EXAMINING MEN’S INVOLVEMENT IN WOMEN NETWORK PROJECTS.  
SURVEY OF  
OF CID WOMEN NETWORK, HARARE  

BY  
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DEDICATION
This report project is dedicated to wife Purpose Musadamba (nee Marange), my children, Kudzai, Kundai Gideon, Kudakwashe Kelly and Kuziva who have always been my source of inspiration. Their unwavering support made the completion of this study a success.
DECLARATION OF AUTHORSHIP
I JASPER MUSADEMBA by submitting this research project declare that the entirety of the work contained herein is my own, original work and has not been copied or lifted from any source without the acknowledgements of the source. I have not in its entirety or in part submitted it for obtaining any qualification. Previous works have been duly accredited and acknowledged properly.

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ABSTRACT

The perception that it is desirable to involve men in efforts towards gender equality is rapidly becoming institutionalized in the philosophies and programmes of international organisations. But however many women projects have problems in involving men in their activities for fear of what may happen if men are invited to participate in gender-related work. This study examined men’s involvement in Women Network Projects in the Zimbabwe Republic Police focusing mainly at C.I.D Women Network in the greater part of Harare. This study examined men’s involvement in C.I.D Women Network projects and established if men should participate in these projects to help or facilitate the empowerment of female officers and members. A descriptive survey design was used in carrying out this research. From a total population of 2500 detectives in Zimbabwe, simple random sampling and stratified random sampling were respectively used to select 300 participants from the Criminal Investigation Department Province. The data was collected using questionnaires and personal interviews. Qualitative and quantitative methods were used to analyse the collected data. The study found that men are partially involved in C.I.D Women Network projects. The types of projects, corruption and inadequate resources and the absence of clearly define legislation on how men and women should benefit from the proceeds of these projects are some of the factors that are inhibiting men’s involvement. Recommendations were that women should change the types of projects they are doing and venture into big income generating projects like mining or commuter omnibus operations as well as involving other stakeholders to boost support in their endeavors. Further studies are recommended for men to offer mentoring services and these services or results to be measured. There is also need to further study if these women network projects can empower women in the civil sector in the near future.
ACKNOWLEDGEMENTS
First and foremost I give special thanks to God my heavenly father for endless strength and blessings that kept me alive and focused to conduct this study. I also want to extend my sincere gratitude to my entire family, and friends for their moral and financial support. A very special thanks to my supervisor on Gender Mainstreaming studies which inspired me to have an interest in carrying a study on the phenomenon. I am also grateful to acknowledge the help and assistance I received from her. Hearty thanks to the respondents and focus group participation who made study a success. May you be blessed.
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CHAPTER I

1.0. Introduction.

The economic hardships prevailing in the country for the past decade have made the Zimbabwe Republic Police to embark on projects to economically empower its members. The Criminal Investigation Department (C.I.D) was not spared. The department engaged in income generating projects targeting its female police officers since they are the more disadvantaged group in the department.

Therefore the Women Network (WN) was introduced January 2010 in the C.I.D. The women are into income generating projects. The researcher examined the extent to which men are involved in these projects. This study focused on constraints and achievements women are experiencing and further examining what would happen if men become involved in the running of the projects together with women.

1.1. Background to the study

The quest for social justice, equity and respect for human rights anchored on democratic principles spurred Zimbabwe as a country to fight for its independence (Helum et al 2007). Zimbabwe is a member of the international and regional communities and has ratified and acceded to several different declarations, conventions and protocols in an effort to create a conducive environment to attain equity and equality between men and women. Amongst others include the following:- Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and Platform for Action, Convention on Economic, Social and Cultural Rights (ECOSOC).

In a bid to transform the above mentioned provisions of the international, regional and national legal and human rights into practice, organisations and institutions were forced to mainstream gender into their policies, strategic and operational plans, programmes and activities. The ZRP a case in study is one of such organisations in the country that complied with the government’s directive to empower women by introducing the Women Network programme. The ZRP Women Network derives its existence from resolution 13 of the SARPCCO 12th Annual General Meeting which resolved that there
be a third SARPPCO technical organ (the SARPPCO Women Network Sub Committee), The Zimbabwe National Gender Policy and The Police Act and Regulations. The ZRP introduced the Women Network in April 2009 according to the Herald of 4 April 2009.

The reasons for coming up with a Women Network policy was to ensure equal representation of women and men in decision making at all levels (SADC Declaration Paragraph H [ii]) by establishing police Women Network structures at provincial level and forging partnerships with relevant stakeholders in addressing identified areas of need within the network. Another reason was to take urgent measures to prevent and deal with the increasing levels of violence against women and children (SADC Declaration Paragraph H [iv] by creating awareness on the crimes against women and children for example Domestic Violence Act (DVA), Sexual Offences Act (SOA) amongst police women and advocate increased support of victims.

All provinces were required to submit quarterly reports to the National Committee on the progress of the Women Network’s activities in their respective provinces. The C.I.D as a province had to introduce its own Women Network in January 2010 comprising of all female police officers at both provincial, district and station level who engaged in income generating projects.

Initially when this Women Network was introduced, its activities were to be fully funded by the organisation to all provinces. But due to the prevailing hard economic conditions in our country, the ZRP as an organisation was also affected and it failed to fulfil its promise. The organisation was unable to fully fund the activities of the Women Network hence the women were given the green light to quick start income generating projects to fund their activities.

It was agreed that men would pay a certain fee of affiliation to the Women Network once every year which money will be used as capital to fund the projects that are done by women. So men are involved and are participating by paying this fee. The department has called upon the wives of male officers who are not police officers to participate in these income generating projects together with the serving female police officers. At the end of each financial year the participants would share equally the profits that would have been realised from the projects. That means men would benefit
directly if they actively participate in the activities of the day to day running of these projects and indirectly if their wives whether serving or not is participating in these projects.

Botswana is one of the African countries that have enjoyed a stable democracy. Since independence in 1966, the country has held free elections every five years. Botswana has never experienced a civil war or the civil strife that has characterized the political turf in many African countries. Therefore, the peace and stability that prevails in the country in many ways provide a conducive environment for the promotion of gender equality (Hope 2002)

This country has been reported as one of the country that has a vibrant Women Network in its police force were men are reported to be actively involved in these projects (Hope 2002). The force is made up of more than 8500 officers (2000 women and 6500 men. According to Hope (ibid), there is relatively high numbers of women who hold management positions in Botswana’s public administration including in its police force. This has impacted positively on the Women Network projects by the police in that country as support is inevitable from the women who held high management post and the enabling policies to empower women. Unlike in the Zimbabwean context where most of the strategic decision posts are held by men who also happen to be in control of the much needed resources to make Women Network projects viable.

