth have managed to acquire empowerment schemes. Detailed project proposals have been submitted to the Ministry with application letters too. So far a total of about 60% of the youths have been said to have benefitted from the empowerment initiative. Over US\$500 000 has been disbursed but with the majority of the funds being accessed by urban youths. Contrary, rural youths have argued that they are not accessing the empowerment funds. The youths are said not been able to meet the stringent conditions like crafting detailed project proposals. In a report by Gibbs Dube (2012), several youth from places like Murehwa, Mutoko, Uzumba and Hwange openly argued being side-lined on funds such as the US\$10 million Kurera/Ukondla Fund that was facilitated by CABS then the US\$20 million Stanbic Bank Wealth Creation Fund and the US\$2 million Youth Empowerment Fund which was administered by the Commercial Bank of Zimbabwe. So in light of this the empowerment scheme was said to be not decentralised to the rural youths only the urban are benefitting much.

## **1.2 Youth empowerment and Entrepreneurship**

According to Ministry of Youth home page (2014), in 2006 the government came up with a Youth Development Fund (YDF), which was a revolving micro-loan facility meant to be accessed and benefit the youth. The YDF was said to have been merged with the Employment Creation Fund (ECF) that was established in the late 90s and this facility is known as the Youth Development and Employment Creation Fund and has a constitution approved by the Treasury.

From the above, the facility currently supports youth entrepreneurship development as it provides various loans at what is termed as concessionary rate of 10% per annum for a tenure of up to 36 months depending on the nature of the project to be undertaken. This facility is a jointly administered by the Ministry and there following financial institutions;

- Commercial Bank of Zimbabwe dealing with Youth Empowerment Fund
- Infrastructural Development Bank of Zimbabwe dealing with Youth Development Fund
- CABS dealing with Kurera/Ukondla Youth Fund
- Stanbic Bank Zimbabwe dealing with Youth Wealth Creation Fund

In line with these financial institutions, the goal is on creating a synergy between the youth and the financial institutions and fosters a sustainable base for business growth and expansion for the youth thereby empowering young people.

The empowerment scheme has been linked with entrepreneurship and economic empowerment to the youth. The idea of entrepreneurship has been said to be driven by Small to Medium Sized Enterprises (SMMEs).The development of SMMEs has been deemed an initiative for ending unemployment, job creation and alleviation poverty amongst the youth in



Zimbabwe.

This initiative was made broader in 2009 again through the Ministry of Youth Development, Indigenisation and Empowerment by the setting up of Youth Empowerment Facilities in all parts of the country. The Youth Empowerment Facilities are a partnership between the Government of Zimbabwe through the Ministry of Youth Development, Indigenisation and Empowerment and various financial institutions that include Commercial Bank of Zimbabwe Bank, Central African Building Society and Stanbic Bank. The Youth Empowerment Facilities are a micro-credit scheme whose broad objective is to alleviate poverty amongst the youths in Zimbabwe through funding of income generating projects formulated and implemented by youths. The projects were to result in employment creation and impart technical entrepreneurial skills to the youths through the programme. The objectives of the programme were said to be indeed relevant to the current challenges being faced by the youth in Zimbabwe.

On skills development through the empowerment schemes, as noted by Cde Kasukuwere (2012), at least 45 Vocational Training Centres (VTC) for training of young people on life skills. The VCT are said to be hub of the Integrated Skills Outreach Programme which reaches out to communities imparting livelihood skills to the youth with a realisation that young people are highly literate and may contribute to the development of the country.

Poverty reduction and alleviation is part of the core issues by the Ministry Of Youth Development, Indigenisation and Empowerment. There is facilitation of youth self-help projects which have incorporated in the country for the youth. In an article by Byron Mutingwende in the local paper *NewsDay* of 29 April 2014, the author reiterated that youth empowerment guarantees economic prosperity hence alleviating poverty. Various economic tools in the country have noted that the economic growth can be achieved through availing

and increasing economic opportunities for youths and also creation of youth sensitive budgets.

Within the country as noted by Sally Dura from the Youth Forum, the government has increased the enrolment of youths in vocational training centres from the current figure of 7 300 to 500 00 by the end of 2014 as it drives towards a target of 500 000. Vocational training centres have been viewed as tools to equip youth economically and socially and being able to alleviate poverty. So from the empowerment point of view; 4 pillars have been highlighted by the parent ministry of youth empowerment which the government and NGOs are supposed to include on their programming towards poverty alleviation and youth empowerment which are; entrepreneurship development, vocational skill, mentorship and training.

### **1.3 Non-Governmental Organisations and Youth Empowerment**

Zimbabwe has created a strong partnership with the Non-Governmental Organisations in dealing with the core pillars of youth empowerment and development. The initiatives or programmes have been ranging from socio-economic activities to environmental activities to environmental and behaviour change. In Zimbabwe, the youth constitute a large percentage of population in this country of about 70% to 80% hence are responsible for the adoption and implementation of most empowerment innovations. As noted above only a few percentage is employed and majority are in the unemployed category and other still in academic areas. This gap is being filled by the NGOs which are fostering advocacy skills as well as project skills to the youth.

NGOs in Zimbabwe have been and are still mushrooming due to the economic, political social and environmental crisis that we have in the country. Crisis in Zimbabwe emanated when the leadership of Mugabe made an effort to redistribute land from white holders (predominantly large farms to 250 000). According to World Fact Sheet (2009), from that

period till now the country is experiencing an economic and food crisis with poverty being rampant described by some observers as the country's worst humanitarian crisis since independence and it has been attributed in varying degrees to government economic mismanagement, government on relief efforts from foreign NGOs, drought affecting the country as well as HIV/AIDS pandemic.

Non-Governmental Organisations emerged due to the enlisted challenges which vary from economic, social and political covering areas in poverty alleviation, human rights, advocacy, empowerment and environmental. In Zimbabwe they can be dated back to 1980 when Zimbabwe had Catholic Commission for Justice and Peace which was set up in 1972. It was a human rights group of NGOs and from that period they started mushrooming in the country. In a definition by United Nations about an NGO, it is any kind of private organisation that is independent from government control, provided it is not for profit, non-criminal and not an opposition party. The agenda of NGOs may be diverse and funding might come from governments, foundations, business and private persons.

Classification of NGOs falls under two category which are advocacy NGOs and operational NGOs. According to Willets (2006), NGOs are grouped into two types of category of their main focus which are Operational and Advocacy NGOs. Firstly, operational NGOs are there to achieve small-scale transformation directly through projects and they even mobilise financial resources and volunteers to foster localised programs in the field. Usually they deal with wide range of activities but are associated with emergency relief, environmental issues and delivery of services and welfare (relief –oriented and development oriented). Secondly, advocacy NGOs are there to achieve large scale transformation through influence of political systems and they specialise with factors relating to human rights to include children's rights.

Their main thrust according to Willets is to raise awareness, acceptance and knowledge by lobbying through press and activist events. So their activities within the 2 categories are classified by orientation which is the type of activities they venture in (NGO Café 2014). Both categories are based on orientation which is the type of programs undertaken.

Firstly, there is charitable orientation which is a top down approach with little participation of beneficiaries. It includes NGOs with initiatives directed toward meeting the needs of the poor. Secondly, is service orientation and these are NGOs with schemes such as provision of family planning or health education services and the programs are designed by the NGO and the people are expected to participate in its implementation and receiving its service, for example, Population Services International (PSI-Zim) and Population Services Zimbabwe (PSZ).

Thirdly, there is participatory orientation which is characterised by self-help projects whereby local people are involved particularly in the implementation of a project, participation starts with need definition and continues into planning and implementation stages. An example, is of for example, Swedish International Development Agency (SIDA) and CARE.

Lastly, is the empowering orientation which are NGOs which aims to help the poor people develop a vivid understanding of the political, economic and social factors affecting their lives and to strengthen their awareness of their own potential power to have control of their lives. In this category there is maximum involvement of the beneficiaries with NGOs acting as overseers and facilitators. So all the above 4 centres of orientation are that which all NGOs centre on when dealing with issues of the communities and human welfare.

A case on NGOs and Youth Empowerment in Zimbabwe can be drawn from Youth Agenda

Trust which is a trust missioned to have a democratic Zimbabwe where young people enjoy sustainable livelihoods and are free to actively participate in governance issues. It is a youth organization that was formed in 2007, which is led by young people and works with youths between the ages of 15-35 years in rural, mining, peri-urban and urban communities. Amongst other objectives according to Kubatana (2014) include; to develop complementary means of participation, representation and expression of the views and ideas of young people; to incorporate marginalised youths into youth participation structures; to enhance moral and ideological dialogue with and amongst youths; to ensure that youths become active contributors in the structures of representative and pluralistic democracy and to enhance participation of young females by providing them a platform to participate without being marginalized. The Trust provided a revolving fund to assist underprivileged youth in Harare (Epworth) and Chitungwiza (Zengeza suburbs) to finance indigenous programmes on 18 December 2013 in an ‘empowerment for economic development’ scheme. NGOs are bridging the gap between the government and empowerment of the youth. The Trust currently, is offering financial assistance to the youth failing to have collateral (Voice of America Zimbabwe).As noted from previous topic on empowerment, youth are failing to have access to credit for various initiatives because of collateral but with the presence of Youth Agenda Trust collateral is offered even to those who are underprivileged and marginalised which shows a pivotal role being played by NGOs in youth empowerment and development.

Within the notion of NGOs and Youth empowerment is International Youth Foundation (IFY) which is in partnership with United States Agency for International Development in the bid to create economic opportunities and empowerment through the building capacity for the youth. The IFY invests in the potential of the youth. It is an organization missioned to build

and maintain a worldwide community of business, government and civil society committed to empowering the youth through various initiatives. According to IFY (2014), the initiatives or programs are catalysts of change that help obtain a quality education and acquire employability skills. Again the role of the organisation is to make sure youth play an integral part in the development discourse of their countries hence need to be empowered. It contend that the role of the youth must play in the socio-economic transformation of regions. The above initiatives are being implemented in the country for the youth.

Lastly, on the youth empowerment and NGOs in Zimbabwe is the Swedish International Development Agency-Zimbabwe working with 15 organisations in Zimbabwe in a bid to provide institutional capacity building through Youth Empowerment and Transformation Trust (YETT) which empower creative and innovative youth initiated projects in all provinces of the country, strengthening the technical, institutional and operational capacities of youth organisations to participate as equal partners in development hence being empowering the youth. According to YETT (2014), the fund by SIDA has made great strides in making difference in the lives of youth across the 10 provinces as involvement of youth in national and international platforms for sustainable economic and social development has increased and has contributed to the realisation of jobs which have been created for the youth through entrepreneurship projects. Through the support from the organisation, youth have integrated income generating projects to address issues of economic empowerment to the youth. So briefly these are part of the NGOs which are in a bid to foster empowerment but a challenge arose when they are not fully addressing the whole package of the empowerment variables or indicators.

## **1.4 Conclusion**

The chapter has highlighted on the overview of Youth Empowerment in Zimbabwe and it has maintained that social and economic changes among the youth can only be achieved through the efforts of all stakeholders in the field of youth empowerment and development. The overview provides the situational analysis on youth empowerment programmes and initiatives in the country by the government. In this overview key indicators of youth empowerment include; entrepreneur skills, project management skills, advocacy and human rights only to mention a few. Unemployment and inaccessibility of national resources remain the core challenges to many youths in Zimbabwe. Apart from the fact that industries are closing and agricultural production being low, inadequate education and skills development for enhancement of youth employability are also scarce. The overview was giving a background of Zimbabwe and youth empowerment initiatives. The next chapter will look at the research on Zimbabwe Red Cross Society assessing whether it has empowered the youth looking at the case study of Highfields in Harare.