According to a Sunday Standard dated 11-17 March 2012, page 3 of Botswana, the progress made by the Women Network of Botswana has been attributed to the fact that from time immemorial, Botswana men have migrated to South African for employment leaving behind women. Therefore women in Botswana are able to multitask, hence they achieve more within a short period of time. This could explain why the Police Women Network of Botswana is doing very well coupled with the assistance they get from their male counterparts.

1.2. Statement of the problem
Due to the perpetual and continuous marginalisation of women in the ZRP since independence, the organisation in line with the demands from international, regional and national organisations decided to introduce the Women Network police in 2000. However the ZRP as an organisation was unable to fully fund the activities of the Women Network resultant women engaged themselves in income generating projects
in which men are involved through the yearly subscriptions they make. Men are not fully participating in the running of these projects yet it is them who are in control of the much needed resources such as motor vehicles and even the human resources to make these projects viable. It is against this background that the researcher intends to examine men’s involvement in these Women Network projects.

1.3. Objectives

This study sought to analyse and evaluate the concept of gender mainstreaming and project management within the ZRP paying attention to men’s involvement in C.I.D Women Network projects.

❖ To examine men’s involvement in running income generating projects of the ZRP, C.I.D Women Network together with women.

❖ To assess the general perception of C.I.D members and officers at C.I.D stations and sections in Harare towards involving men in Women Network income generating projects.

❖ To determine if there are any practices that inhibit men’s involvement in running C.I.D Women Network projects together with women.

❖ To establish whether the income generating projects that are done by C.I.D Women Network allow for equal participation of men and women.

1.4. Research questions

Basing on the background, problem statement and objectives of this study as outlined above, the following questions were developed as a starting point.

❖ To what extent can men be involved in income generating projects that are done by ZRP, C.I.D Women Network?

❖ What is the general perception of the C.I.D members and officers towards men’s involvement in Women Network projects?

❖ Are there any practices that inhibit men’s involvement in running Women Network projects together with women?

❖ Do the projects that are done by ZRP C.I.D Women Network allow for equal participation of men and women?

1.5. Assumptions
When the researcher came up with the idea of carrying out this research, the researcher anticipated that secondary data to be obtained from official sources would be accurate and reliable. Furthermore the researcher hoped that positive responses and support would be obtained from the participants by educating them on the importance of this research to them, the C.I.D Women Network and the organisation at large. Last but not least it was the researcher’s anticipation that the findings of the study will be generalised to the whole concept of Women Network activities in the ZRP.

1.6. Significance of the study

1.6.1 To the C.I.D Women Network and Gender focal persons

Findings of this study would enable C.I.D Women Network and policy implementers in the C.I.D department to have an in-depth knowledge of the fact that the effectiveness of the gender mainstreaming policy as a tool for project viability will be as a result of its proper implementation. The study would provide opportunities that seek to narrow gender gaps and support greater equality between women and men.

1.6.2 To the researcher

The researcher’s skill and aptitude would be highly developed and sharpened on the topic under study. This would place him in a better position to conceptualise and solve matters relative to awareness on men’s role in participating in projects that are meant for women in the organisation.

1.6.3 To Bindura University

The study would add value to an already existing body of knowledge on the topic under study as a narrative essay that integrates, synthesises and critique the importance of thinking and research on gender mainstreaming visa-Vis project running of projects.

1.7. Delimitations of the Study

1.7.1 Scope delimitation
The main thrust of this research is on the involvement of men in Women Network projects paying particular attention to C.I.D Women Network projects in Harare District. Women Network issues have just recently emerged in the ZRP therefore most of the data were primarily sourced from participants through interviews and questionnaires.

1.7.2 Spatial delimitation
The study was confined to Harare District which consists of C.I.D Harare Central police station and sections and C.I.D headquarters. There is a total of 2500 detectives (C.I.D nominal roll returns 2014 Document). A sample of population was drawn from this estimated figure of 2500 detectives and senior officers attached thereto. The findings of the study were generalised to the entire C.I.D province.

1.7.3 Temporal Delimitation
The study elicited information pertaining to men’s involvement in C.I.D Women Network projects for the period January 2014 to December 2014.

1.8. Limitations of the Study
On the onset of the study, the respondents were reluctant to express themselves and this was a barrier to the researcher to get information from the participants who were in doubt about the researcher’s intentions. Furthermore Women Network is a new concept in the organisation therefore the statistical data similar to the concept was not readily and easily available. To overcome this barrier, the researcher established relations and further explained clearly his motive to the participants that the intent of the research was to find long lasting solution to the activities of C.I.D Women Network.

1.9. Definition of terms

Effectiveness: the act of producing a desired or intended result (Oxford University Dictionary)

Equity: According to Lis Meyers et al (2012) equity refers to an approach where measures are put in place to compensate for
the historical and social disadvantages that prevent women and men from operating on a level playing field.

**Equality:** Lis Meyers ibid, equality refers to a relational status between women and men.

**Empower:** According to the National Gender Policy (2013) it refers to the process of change that gives individuals greater freedom of choice and action. The outcome of the process is an enhanced ability of an individual or community to make strategic life choices in a context that was previously denied, enhance conscientisation, analytical skills and self confidence.

**Gender:** The social meaning given to being either female or male in a given society. It may also be defined as the economic, social, political and cultural attributes and opportunities associated with being male or female. National Gender Policy ibid.

**Gender mainstreaming:** The strategy of mainstreaming is defined in the ECOSOC agreed conclusions, 1997/2, as: “... the process of assessing the implications for women and men of any planned action, including legislation policies or programmes in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”

**Project:** It is a temporary group activity designed to produce a unique product, service or result. (Adopted from an analysis of a project cycle on fig 2.1)

**Project management:** Barker, S., and Cole, R. (2007) defines project management as the application of knowledge, skills and techniques to execute projects effectively and efficiently. It is a strategic competency for organisations, enabling them to tie project
results to business goals- and thus, better compete in their markets.

**Abbreviations:**

- **C.I.D** - Criminal Investigation Department
- **WN** - Women’s Network
- **CEDAW** - Convention on Elimination of Discrimination and all forms of violence Against Women
- **SADC** - Southern Africa Development Community

**Summary**

This chapter looked at Zimbabwe as a country from the International to regional arena and the efforts it puts to address the issues of gender. The chapter goes further to look at how the ZRP Women Network was formed in an effort to promote issues of gender in the ZRP. The ZRP Women Network was further decentralised into policing province and C.I.D as a province was also included. The ZRP, C.I.D Women Network then ventured into income generating projects which projects are funded by both male and female police officers. As a result the study seeks to examine men’s involvement in running of these income generating projects by the ZRP C.I.D Women Network.
CHAPTER II

LITERATURE REVIEW

2.0 Introduction

Literature related to subject of men’s involvement in Women Network projects was reviewed in this chapter under two main headings: theoretical review and empirical review. The study was informed by the Marxist Feminism, Havard Analytical Framework and the GAD approach which guided this study in bringing about the issues of mainstreaming men in women projects.

As espoused by Cooper and Schindler (2003) reviewing related literature examines recent (or historical significant) research studies, company data, or industry reports act as a basis for the proposed study. In light of this, the purpose of literature review in this study was to establish knowledge of related information on the topic. This enhanced the researcher to investigate the chosen problem with a deeper insight and with more complete knowledge of what others have done.

Leedy and Ormond (2003) explain that the purpose of literature review is to sharpen the theoretical framework of the research by studying the different theories related to the topic, taking an interdisciplinary perspective where possible. The same writers also postulate that literature review helps the researcher with the latest developments in the area of research and it avoids duplication of work done by others but to widen and deepen them or to use previous results as database for new research.

2.1 Theoretical Review

2.1.1 Marxist Feminist Theory

This research topic is a ground breaking research as there is not much literature or empirical evidence as to what extent men are involved in running projects together with women. Marxist feminism is a form of feminism which believes that women’s oppression is a more form of oppression. It postulates that women are disadvantaged as a result of the social class.
The belief that police work is more of men’s work still has some traces of truth in the ZRP as an organisation particularly the C.I.D where detective work entails tracking of dangerous armed criminals. Due to the nature of these duties most women are not involved. This means that according to Marxist theory women remain at the bottom of the C.I.D department structure thereby affecting their social class.

Promotions and elevation to the next rank in the ZRP particularly in C.I.D department is by merit and through the successful completion of these dangerous and tempting tasks. So women by not participating mean that they are disadvantaged and would remain in the dark waters. But given the chance it is not in dispute that some women may even perform much better than their male counterparts and produce better if not good results. By so doing it is a starting point to liberate women police officers from the beliefs of capitalism that prevail in the organisation.

Furthermore Marxist feminism theory advocates for the removal of capitalism which they said builds classes within a given society that is the “have” and “have nots.” The C.I.D department is male dominated therefore it is them who are in control of the departmental resources such as operational vehicles which are in most cases being driven by male detectives because of the demanding nature of detective work. So the male detectives are the “haves” and females are “have nots.”

In the organisation women become segregated into sections of the C.I.D department which are not challenging thus this continues to elevate men’s positions in the department. Economic and social inequality between the sexes is increased and women’s subordination in marriage, the family and in society in general is intensified. The C.I.D women are not spared from this situation as they had to struggle to balance between family and work related issues. Some of the Women Network projects entail working after hours such as the transport (Taxis). Therefore some women are not able to fulfil the demands of the Women Network as they would want to stay at home with their families.

The organisation is male dominated affecting women’s social class. The ideas of Marxist feminism have the potential to analyse the realities of the feminisation of poverty, female-headed households, changing sexual mores and the presence of the
patriarchal state. The Women Network Policy was introduced to address these challenges being faced by female police officers. Positive discrimination entails that when women and men have an unequal status within an organisation and unequal access to resources such as in the ZRP, women need preferential treatment and affirmative action before their starting point is considered as equal. This is the reason why the organisation has embarked on women only projects.

2.1.2. The Gender and Development Approach (GAD)

Initially the organisation adopted the Women in Development approach (WID) when it introduced the Women Network as evidenced by its name, Women’s Network. The organisation focuses on women only projects with the ultimate goal of raising the status of women by integrating them into the existing economic development process forgetting that there were men who also want to be integrated. The organisation focuses exclusively on women by setting up small income generating projects for women with its components aimed at women.

The strategies were to boost women’s productivity, increase in women’s income through profits from these projects. These projects were to be accompanied by funding from and use of the organisational resources and technical training. By so doing this approach ignores the unequal power relations between men and women and the subordinate role of women. The organisation assumed that by involving in these income generating projects, the status of women would change automatically when they became fully-fledged economic partners with men.

It did not address the inequalities between men and women. As a result the organisation shifted to “gender and development” (GAD), approach which accommodated men in running these income generating projects together with their female counterparts. The name even changed from Women’s Network to Women Network to accommodate gender mainstreaming that is mainstreaming men into women issues.

The policy framework of C.I.D Women Network is now guided by the Gender and Development (GAD) approach, which recognizes that improving the status of women, cannot be adequately achieved without taking into account the status of both men and women, their different situations and the fact that equal treatment will not necessarily produce equal outcomes. It is no longer focusing on women only.
The C.I.D department is male dominated as a result they are the ones who are in control of much of the resources. This means there is unequal power relations that prevent and restrict women’s participation in development. Therefore there is need to involve men in the Women Network projects because for as long as these unequal power relations exist, it is difficult for the women to run their projects effectively for sustainable development.

It is worth noting that many economic, social and political inequalities that marginalise and exploit women can also do the same to men especially those in the low to medium ranks of the department. Therefore this approach seeks to empower the most disadvantaged people including women. Those disadvantaged male can also be empowered through these projects. As a result the practical and strategic gender needs of women and men are considered which assist in improving their livelihoods and creating a harmonious working environment.

Ncube (2010) agrees and highlighted how the chairperson of the Public Service Commission Dr. Mariyawanda Nzuwah was disappointed by the low representation of women at the police staff college. Dr. Nzuwah, while speaking at the college’s graduation ceremony, where 444 graduates received certificates, diplomas and higher national diplomas in Public Prosecution, Adult Education and Business Management among other course had this to say;

The statistics of today’s graduation are disappointingly low on the representation of women. This is regrettable, considering that Zimbabwe has since independence consistently set up policies to empower women....The first step towards women empowerment is educating them and ensuring that they are facilitated towards the attainment of education and professional qualifications. It is disheartening to note that of the 444 graduates only 144 are women which translate to 31.5% of the total number of graduating students. This does not enhance government’s policy of achieving proportional representation of women occupying senior grades in the Public Service, that is a 50 - 50 percentage between men and women in decision making positions.
This is a clear indication that women need to be first educated before engaging them in C.I.D Women Network income generating projects. It is vital for the participating members to have basic knowledge in whatever role they would be playing in the running of these projects.