## **CHAPTER 2**

### **THE IMPACT AND SUSTAINABILITY OF ZIMBABWE RED CROSS SOCIETY YOUTH EMPOWERMENT INITIATIVES IN HIGHFIELDS**

#### **2.0 Introduction**

In this chapter, the researcher looks at the youth empowerment initiatives by Zimbabwe Red Cross Society and whether they were a success or failure in promotion of Youth Empowerment to Highfields youths. The chapter will present what was there before ZRCS and what was there with the genesis of ZRCS in line with Youth Empowerment. The indicators used as empowerment indicators were; employment creation, project formulation and management skills, health education, support of already existing programs, livelihoods, life skills, decision making skills and computing skills.

#### **2.1 OPERATIONS OF ZIMBABWE RED CROSS SOCIETY IN HIGHFILEDS**

According to Zimbabwe Red Cross Society (ZRCS) home page, the organization was established through an Act of Parliament and the Society functions as an auxiliary to government in all its main programmes and maintains its autonomy and independence. Having started as a branch of the British Red Cross Society which was in existence in Zimbabwe as a voluntary association for 49 years, the Zimbabwe Red Cross Society was established through an Act of Parliament, the Zimbabwe Red Cross Society in 1981. The purpose of the Act is to constitute the Zimbabwe Red Cross Society as the national Red Cross Society for the purposes of the Geneva Conventions; to amend section 2 of the Welfare Organisations Act (Chapter 93); and to provide for matters incidental to or connected with the foregoing. It was officially recognized by the International Committee of the Red Cross and was admitted into the International Federation of Red Cross and Red Crescent Societies in



1983. The organization is a gender sensitive organization and women they constitute more than 52% of the total members and they even constitute 53 per cent of the senior staff members. This is a result of the equal opportunities and affirmative-action policies (ZRCs 2014). The organisation also has a volunteer development policy implemented through its development programme for leadership at the grass-roots level. In Highfields, the organisation was launched in 1985 and the branch is part of the 282 branches countrywide and it has also strategic core groups of volunteer professionals. Within Highfields, the organisation runs several programs all aimed at alleviating human suffering and addressing the urgent humanitarian needs of those in distress. The programmes includes; Disaster Management and Preparedness, Health, HIV/AIDS, Water and Sanitation, Food Security and Livelihoods, Youth Development and Community Home Based Health Care in a bid to alleviate human suffering and poverty which is key to Millennium Development goals.

## **2.2 IMPACT AND SUSTABILITY OF ZIMBABWE RED CROSS SOCIETY INITIATIVES ON YOUTH EMPOWEREMENT IN HIGHFIELDS**

This column will present the perceptions of respondents on the impact of Red Cross youth empowerment programs in a four dimensional way to include economic, political and social. The first dimension on the impact was the economic impact of the empowerment initiatives with indicators such as employment creation, project formulation and implementation skills, funding of already existing programmes and Youth Revolving Fund. Firstly, on employment creation to the youths the organisation managed to make great strides. On this note the respondent highlighted that many youths on average reached Ordinary and Advanced level but due to the economic situation in the country very few firms are employing people. In a case of Highfields High School 1 the school performs better at Advanced level with a pass rate of 90%. There are no industries within the Highfields area and many of the young people are engaging in selling second hand clothes and some informal sector businesses like tuck-

shops and selling airtime or paraffin. The responded was quoted commenting on the issue of unemployment;

*'Isusu with the other guys we used to sell mabhero and akadzimara awandirwa so tanga takutsvaga another alternative in trying to make ends meet. Chikoro unacho munhu but hakuna kwekunoshanda kwacho.'* ( we used to sell second hand goods from Mozambique and due to competition we dropped the idea. We have education but no employment)

He even pointed out that some youth ended up migrating to other areas close to industrial area in search for greener pastures or even relocating to Glen Norah. There were other activities brought about by other organisations within the area like Young People We Care and Katswe and their activities as mentioned by the respondent were not that capturing to the young people and covered a little space within the area. With the coming of ZRCS in Highfields, employment rose, youth have managed to undergo a training on being nurse aids, industrial and basic first aiders and home based care. Some of the graduates from the organisation are currently working at Highfield Rutsanana Clinic as nurse aids using nurse aid certificates provided by the organisation and majority of the graduates from the courses were aid to be female. As noted from the questionnaire, the column which was asking about the relevance of the certificates issued after training courses by Red Cross majority of the respondents that is 37 out of 40 respondents strongly agreed that they were relevant in linking to outside opportunities. Of the 40 respondents, 14 respondents that is 6 females and 8 males indicated that they were employed either by Red Cross or other organisations but using certificates from Red Cross. The Youth Coordinator was quoted by the researcher supporting the relevance of the certificates;

*'The certificates are of paramount importance to us the youth as they vary from*

*project management certificates to nurse aid certificates. We have some other youth who are at Parirenyatwa Hospital and other private health institutions`.*

Another respondent noted that there has been an increase in the enrolment and demand for the certificate programmes. Having been asked about the average number of young people who have been linked to outside opportunity, the respondent reiterated that about 150 to 200 young people within the area have been trained in all the courses available within the organisation with some in private hospitals and surgeries. The idea of issuing certificates came as a result of many youth having finished Ordinary or Advanced level have no other qualification to produce in the world for employment opportunities and the cost for the training courses during the time of research was ranging from US\$20 to US\$60 which the youth agreed that it was affordable as compared to other institutions offering same courses at exorbitant prices.

This initiative of issuing certificates has been deemed as empowering to the young people and enabling them identify and use their skills and enhance them for a better world as majority within the area of research reported being unable to pursue higher tertiary institutions because of financial constraints but highlighted that Red Cross programmes give them an opportunity or chance to compete with other young people coming from higher learning institutions. Also creating employment for the young people /youths is also part of the indicators of sustainable youth empowerment hence the organisation has managed to foster youth empowerment. This proved that the organisation has managed to foster a sustainable way of empowering youth as the certificates will be used in seeking employment in related areas of graduation.