On the same note, gender is regarded as a concept and an approach, but it can also be seen as an operational strategy. As an operational strategy it recognises that development initiatives are never neutral. They can actually widen the gap between men and women in an organisation. In the C.I.D Women Network, men are not actively involved, yet they are the ones who are in control of the much needed resources which resources must be accessed by women to empower themselves. Failure by women to access those resources keep them marginalised and men advancing through efficient and effective use of those resources such as motor vehicles.

Gender strategy is not about setting up a gender unit or appointing a gender officer but for example if it is to change mentalities and behaviour of C.I.D male officers and members, then make visible and take into consideration the needs, interests and contributions from both women and men, and develop gender skills and expertise and introduce institutional practices based on equality.

2.1.3 Havard Analytical Framework

This study used the Havard Analytical Framework by Catherine Overholt et al (1980) focusing on the activity profile, access and control profile, influential factors and the project cycle analysis aspects. It is most useful to this study as this study focuses on women empowerment through poverty reduction by engaging in income generating projects. It is also useful to explore the twin facts of productive and socially reproductive work especially with the groups that have limited experience of analysing differences between men and women. The framework is designed as a grid (or matrix) for allocating data at micro-level and has four components.

2.1.3.1 Tool 1: The Activity Profile

This tool stipulates that the gender needs to be addressed in the organisation have to first determine the different gender roles that men and women play in the society. This can be applied to the Zimbabwe Republic Police and in particular the C.I.D Women
Network whereby the management would plan for the activities of both male and female officers taking into consideration their practical and strategic gender needs. The commissioned male officers who participate in these projects plan on the allocation of resources to the C.I.D Women Network and the non commissioned male members usually are drivers who run around buying goods for use in the projects. For example the kitchen and canteen requires fresh vegetables, Onions and tomatoes from Mbare Msika where they are cheap hoping that after selling whatever dish they would have prepared would make a reasonable profit. Women would do the cooking in the kitchen and the selling of soft drinks and mineral water from the canteen.

2.1.3.2 Tool 2: Access and Control Profile
In the planning process the model looks at who has access and control of resources. It is not all in the organisations that have access to and control over the available resources. Gender mainstreaming seeks to remove the imbalances that were created by the patriarchal society which had controlled all the resources over women. Women would also enjoy the benefits if given equal access to and control of the resources. The members in running of the projects would benefit from resources such as organisational vehicles, accommodation, learning centres and training programmes.

2.1.3.3 Tool 3: Influential Factors
This tool looks at the factors that have caused the inequalities between men and women and tries to address them. These factors were used to reduce these imbalances. In the ZRP it is known that the profession was and is still male dominated as a result the organisation has to increase the number of female police officers being recruited in the organisation. Though men and women in the ZRP receive the same training when joining the force, more opportunities for further studies are taken by men. On the other hand men are in control of most organisational resources. The inabilities by women to access these resources have sparked inequalities. The Women Network was introduced to address these factors that influence the continued marginalisation of female police officers in the ZRP. Resources to be used in the running of Women Network projects are controlled by men therefore it is essential to involve men in the running of these projects.

2.1.3.4 Tool 4: Project Cycle Analysis
Project Cycle Analysis concerns the whole idea of the Women Network project that is what is the nature of the cycle from the first stage to the last stage and what roles do women and men play in this stage. This is illustrated in figure 2.1 below.

**Project cycle analysis Model**

![Project Cycle Analysis Diagram](image)

Figure 2.1
Adopted from an analysis of the Havard Analytical Framework.

Gender and particularly the role of women are widely recognised as virtually important to international development issues (Blau et al 2010). This often means a focus on gender equality, ensuring participation, but involves an understanding of the different roles that both men and women have within the community. Gender and project management is also strongly linked to education. Kerr et al (2005) points out that women’s access to the basics including education and health, remains a fundamental issue for women’s equality throughout the world and further postulates that:

“Until quality universal access and accountability are guaranteed for all basic services, we can expect that these issues pertaining to the fight for equality remain central foci of our movements and also remain key
strategies for empowering women to respond to all of the other issues and challenges we face in bringing about global transformation”.

The project cycle analysis model above illustrates different roles men and women play in each stage. The first stage in the project cycle analysis involves identifying environmental problems to be addressed, needs and interests of possible beneficiaries. The practical and strategic gender needs of women are identified. Effective interventions are analysed, and ideas for projects and other actions are identified as well and screened by women alone. In this stage very few men are involved. May be the commissioned officers who are occupying strategic decisions in the C.I.D are involved as women would be communicating their ideas to them. In this stage Women Network members are seen holding meetings alone and men are not bothered.

Project preparation and formulation is the second stage which begins with the drafting of a proposal and listing of projects that women would want to partake. After that a feasibility study is carried by women themselves to see whether the project is manageable; there is demand for the project’s outputs; and the financial requirements of each and every project listed. Women in this stage would be conducting their network meeting and men are not involved.

In the review and approval stage, men are involved. The women would then market their ideas to men requesting for contributions from both men and women. It is in this stage that women would want to establish the extent to which the results they would have identified are realistic, achievable and sustainable.

The implementation stage involves a handful of men, running around assisting women in putting all the necessary ingredients to start the project. This includes driving motor vehicles buying products such as soft drinks for example if the project is kitchen and canteen. The monitoring which is a continuous process aimed at providing management early indications of progress or lack of progress is done by women themselves. The last stage in the project cycle analysis is the evaluation stage. The C.I.D Women Network would evaluate itself through the monthly returns from different C.I.D stations and
sections of the progress made in their chosen project and the profits made thereof. They usually hold monthly meetings to review their progress.

For the purpose of this study, this framework is appropriate in its approach of activities, accessibility, influential factors and project cycle analysis. It gives a distinction between access and control over resources bringing out clearly who has access to and control of the resources in the C.I.D department. Furthermore it helps to bring about a discussion of power relations and the scramble for the resources as the C.I.D Women Network members would be running around doing their daily activities.

2.1.4. Multilateralism

Multilateralism is a process whereby countries solve problems in an interactive and cooperative fashion (Yarbrough and Yarbrough, 1992). It refers to collective responses to international problems. Instead of acting alone, more than two states consult and confront a foreign policy situation together. Ruggie (1993) provides the most detailed discussion on the meaning of multilateralism. He powerfully argues that multilateralism is not simply institutional design, but principles as well. In other words multilateralism contains within it a commitment to acting in concert with others, “without regard to the particularistic interests of the parties or the strategic exigencies that may exist in any specific occurrence” (Ruggie 1993, 11). The Zimbabwe government has ratified to a number of international and regional gender declaration as the CEDAW, SADC Declaration on Gender and Development.

The ratification of these declaration influenced the police as an organisation to adopt these at micro level by forming the Z.R.Police Women Network which is responsible for the promotion and implementation of the SADC Declaration on Gender and Development by committing itself to ensuring equal representation of women and men in decision making at all levels [SADC Declaration paragraph H [ii].

According the Z.R.Police Women Network document (2009), it was to adopt all SARPCCO Women Network Security Council resolutions, national Gender Declarations at organisational level. Thereafter establish women network structures at provincial level and forge partnerships with relevant stakeholders in addressing identified areas of need within the network. As a result C.I.D department according to
policing structures in the Z.R.Police is a province. Therefore C.I.D Women Network was established in 2010.

The following international and regional declarations were ratified to by the Zimbabwe government.

2.1.4.1 Convention on the Elimination of All Forms of Discrimination against Women. (CEDAW).
This Convention on the Eradication of all forms of Discrimination against Women (CEDAW) was formulated to end discrimination against women. Article 7 of CEDAW, described as the definitive international legal instrument requiring respect for and observance of Human Rights of women, stipulates that states should eliminate discrimination against women in voting and holding of public office, in the formulation and implementation of domestic and foreign policies and participation in political Non-Governmental Organizations’ (NGO’s) and associations. By acceding to CEDAW, the government of Zimbabwe is bound to guarantee equality between men and women. There was no mention of men and women working together.

2.1.4.2 Southern Africa Regional Police Chiefs CO (SARPCO)
The ZRP Women Network derives its existence from the resolution 13 of the SARPCCO 12th Annual General Meeting which resolved that there be a third SARPPCO technical organ (the SARPCCO Women Network Sub Committee), The Z.R.Police introduced its Women Network in April 2009 according to the Herald of 4 April 2009. In fulfilling the resolutions of SARPCCO the organisation further decentralise the Women Network to provinces hence the C.I.D Women Network was formed in January 2010.

The ratification of these international and regional instruments has led to the promulgation of several laws and policies in Zimbabwe, including the Domestic Violence Act and the National Gender Policy. The Constitution Amendment number 20, under section 17, further provides for the elimination of discrimination against women. In all these laws that have been ratified by Zimbabwe there is clear indication that women have been marginalised for a long time and that both genders are encouraged to equally participate in whatever project they might want to partake? The national laws of Zimbabwe that has to do with the empowerment of women enable both sexes to work together to achieve sustainable development.
2.2 EMPIRICAL REVIEW

The researcher was unable to find empirical studies in the law enforcement arenas of other countries hence he resorted to the use of empirical studies that were done pertaining to income generating projects by women in other countries and review their findings.

According to Chigudu (1991:2), income generating projects (IGPs) are difficult to define, as the definitions are as varied as the projects undertaken. However for the purpose of this study, the definition to be adopted is taken from the background paper for workshops in IGPs in Zimbabwe in 1991 by the Zimbabwe Women’s Resource Centre and Network. This definition is appropriate as it suits the projects that will be the focus of this study. Therefore IGPs is defined as those projects that are:

Small-scale, utilising limited financial and technical resources and assisted by a government or an NGO, which in turn is supported by a donor or a group of donors.

Chigudu (1991:2) observes that these interventions may include the provision of capital through grants; savings and credit schemes; and training or advice in skills or business management and other support services for small business, such as assistance with marketing and the provision of temporary trained staff. In many instances, the staff members involved in IGPs has little technical expertise and the project beneficiaries are poor rural or urban communities who pay a contribution which is used as seed money.

Miltlin (2000:205) observes that the urban economy depends on cash, as its residents have to pay for food, fuel and transport to and from work, water, shelter and essential health services. Because of the triple roles, the practical and strategic gender needs the C.I.D female officers and members like any other women have, their salaries might not sustain them hence the move by the ZRP to engage in income generating projects to empower them.

Hurley (1990:vii, 37) emphasises that before beginning programmes that are intended to alleviate poverty by means of support for income-generation initiatives, the interveners need to give careful thought to other objectives as well as those they wish to help. He notes, however, that income is not the only desirable goal, even for very
poor people. Security and supportive social relationships within families, households and communities, are among the other goals that people strive for.

More often than not, men in conflict and post societies are cast simply as violent aggressors-leaders who encourage bloodshed, soldiers who use rape as a means of humiliating their enemies, and husbands who beat their wives to assert their authority at home as their community descends into chaos. Given these images, one does not typically think of creating partnerships with men. (Winter 2007 Volume 5-Numner 1)

A study carried by Michael Flood (2007) in the sub-Saharan Africa with conflict and post conflict societies argues that the creation of a gender-just world requires the involvement of both women and men. He went on to outline the reasons for men’s inclusion in gender-based work as well as the benefits men stand to gain by advancing gender equality, while providing key considerations for male engagement to ensure that programs remain pro feminist and committed to enhancing the lives of all involved. (Winter 2007 Volume 5-Numner 1).

The study revealed that “Women are Not Island”, there is need to engage men to empower women. In addition to that it also revealed that involving men in gender related policy and programmes carries the risk of compromising resources and services directed exclusively to women or dilute the feminist orientation of such efforts. However to minimise this risk, the study suggests that men’s involvement must be framed in ways that are pro-feminist, while interventions must be sensitive to the diversities among men and supportive men’s positive contributions.

Another study was carried by Dr Whitehead Zikhali et al (2014) on income generating projects in Nkayi district, Zimbabwe with groups of people mainly dominated by women members between the ages of 31 and 50 with an average number of 8 members and men were also involved. The income generating projects range from vegetable production, poultry (indigenous chicken), sewing, basketry and many others. The findings were that there was less support from the government or private sector. There was no market research done to establish the existence of the market.
The group also revealed that they had not received any training on how to run income generating projects and as a result the projects were not viable to empower the participants as the profits realised is small, $25 a month if they had good sells which is shared among the participants. This money is the one they re-invest and also use to sustain their livelihoods, such as paying school fees and buying of livestock like goat. The group also faces challenges in relation to transportation of their finished products to market, resulting in some finished products not being sold.