Secondly, on the economic impact of Red Cross empowerment schemes to the youth is the

impartation of project formulation and management skills to young people. These skills were lacking to the young people before the emergence of Red Cross. Some of the respondents highlighted that the empowerment schemes by the Ministry of Youth excluded them because of poor project proposals and applications. With the coming in of Red Cross, the young people within the area of Highfields who are part of Red Cross youth have been trained in Project Formulation and Management Skills. Of the 40 questionnaires distributed all the 40 respondents indicated that they have full knowledge on Project Formulation and Management and do possess various certificates from the organisation the areas to do with projects.

Currently, the youths are undertaking three major projects which are candle making, poultry and nutritional gardens. On the candle making initiative the young people indicated that 4 machines were distributed in partnership with American Red Cross Society to cater for youth empowerment. From the period under research the Youth Coordinator in an interview noted that on average the machines can produce up to 1 500 candles per day which are sold at \$0.40 to individuals and \$0.30 to business people. He went on to explain that;

*“The candles are distributed to areas such as Machipisa Shopping Centre to include shops such as SPAR, OK and TM and orders are made on weekly basis. The individuals who run informal business are also part of our targeted buyers and we have gained much ground since we are the only suppliers within the area`”.*

The proceeds from the sales of candles were said to be part of the Youth Pool where the money will be used to service the machines and also a quarter of it is shared among the youth who are part of the candle making project. Also on the poultry project, the youth people in the year 2009 kick started with 1 000 birds of which 174 were said to have died due to harsh weather conditions and 826 were sold at \$6-00 each which means a total of \$4 956.00 was generated from selling the birds during 2009. The respondents could not give other figures for

the previous years 2010 to 2012 but just gave an estimate of over \$12 000.00 being generated from poultry project. 4 pupils were said to have benefitted from the project through school fees assistance from Form 2 to Form 4 at Mukai High School and Highfield High School 1 and finished their O levels in 2013. One of them (a she) was said to be part of the delegation which went to Denmark for a leadership seminar and is part of the youth too. Again a quarter of the money is shared among the people directly involved in the project some are offered free courses in nurse aid or industrial first aid after taking part in the projects on party time basis. Engaging the intended beneficiaries of a certain program and making use of their abilities or skills has been deemed as empowerment. To the researcher this means that the trainings on project formulation and management really adds value to the youths hence been an empowerment tool used by the organisation.

The young people in Highfields before the emergence of Red Cross had few already existing projects and as per research time there was the brick moulding project which is being undertaken by 7 youths. Organisations that are there and that came did not manage to fund other projects which were not part of their scope hence the existing projects were neglected. With the intervention of Red Cross, few young males applied for funding to Z.R.C.S headquarters and were allocated funds as it was an already existing project before Z.R.C.S came. The leader of the group (name not disclosed) said;

*“Takapiwa mari yekusimudzira project yedu yatanga tagara tichiita. Panguva yayanga yakusaita mushe we were advised to apply for funding kuRed Cross saka takazopiwa US\$350.00 nekuti it’s a small project hayo and so far tingori 7 varikuita project yacho. “(we were given money to our already existing project on brick moulding after advised by someone and were given US\$350.00 because it’s a small project and we are 7 doing it)*

According to the core indicators of youth empowerment of this research, funding of key existing programmes and engaging the owners of the project is key to youth empowerment and the organization proved to be of paramount significance to the youth. The respondent highlighted his ability to buy personal possessions and sustaining himself from the projects' proceeds as well as his colleagues' too. Within the same area, there are also those who received an allocation of funding from Ministry of Youth Development, Indigenisation and Empowerment who are undertaking brick moulding as a project so there is stiff competition. All the above proved that the organisation managed to foster empowerment as many youth managed to have personal possessions through programs and projects by the organisation hence bringing out the core results of youth empowerment

Lastly, on the economic impact of Red Cross to the young people of Highfileds is the issue of access to credit facilities for projects. Before the emergence of Red Cross, the respondents highlighted that collateral security was the major hindrance in accessing the loans and funds for youth initiatives. On a comment about this the respondents mentioned that past empowerment programmes through loans, for example, the one by CABS under Ministry of Youth Development, Indigenisation and Economic Empowerment had so much requirements which were not available to the young people. Even some who had running projects in poultry had to go under a tiresome and difficult channel to access the loans. The respondent was not at liberty to disclose more on this matter due to political sensitive issues behind the initiative. With the coming of Red Cross saw the idea of Youth Empowerment Initiatives (YEI) by the organisation in Highfields is the Youth Revolving Fund. In an interview with the Field Officer, he mentioned that it started in 2011 in Bulawayo which is a total of US\$2 000.00. The money was given to the youths to cater or boost their projects then return it to headquarters and is transferred to another province. The profits are for the youths and they should be able to return the fund after 12 months. When it was disbursed to Mashonaland

Central Province that is to cover the whole Harare and Highfields included a number of activities and projects were revived which includes a kiosk at Rutsanana Clinic and Zimbabwe Community Hall. The Provincial Programmes Officer also noted that the kiosks were part of the organisation's fundraising initiative and a certain percentage is given to the youth for the upkeep of their programmes and for the salaries of the youth are involved in day to day running of the kiosks. The revolving fund was returned to the headquarters in mid-2013 its profits has managed to sustain projects in Highfields up to this day. This clearly brings the notion that the organisation has brought about empowerment to the youth through supporting financially on projects and programs which are key to youth' livelihoods.

Also the empowerment schemes by Red Cross have managed to boost the social part of the young people in Highfields. The organisation has managed to upgrade the livelihoods of youths within the area. Before this poverty was rampant and many young people were said to be unemployed. Not all young people in Highfields were or are in this state as some come from families which are well up and get support from the families but it's a small percentage though. They might not have reached higher levels of education due to poor results and not being affected by poverty. According this research the majority were said to be in this state of poverty and some were victims of early marriages. With the coming of Red Cross, this area of livelihoods has been improved as some youths who are involved on projects full time basis are given some salaries and allowances from proceeds and the rest also benefit from the quarters which are also taken from projects. On average, youth who are taking full time in projects are getting tokens which range from US\$250.00 to US\$300.00 per month and is subject to change for more or less. One respondent highlighted that;

*“We get more than what other guys are getting from industrial areas though it is subject to more or less depending with rate of proceeds. The poultry project is being done thrice a year that is once every 4 months due to limited space and weather variability so this also*

*affects the quantity of remunerations''.*

To the researcher this outlines the idea towards youth empowerment which is to improve the livelihoods of the young people as they have other needs to cover apart from food which includes shelter, clothing and medication. Hence the organisation has managed to foster empowerment to the youth in Highfields.

In addition of improving livelihoods to the youths, the organization also introduced nutritional gardens are part of the livelihood activities which are for people skilled in agro-based activities or have an idea in the area of agriculture. During the research, the researcher had a chance to go to one of the fields in area called Lusaka which has got beds which cover an area of 150metres by 100metres with beds of cabbages, king onions and rape. During the site seeing the Field Officer also mentioned that crops and vegetables are grown at rotational level as last there was lettuce, tomatoes, carrots and covo. The produce is taken to Mbare Musika or sometimes advertise to informal traders at Machipisa Shopping Centre and High Glen Shopping Centre and other small traders within streets. The youth are the ones in charge with little technical support from the staff. Not in a position to disclose the cash generated, the Officer just mentioned '*we are getting much from the four fields which are in Highfields including the other three areas of Jerusalem, Western Triangle and Canaan were land was acquired for the agro-based activities though they are small portions of land`*'. The organisation is in a process of acquiring much land for agro-based activities as the produces are on demand. So the above information on raising livelihoods of young people proves that the organisation has fostered empowerment as raising of livelihoods is an indicator of empowerment.

Life skills to the youth has been a key area of empowerment to the youth by the organisation. This was after a realisation that there was a high incidence of early marriages and crime rates



amongst young people. Some of the respondents highlighted that because of all the challenges affecting young people such as lack of activities and projects to occupy young and the harsh economy in the country, some young people have resorted to early marriages and others are victims of it. Majority of the early marriages were as a result of young people who are unoccupied and spending time on street corners being under the influence of peer pressure and drugs and substance abuse. Under the subject of high incidence of crime, in an open discussion, the respondent highlighted that the location of Highfields has been the primary targeted destination for rural to urban migrants so it is highly populated and socially deprived. Most of the people are foreigners from Zambian and Malawian origin; '*Tine vanhu vakawanda and majority havasi maZimbo who are staying in this hood`*'. (we have many people here and majority are not Zimbabweans). Petty and serious crimes are high such as assaults, burglaries and Gender Based Violence and all being carried out young males who have nothing to do in the society and are unemployed due to harsh economic conditions in the country.

To outcast the issues of high incidence of crimes and early marriages as well as unwanted pregnancies, the organisation have a Youth Friendly Centre on site and in this centre all issues pertaining to life are discussed as well career guidance. They conduct even workshops with other youth serving organisations such as Young Peoples Network on Sexual Reproductive Health, HIV/AIDS (YPNHSRH HIV/AIDS) which falls under National Aids Council which are mainly for equipping young people. Lessons and teaching guides on Adolescence and Sexual Reproductive Health (ASRH) are conducted with use of national revised manuals and policies concerning the subject matter. Youth are also trained in Peer Education and every volunteer or member must undergo a First Aid training on which certificates are issued too. During the interview with the Youth Officer, he highlighted that they are offering a high package of both Basic First Aid and Industrial First Aid amongst

other competitors like St Johns Hospital and Ambulance Services and Emergency Air Rescue Services (EMRAS). On this note again, the respondents during interviews also highlighted that issue of early marriages had a slight decrease and efforts still needs to be done to combat the issue by increasing awareness and also establishing more projects to cater for the livelihoods of young people. The impact of activities on life skills introduced by the organisation have fostered a transformation to the young people and to the researcher this depicts real empowerment which is sustainable hence crediting the organisation as fostering empowerment to the youth.

The third dimension of the empowerment programmes by the organisation is the political part which is encompassed in issues to do with decision making. In a discussion with the respondents about their involvement in the formulation and coming up of decisions on initiatives and activities that are meant for them, majority of the respondents reiterated that the previous schemes on empowerment did not include them in formulation and implementation of programmes. For security reasons they did not clearly outlined the previous empowerment initiatives which were side-lining the young people in line with decision making and empowerment. The coming of Red Cross saw the young people being involved in the projects cycle from formulation to implementation and evaluation as well as monitoring too. They are in line with the national youth policy which is being used as a master piece for the organisations youth policy which advocates for the involvement of the intended beneficiaries throughout the project cycle. The young people move the notion; *“anything for us without us as young people is against us”*. Which is a clear indication that for every empowerment program to be deem empowering it has to include the intended beneficiaries. By including young people in decision making boardies, this has made the organisation be regarded as empowering to young people of Highfields.