A study to five income generating projects in Tembisa, South Africa was conducted by Nothando Kadozo (2009) but the researcher focused on two which are of interest as the first involve no men and the second involve one man. The first was done at Lesedi-la-Malapa Sewing project which was started in 2000 by Meriam Maluleka. The project started with 34 members of unemployed women and each woman was responsible for the day to day repairs of the machines she uses. There was no involvement of men; it was a women only project. They were sewing clothes, as well as selling second-hand clothing.

The findings to the study were that the group had no financial records to account for all its income and expenditure and it was difficult to determine how much profit they made if any. The group also had no access to affordable credit. There was high turnover and they do not have any meetings to discuss their progress and plan for the future. Moreso the study revealed that there was a lot of indiscipline as some members would not come to work regularly and still expected to be paid equally with those who had met their commitments. When the profits are not shared equally, they left in anger. The members did not have any shared goals; hence each pursed her own agenda.

The second study was done at Seotloana Food Gardening Project which was initiated by a teacher Elizabeth Masonoko in 2001 at Seotloana primary school. The women started sewing pillows and duvets and were twelve in number. They also cook meals to sell to the teachers at the school. In 2003 they embarked on food garden which is currently their main focus. They have one man in the group. The findings to the study were that their sales were recorded in a book and are able to call up resources in their community. The group attend to networking meetings and were trained in organic farming. Their councillor was unwilling to assist them to mobilise resources to expand
their projects despite being aware of their activities and the contributions they make to
the community.

This finding is similar to the findings of Camey (2002:23) that officials abuse their
authority for their own benefit at the expense of the poor. Five of the members own
houses. Meetings are held on weekly basis to discuss how much income had been
generated, their challenges, absenteeism and plans for the following week. Discipline
was a problem as some members absent themselves to work because they had other
sources of income such as pensions. The members had support from their extended
families. The group had access to land and water at the primary school.

To date, numerous women’s economic empowerment programs have sought to address
women’s needs for income, but mainly to fulfil their gendered roles and responsibilities
as caregivers and unpaid workers on family businesses. Such interventions have
fostered vital gains in basic well-being, but many have done so while accommodating
and sometimes reinforcing traditional gender roles that subordinate women’s economic
agency and contributions, and do not analyze gender inequities in access to and control
over economic resources. For example, a household sample of women in rural
Bangladesh found that 56% of women said that their husbands had compelled them not
to work outside the household and 78% reported that they had been forced to give the
money they earned to their husbands (Pitt, Khandker and Cartwright, 2006, in Ahmed,
2009).

Similarly, Chant, (2007) stated that some authors have argued that the focus on women
or the “feminization” of anti-poverty programs has had limited results for alleviating
women’s gendered obligations and burdens in coping with poverty, and has in some
cases further economically marginalized them. In a similar vein, Schuler and colleagues
have suggested that the economic gains of women in microcredit programs have been
mostly marginal and invested in short-term or immediate household consumption rather
than in businesses or other economically productive activities (Schuler, Hashemi and
Riley, 1996). In other words, the income women gain in such programs often provides
a small contribution to household consumption and small gains to well-being but does
not allow the household to move out of poverty, or is often not enough income for
women to be perceived as being on equal footing with their male partners.
In addition Gary Barker and Jennifer Schulte (2010) conducted researches on engaging men as allies in empowering women economically through micro finance programmes globally and varied results were obtained. According to Ahmed’s (2008a, 2008b) extensive research in rural Bangladesh with beneficiaries of Grameen Bank programs, argues that most gender and development programs operate from a view that all men are the same and are generally not supportive of women’s empowerment, and at the same time assume that men will easily change once women are empowered:

“The concept of ‘universal man’ that is implemented in these programs falsely assumes that men are all alike and imimical to women’s rights. On the other hand, this framework also assumes that once the woman starts earning, her husband as the ‘universal man,’ will inevitably start to value her and things will improve in the household. But this imposition of sameness on the male relatives of Grameen Bank loaners is as yet unsupported by any evidence.”

Her research with women and men in rural areas in Bangladesh found that some men were abusive/violent when women benefited from Grameen Bank programs, some showed a mixture of positive and controlling behaviours, while others were supportive, gender-equitable and “high-minded,” meaning they generally supported women’s empowerment from a human rights-based perspective. Her conclusion is that the Grameen Bank should “use men to change other men,” by identifying those men who are supportive of women’s empowerment and to empower those men as change agents to reach other men in the community and to change community norms.

According to Ahmed et al (2000) there are a lot of stereotypes about low income men particularly those from Global South in terms of economic empowerment and microfinance programs. These include assumptions that men are not interested in such programs because they bring in too little income, or that men are not as good or reliable at paying back loans. This latter belief in particular persists in spite of the fact that there is little evidence that men who participate in Village Savings and Loan (VSL) groups do not repay their loans (H. Allen communication September 30, 2009).
This recommendation is similar to the approach used in formal and informal ways by the Abatangamuco program supported by CARE Burundi. This is perhaps one of the key conclusions for immediate action, finding opportunities to identify and engage those men at the community level.

A related key argument for not including men in CARE VSL programs has been answered by Ela Bhatt, founder of the Self-Employed Women’s Association of India (SEWA), when asked why SEWA membership is restricted to women only and how the organizational dynamics would change if men were permitted to become members. Bhatt responded:

“...I wanted to include men in the organization when SEWA was losing certain battles because we did not have enough support of men in the same field. I brought up this issue twice or thrice in the General Body Meeting at SEWA, but the women present there were very clear that they did not want to have male members and firmly said no. They also say that men are not dependable when it comes to money. I have personally noticed that in the presence of men, especially of their own family, women do not participate as much as they do otherwise. But I still feel that to win a big battle, you need both men and women, where women should act as leaders. I have more faith in the leadership of women. A woman’s approach to work and her thinking is always very holistic.”