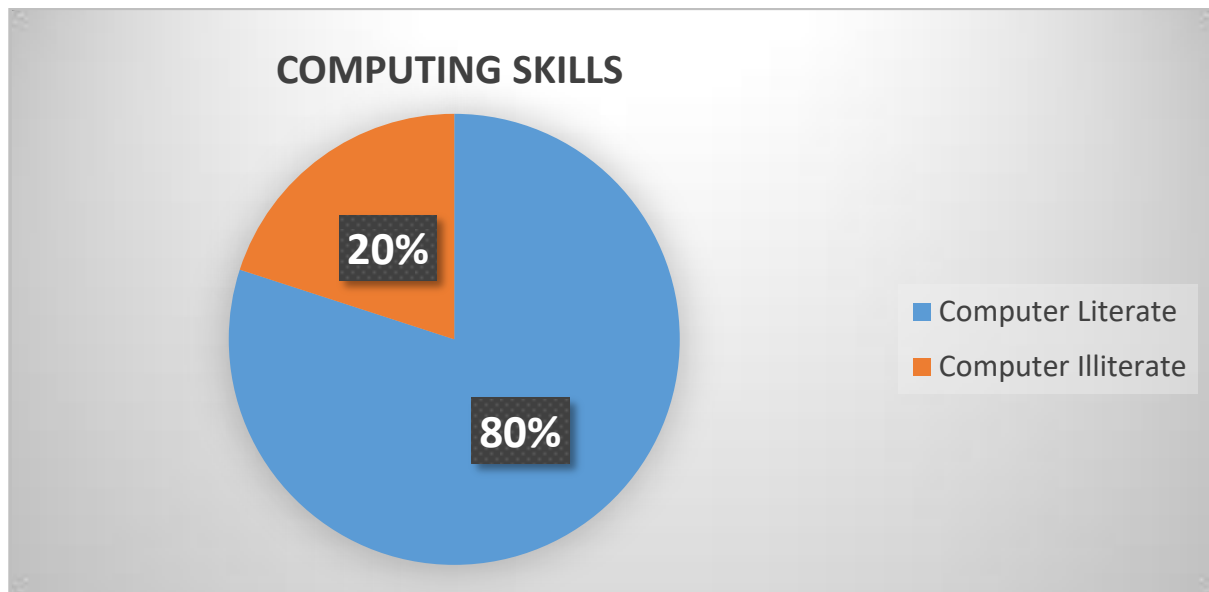
The last dimension on the impact of the empowerment schemes of Red Cross to young people of Highfields was the impartation of computing skills to the youths. As a country, we are advancing and moving with the level of technology at a higher pace but not all young people are being exposed to the world of technology and in the case of Highfields not all young people were in line with technology before the genesis of Red Cross. Below is a table and pie chart showing the respondents rate by young people (who were the respondents) on computer literacy rate?

Table 3: The computer literacy and illiteracy rate according to gender.

<b>GENDER</b>	<b>TOTAL</b>	<b>COMPUTER LITERATE</b>	<b>COMPUTER ILLITERATE</b>	<b>% ILLITERATE</b>	<b>% LITERATE</b>
<b>Males</b>	23	19	4	17%	83%
<b>Females</b>	17	12	5	29%	76%
<b>TOTAL</b>	<b>40</b>	<b>31</b>	<b>9</b>	<b>20%</b>	<b>80%</b>

According to the questionnaires, 9 respondents indicated not having an idea on computer use and were said to be new members who are still in school and are also trying to get into the system. The overall computer literacy rate was 80% and computer illiteracy level was 17% which shows that majority of the youths were able to move with technology and have a part in the technological discourse which is key to empowerment.

**Figure 1: A Pie Chart showing proportion of Computing Skills**



From the above table and pie chart, a total of 31 respondents highlighted that they were computer literate and 9 were illiterate. As an indicator of empowerment exposing young people, the organization has tried to provide computer lessons in basic computing skills in Ms Word, Ms Excel, Ms PowerPoint and Ms Publisher. Lessons on networking are also provided. During the research, the respondents highlighted that there are 4 computers on site in the Youth Friendly Centre which were donated by the headquarters in 2011 though the student computer ration is high and especially on weekends one computer will be serving 3 young people. The impartation of computing skills proves the ability of the organisation in making young people be well versed with ICTs and able to participate in the technological world.

Table 4. Respondents according to agreement (A), strongly agree (SA), disagreement (D) and neutral (N)

<b>STATEMENT</b>	<b>A</b>	<b>S. A.</b>	<b>D</b>	<b>N</b>
The programs by Z.R.C.S are relevant and empowering to youths	30	10	0	0
There is need to add more empowerment initiatives for youths	24	16	0	0
There is need to recruit more youths to the initiatives	32	8	0	0
The programmes have got skilled personnel to train the youths	27	13	0	0
Certificates issued for participating in Z.R.C.S courses are linking to higher opportunities	3	37	0	0

Table 4 above shows the response rate in line with the questions in section B of the questionnaire. The questions were to check if the organisation has empowered the youths and the relevance of the empowerment schemes in linking the youths with the outside opportunities through certificates which are issued on every programme participated by the youths. The first question on the relevance of Red Cross activities and how they have empowered 36 out of 40 respondents strongly agreed that the empowerment are beneficial. Linking the youths with the outside opportunities was also regarded crucial as 37 out of 40 youths strongly agreed that they were linking them. In this research, a number of nurse aids who graduated from the organisation nursing program which caters for youths of any category were working in various private and public health institutions such as Avenues Clinic, Baines, Parirenyatwa and Harare hospital. The issue of empowerment lies in making the youths realise the skills and utilising the skills in socio-economic development discourse

and for the betterment of the youths. From the table the researcher also noted the pivotal role played by the organisation in empowering the young people hence fostering empowerment.

Among other issues, during the interview, the respondents were emphasising of a need to create strong link with the local authorities and government in order to have access to land acquisition for more agro based activities which have a ready market. Some youths also said that they are part of the Red Cross programs in Water and Sanitation, HIV prevention, Disaster Preparedness and Response and Resource Development. In all these activities, the Youth Development Officer highlighted that they are meant to encourage self-reliance too and foster human dignity. The young people were also said to be part of the Food Security and Livelihood Support Program in partnership with Japan Red Cross and American Red Cross which is responsible for food hand-outs and seedlings for gardens in flood prone areas in Muzarabani which is under Mashonaland Central.

Also the researcher noted some gender disparities as the area of Highfields was dominated by males and traits of patriarchy are prevalent so the males have got high access to opportunities. In an interview with one respondent, he highlighted the low turnout of females when it comes to empowerment initiatives or projects and many females deem empowerment initiatives as a waste of time in search of quick money. Even when the researcher was conducting the research only 17 females were able to turnout for the research against 23 males and that is the situation even in projects. The brick moulding initiative comprise of 7 males only and no females. The majority of females migrate to low density suburbs for example Waterfalls and Glenloan in search for work as maids which is a typical scenario of master servant which is against empowerment according to Ministry of Youth Development, Indigenisation and Economic Empowerment core principles of empowerment. So to the researcher through these observations gender issues were of concern and there is need to be addressed

## **2.5 CONCLUSION**

This chapter looked at the findings which presents whether the Youth Empowerment initiatives by Zimbabwe Red Cross Society through Highfields Red Cross were a success or failure in the promotion of youth empowerment in Highfields. It looked at the objective which was the role Red Cross is playing in fostering youth empowerment and how it was achieved during the field study to the youth. Economically, the scheme has managed to create employment, income generation initiatives, project formulation and management skills, funding of already existing youths programmes and the Youth Fund. Socially, the empowerment schemes also have managed to upgrade livelihoods, nutritional gardens, computing skills and enhancing life skills. Lastly, politically, young people's decision making power has increased hence being empowered and also are being involved in formulation and implementation of initiatives that involve them. Data was collected in form of questionnaires and interviews and presented according to specific objectives. The next chapter three provides the challenges affecting Red Cross and the youth in line with attaining comprehensive youth empowerment, implications for further studies, measures to improve and conclusions to the research.

## **CHAPTER 3**

### **CHALLENGES AND PROSPECTS ON YOUTH EMPOWERMENT IN HIGHFIELDS**

#### **Moving towards an enhanced Youth Empowerment in Highfields**

##### **3.0 Introduction**

This chapter will present the challenges encountered by Red Cross in attaining a comprehensive package of youth empowerment, challenges faced by the youths towards attainment of youth empowerment, measures to improve the youth empowerment and conclusion.

##### **3.1 Challenges faced by Red Cross in youth empowerment**

Even though the empowerment schemes impacted positively there are few short-comings encountered by the organisation and also its beneficiaries. Funding for youth activities or initiatives were unpredictable as they come from donors and partners which involves a lot of bureaucracy. Budgets can be set and approved but funding might be delayed due to various protocols to be followed and evaluations to be done. They gave an example of a donor who pulled out when the projects were to be approved but had promised to support and this demoralised the youths as well as the organisation members.

The respondents also reiterated that the issue of no stand-alone budget for the youth empowerment initiatives was an obstacle towards attaining a full package of youth empowerment. The youth empowerment budget is money taken from other programs or organisation's pool. This was said to be risky in an event that all the other programmes have



no money it means the youth department will also fall on the same drain. But they said efforts are being made to have a stand-alone budget for youth empowerment and development

Also decentralisation of projects to whole parts of Highfields is still an issue due to funds. The respondents highlighted that locations like Engineering, Cherima, and Zororo and so on there were plans to have viable projects running there.

Some of the challenges were said to be high sensitive but the researcher managed to get the above few challenges.

### **3.2 Challenges faced by youths in attainment of youth empowerment**

There has been a stiff competition on marketing and selling the produce coming from the fields ending up selling the goods to more informal traders at cheap prices. Not only the agricultural products but also the candles, at times the shops will say we got them from for example Luna Candles at cheap prices so they will be negotiating for low prices which affects the whole production and losing the bargaining power.

There is also stiff competition in scramble for employment after doing courses like Nurse aid. There is a clash on seeking for opportunity as many other players are on the ground training nurse aids too so linking the graduates to outside opportunity is still a challenge with a background of the country concerning that field too.

Another challenge is that there has been a low turn-out of females since the formulation of the programs. The number of females who are coming for the programmes was said to be low and majority of the girls in the community are now victims of early marriages or unwanted pregnancies. The programmes are welcome to everyone but females were said to look for

things that provides them with fast cash rather than doing courses which is a long process but they are trying to convince and recruit more females for the programmes as they are the ones who are more vulnerable.

The respondents highlighted that there was little support from state in line with land rights and land acquisition for the youth. On this note they highlighted that the past youth empowerment schemes by the Ministry of Youth Development, Indigenisation and Economic Empowerment bypassed other potential young people in the area and getting land rights or title deeds is and was an issue. When the youths apply for land acquisition a lot of demands are required from them which has made the youth rely on the land acquired by the organisation to do their activities and work within the statutes of the organisation.

There is also lack of access to credit facilities provided by the relevant ministry on Youth Empowerment which is an issue when it comes to empowerment. Youth given the platform perform to the best ability hence this area must be met. The past credit scheme through loans was said to be highly politicised so not all youth are benefiting or benefited from the loan scheme.

Some of the respondents were not at liberty to disclose some challenges and even on questionnaires some left the challenges area blank and only a few highlighted something.

### **3.3 Measures to improve the youth empowerment in Highfields**

On the measures to improve the empowerment initiatives, there is need to come up with strategies to convince and recruit more females. As noted from the research female representation is low in every project or initiative. Secondly, restrictions to land acquisition need to be revisited and make young people access small plots for independent programs not

to have a dependency syndrome. In this research it has been highlighted that young people have also potential in agro based activities but the issue of land as asset is a challenge. So youths need to have their own pieces of plots or land to cater for more agro-based initiatives not to have a donor dependency syndrome

More so, there is need for a creation of a multi-purpose Youth Training Centre that would train youth in various technical and also vocational skills that would qualify youth for productive work after training. In the research, the researcher pointed out the role played by vocational training centres in building young people hence there is a need to tackle such an investment in line with promoting sustainable youth empowerment. Lastly, the creation of market linkages for the agro-based goods as well as candles helps to boost the income in all projects hence there is need to search for more markets.

## **Conclusion**

The chapter has highlighted the challenges faced by the third sector in fostering youth empowerment and also the challenges faced by the youth in attaining the comprehensive package of Youth Empowerment. As noted in this chapter, the challenges ranges from economic, social and political in both dimensions that is the youth and the organisation. The empowerment schemes by Red Cross indeed were of benefit the young people of Highfields and success stories out compete the challenges. However there is need to integrate more females to the programs through awareness and campaigns on Youth Empowerment in the community on Highfields.

### **3.4 GENERAL CONCLUSION**

In line with this research, the empowerment schemes or initiatives by Red Cross in Highfields managed to a greater extent to foster youth empowerment with indicators which ranges from economic, social and political such as employment creation, project management skills, decision making, life skills building, health education and livelihoods promotion amongst other things. In line with projects, candle making, brick moulding and nutritional gardens have been key projects in bringing income to the youth. Life skills education which are part of career guidance and health education, as noted, managed to lower the number of early marriages to the youth as compared to the situation before Red Cross. The above areas have been indicated as tools for sustainable youth empowerment hence concluding that the Red Cross is fostering youth empowerment. Youth empowerment also entails that the youths must be involved in formulation and implementation of initiatives or schemes meant for them which is crucial as they will not be beneficiaries but also actors.