Bhatt (2009)

Evidence was also revealed from these studies that there is a tendency that when men have joined VSL groups they take up leadership positions disproportionate to their representation in these groups, in other words, that they tend to dominate the groups and may even silence the voices of women. This was viewed as a real concern that should be addressed as VSL initiatives engage men. Furthermore, the opportunity for women and men to interact in spaces of shared power can be positive for women and men and for communities as a whole as witnessed by one of the authors in visiting a coffee cooperative program in western Rwanda.
2.2.1 Gap analysis

There is not much published literature about men’s involvement in projects to empower women. There is need for evaluations that examine the impact of men’s involvement in women projects and try to answer question, does men’s involvement in women projects empower them? Does ‘involvement’ help men achieve the capability to resist social norms of male dominance? These rather important questions have yet to be answered. Themes of many of the evaluations that appear in the literature are interventions’ abilities to reach men and engage their projects.

In addition to that, most of the studies were done at a large scale and this research has been done at a small scale concentrating on a single section of the ZRP as an organisation. Moreover studies that were done on income generating projects received funding from NGO’s or the government but in this study C.I.D Women Network funding comes from its members. In view of this the ZRP has gone a step further in empowering women as compared to other law enforcement agencies in other countries.

Summary

Theory informs practice. The Marxist Feminist theory, Gender and Development approach and the Harvard Analytical framework were discussed and their relevance to the study brought out. Similar studies done in Zimbabwe, South Africa, India and Burundi on men’s involvement in women projects were reviewed. In all the studies reviewed men were mainstreamed in those successful projects.
CHAPTER III

RESEARCH METHODOLOGY

3.0 Introduction

Methodology adopted in conducting this study is discussed and its justification. Issues pertaining to population size, sample size, sampling method, data collecting instruments and analysis procedures are discussed. By doing so, it helps to select the right sampling techniques and come out with the correct research design and data collection instruments to analyse data appropriately.

3.1 Research design and Justification

The researcher opted to use descriptive research design as it enabled the researcher to form a blue print on the conditions and relationships that exist, practices that prevail, beliefs, points of view, and attitudes that are held, processes that are going on, effects that are being felt and developing trends in the area of study. This research design was adopted for use in this research in obtaining data, through the use of questionnaires and interviews.

The descriptive survey method as a social science research was adopted in this research as it afforded the researcher to describe the characteristics of a large Criminal Investigation Department population and it enabled the researcher to collect data from many respondents in a short space of time with limited resources. Leeds (2000) asserts that descriptive research design makes possible efficient collection of data on a large number of individuals and allows precise comparisons to be made between the answers of the respondents. Furthermore it enabled the researcher to have more control over the research process, at the same time, being representative and cost effective. Given that the study sought to get opinions and attitudes of respondents on the involvement of men in Women Network projects, this research design was the most appropriate.

3.2 Target Population.
Claire and Smith (1997) define a population as an “asset of elements that the research focuses upon and to which the results obtained by testing the sample would be generalised.” Leedy (2000) defines a population as a group of people or observation which includes all possible members in the category. Basing on the monthly nominal role returns from all C.I.D stations and sections kept at C.I.D headquarters, C.I.D department has a total population of approximately 2500 detectives inclusive of men and women. Given this total population, 500 are commissioned officers and 2000 are non commissioned members.

3.3 Sampling Procedures and sample size

Mwanje (2000) defines a sample as subject of the total population. It is a smaller number of elements selected from a population, assumed to be representative group selected from a population. From the population size of 2500, 2000 are non commissioned members and 500 are commissioned officers. The secondary data collected by researcher further revealed that of the 2000 non commissioned members 1200 are males and 800 are females and also of the 500 commissioned officers 300 are males and 200 are females. After the analysis of the secondary data on population size above, the researcher then used a random sampling technique to select randomly 12% of the members from each representative stratum according to Van Darlene (19878). Melville and Goddard (1996) hold the view that stratified random sampling uses simple random sampling within each stratum (group), ensuring that the appropriate numbers are selected for each group so that the overall sample reflects each group in known proportions. The researcher used simple random sampling because it afforded every member of the target population, an equal chance of being selected. Access to accurate and easily reachable sampling frame that lists the entire population makes it possible for the researcher to use stratified random sampling. These two techniques give no room for bias as the respondents had an equal chance for being selected to participate in the study and they also allows the generalisation of the study findings to a large population under study. The calculations to show sample are shown diagrammatically below in table 3.1.

\[
\text{Population size } N = 2500 \times 12\% = 300 \text{(sample size)}
\]

Size of stratum \( N_1 = 1200 \) male non commissioned members.
Size of stratum N2 = 800 female non commissioned members.
Size of stratum N3 = 300 male commissioned officers.
Size of stratum N4 = 200 female commissioned officers.

**Formula N1/N x 300**

### Table 3.1 Sample distribution of C.I.D Population

<table>
<thead>
<tr>
<th>Rank</th>
<th>Stratums</th>
<th>No. of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male commissioned officers</td>
<td>Detective Inspectors and Above</td>
<td>36 out of 300</td>
</tr>
<tr>
<td>Female commissioned officers</td>
<td>Detective Inspectors and above</td>
<td>24 out of 200</td>
</tr>
<tr>
<td>Male non commissioned members</td>
<td>Detective Assistant Inspector and below</td>
<td>144 out of 1200</td>
</tr>
<tr>
<td>Female non commissioned members</td>
<td>Detective Assistant Inspector and below</td>
<td>96 out of 800</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>300 out of 2500</strong></td>
</tr>
</tbody>
</table>

**Source: Primary Data**

### 3.4 Instruments for Data Collection

Research instruments are tools used by the researcher to gather data from the field. Instruments for data collection may take the form of a questionnaire or an interview (Piet 1998). Borg and Gall (2001), state that research instruments are techniques used to extract information from respondents. From the above calculations done on sample procedures, the first sample comprised of 144 non commissioned male members followed by another of 96 non commissioned female members. On the other hand the third sample was comprised of 36 commissioned male officers and the last was 24 female commissioned officers.

In this study the researcher gathered data through the use of questionnaires and interviews. Both the questionnaire and the interview method have inherent weaknesses as a result both were used with the intention of mitigating the weaknesses of the other.

#### 3.4.1 Questionnaires and Justification for use
A total of 300 questionnaires were distributed to two major C.I.D police stations and sections which are Harare Central and C.I.D headquarters. The fact that each respondent was asked to respond to the same questions enhances collective responses from a large sample.

According to Brown (2009), questionnaires has an advantage of summarising opinions hence reducing social pressure on respondents. Therefore in this research questionnaires were used to allow varied degrees of opinions to be expressed by the respondents and not simply just a yes or no answer. He further states that they also allow the expression of data in mean and mode which makes it possible to graphically present and quantitatively analyse data. Furthermore open and closed ended questions used provided a balanced response platform by keeping respondents on track.