The empowerment schemes or initiatives financially, economically, socially and politically uphold youth's livelihoods. Eradication of poverty, little or no livelihoods support and unemployment which are key challenges amongst others to the youths have managed to be eradicated by the organisations programs with the young people though there are some areas which needs to be covered. Throughout the research, the researcher noted that empowerment implementation requires youth to be involved not only in the day to day programming decisions but also in issues to do with organisational governance which brings out the issue of advocacy and reaching solid participatory development in initiatives affecting them. As noted in this research, the cooperation or relationship between Red Cross empowerment schemes and youths is cordial leading to excellence and sustainable youth empowerment.

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# APPENDICE 1

## QUESTIONNAIRE FOR RESPONDENTS

*My name is Gift Dirwai. I am doing a Bachelor of Arts in Development Studies Honors Degree. As part of my degree requirements, I am carrying out a research entitled " **The role played by the third sector in promoting youth empowerment in Zimbabwe. The case of Zimbabwe Red Cross Society in Highfields (2009-2012).**"You are being kindly requested to answer all questions to be asked as per this questionnaire. Your responses remain anonymous and confidential. As such no personal details are going to be asked. Your cooperation is greatly appreciated in advance. Zimbabwe Red Cross Society shall be termed Z.R.C.S.*

### SECTION A: (Please tick the appropriate box)

1. **Gender**

Male

Female

2. **Age Range**

13 – 18

19 – 23

24 – 27

28 – 30

3. **What category are you in Zimbabwe Red Cross youths?**

Volunteer

Member

4. How long have you been working with Red Cross?(indicate number of years or months in the box below)

Years

Months

5. Are you able to use computers?

Yes

No

**SECTION B (Please indicate your opinion by a tick where applicable)**

	Agree	Strongly Agree	Disagree	Neutral
The programmes by ZRCS are relevant and empowering to youths.				
There is need to add more programmes for youths.				
There is need to recruit more youths for the programmes.				
The programmes have got skilled personnel to train.				
Certificates issued for participating in ZRCS youth programmes are linking to higher opportunities				

**SECTION C: (Please fill in your answers in the blank space provided)**

11. What are the youth programmes you are undertaking through Z.R.C.S.?

.....

.....  
.....  
.....

**12. What kind of assistance do you get from the Z.R.C.S youths programmes?**

.....  
.....  
.....

**13. How frequent do you conduct workshops or exchange visits and how crucial are they?**

.....  
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.....  
.....  
.....  
.....

**14. Give a minimum of 3 things that you have gained from the youths programmes?**

.....  
.....  
.....  
.....  
.....

.....

**15. What challenges do you face as youths in relation to empowerment?**

.....  
.....  
.....  
.....  
.....

**16. What possible solutions do you suggest can be employed to promote youth empowerment?**

.....  
.....  
.....  
.....

**17. Give any additional comments about the youth empowerment programmes in Highfields by Z.R.C.S.**

.....  
.....  
.....

**YOUR COOPERATION IS GREATLY APPRECIATED.THANK YOU**

## APPENDICE 2

### INTERVIEW GUIDE FOR YOUTH ADVISORS AND OFFICERS

*My name is Gift Dirwai. I am doing a Bachelor of Arts in Development Studies Honors Degree. As part of my degree requirements, I am carrying out a research entitled " **An assessment on the role played by the third sector in promoting youth empowerment in Zimbabwe. The case of Zimbabwe Red Cross Society in Highfields (2009-2012).**" You are being kindly requested to answer all questions to be asked as per this interview guide. Your responses remain anonymous and confidential. As such no personal details are going to be asked. Your cooperation is greatly appreciated in advance. Zimbabwe Red Cross Society shall be termed Z.R.C.S.*

#### QUESTIONS

1. How many youth volunteers or members do you have?
2. Is there gender balance in your programmes?
3. What are the programmes you are undertaking for youth empowerment?
4. How has the programmes impacted the youths and are they sustainable?
5. Do the programmes cater for both out of school youth and in school youth?
6. What can you say about computer literacy of the youth?
7. How frequent do you conduct youth empowerment capacity building workshops or exchange visits?
8. According to your own perception do you think the empowerment schemes or programmes have improved the youth in all sectors (livelihoods ,socially, economically etc )
9. What are the challenges faced in implementing the empowerment programmes?

10. What possible solutions do you suggest that can be employed to promote youth empowerment?

11. Do you have any other comments or recommendations pertaining the issue of youth empowerment?

## APPENDICE 3

### LETTER OF SEEKING PERMISSION

12 Chipungu Avenue  
Rujeko Town ship  
Marondera

12 September 2014

Youth Development Officer  
Zimbabwe Red Cross Society  
10 St Annes Road  
Avondale, Zimbabwe

Dear Sir/Madam

RE: Application for permission to carry out a research in your area of programming in

#### HIGHFIELDS

I am a student at Midlands State University currently studying Bachelor of Arts in Development studies honours degree as an undergraduate with the registration code R112549Z. The research is wholly for academic purposes in partial fulfilment of the above the degree program with no political affiliation. The research seeks to assess the role of third sector in fostering youth empowerment with Zimbabwe Red Cross Society as a case study and its operations in Highfields.

For reference feel free to contact the Midlands State University Development Studies Chairperson Dr J. Matunhu at 0778 723 952/ 0733 809 555 or my research supervisor Ms Nciizah on 0771406804/0773270125

Attached is a questionnaire which shall be used to capture the information in line with the research topic.

I am looking forward to your favourable response. Thank you.

Yours faithfully

.....

Gift Dirwai

0775157126/0733339131



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**Table 2:** Respondents according to agreement (A), strongly agree (SA), disagreement (D) and Neutral (N)

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