In addition the use of the Likert Scale (modified) on some questions where the range of possible responses where “Agree, Not Sure and Disagree”, made it possible to gather data on attitude and belief of participants and more so the contents of the questionnaires were designed to match the answers to the research questions.

The questionnaires were cost effective since the distribution was done personally by hand; bias was eliminated as they were distributed to police officers with different backgrounds. They also guarantee confidentiality since the names of the respondents would not appear on the questionnaires and the respondents had enough time to consider their responses.

However, the use of questionnaires has its share of limitations according to Leedy (2000). There was no room for further probing as there was no face to face interaction; therefore there was no opportunity for the respondents to clarify ambiguous questions. The response rate was very low as respondents were not obliged to complete the questionnaire and also the respondents could have been committed with other demanding work related issues. Questionnaires were not appropriate when we try to solicit information from the people who are semi illiterate and illiterate which may result in information being collected from the educated only. The researcher however did not encounter such a challenge in his study as all the respondents who are police officers are literate. In addition to that the questionnaires were structured in very simple English which ask short and straight forward questions.
3.4.2 **Personal Interviews and Justification for use**

The interviews were conducted with commissioned officer including the Officers In-Charge stations and sections of the C.I.D department so as to identify trends in the perception and opinions expressed, which were revealed through careful systematic analysis. A total of 28 interviews were conducted with the commissioned officers. I interviewed the Assistant Commissioner Administration who is a female and the chairperson of C.I.D Women Network. Fifteen Officers In-Charge stations and sections were also interviewed as they are in charge of Women Network activities at their stations and sections. Out of this figure seven are females.

Personal interviews were used in this research because they enabled the researcher to observe reactions of subjects, gestures and expressions which helped the subjects beyond recorded response. They also provided an opportunity for the researcher to probe further on issues for clarity as well as obtaining first hand information pertaining to the study topic. Some information which could not be written down but very essential to the study was also obtained.

The advantages of using interviews are that the questioning allows further probing and explanation as we progress with the interviews hence greater data accuracy was ensured since clarifications were done. Interviews created an environment for respondents to feel encouraged to give accurate responses and enabled the researcher to gather visuals such as nods or smile which are valuable tools in promoting complete responses (Leedy, 200). Nevertheless interviews have its own weaknesses in that at times the researcher asked leading questions which suggest an answer. They are sometimes costly as there is need for training the interviewer so that he is able to harness the minds of the interviewees. Presence of the researcher may give room for bias (Dooley, 2000) and the respondents may feel uneasy and adopt avoidance tactics if the questioning is too deep.

3.5 **Data Collection Procedures**

First and foremost, the researcher was given a supporting letter from the Department of Intelligence and Security Studies. I then wrote to the Commissioner General of Police (Zimbabwe Republic Police General Headquarters) through ZR Police Staff College seeking for permission to carry out the research on this topic and permission was
granted. The Director C.I.D was also informed and Officers In-Charge stations and sections to guarantee cooperation from the participants.

Thereafter I prepared my questionnaires and personally deliver them by hand to the Officers In-Charge to redistribute them to members under their command. After an agreed time of two weeks, I then went back and collect the responses from the Officers In-Charge. On interviews I had to make appointments to senior officers through the office of the Chief Clerk C.I.D whom I constantly liaise with and equipped with my interview guide I then went to their offices and interview them. To the Officers in-Charge I had to make personal call to them ascertaining the date and time they would be free so that I can interview them. During the interviewing session, notes were taken down.

3.6 Reliability and Validity of Research Instrument

`Leedy (2000) states that, validity refers to the extent in which an empirical measure adequately reflects the real meaning of the concept under consideration. Validity concerns the accuracy of the questions asked, the data collected and the explanations offered. To ensure validity, the researcher drafted some questionnaires and issued them to a group of experts to have a sight of them and comment on the structure of the questionnaires. The pilot testing of questionnaires was done to make sure that the questionnaire elicits information pertinent to the study. The researcher was highly motivated by Bell (2009)’s advice that under what circumstances, a researcher must do his best to give a questionnaire a trial run as it ensures the success of the questionnaire. Sufficient questionnaires were then printed and personally distributed well in time to the participants and were collected after completion.

On the other hand pilot interviews basing on the analysis of the existing literature were conducted with some academics and members of the C.I.D department outside the target population. At this stage commissioned officers and some non commissioned members of the C.I.D department were involved in this pilot study interviews. Some amendments and improvements were made particularly to interview guidelines by removing some leading questions. However most of the questions on the questionnaire were relevant and minor corrections were made.
3.7 Data Presentation and Analysis

The researcher in this study adopted tables and pie charts for presenting data collected from both questionnaires and interviews. Thereafter an analysis of tables and pie charts was done so as to give meaning to the presentation.

3.8 Ethical Consideration

According to Watt (2011), practitioners performing assurance engagements must always comply with ethical principles which include integrity, objectivity and professional competence and due care, confidentiality and professional behaviour. Zvekic, (ibid) states that whenever human beings are the focus of investigation, the researcher must look closely at the ethical implications of what he or she proposes to do. In that regard, participants had protection from undue physical harm or psychological trauma, informed consent to participate and the right to privacy and to withdraw from the study at any time if one wish to do so.

3.9 Summary

The target population was 2500 of all C.I.D officers and members in Harare. The researcher took 12% of the target population as his sample size. Thereafter the sample size was put into four stratums; commissioned female and male officers and non commissioned male and female members. The researcher used the stratified random sampling technique to collect data from these stratums using questionnaires and personal interviews. During the collection of data period, the researcher maintained confidentiality and professionalism to gunner support from respondents. Thereafter the data was sifted and analysed thoroughly.
CHAPTER IV

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.0 Introduction.

In this chapter data is analysed and presented on the findings on involving men in C.I.D Women Network projects. Data will be analysed according to the study objectives on page 5. Discussions will also be done under four major themes of both the participants’ questionnaires and the in depth interviews with police officers who have participated in this research. Themes according to De Vos et al, (2005) provide an explanation on how or why things happen and also offer description of how people do or should behave.

4.1.0 General questionnaire analysis

Given the exploratory nature of the project, as well as its scope, this section presents a quantitative analysis of the findings. The questionnaire and interview guide were the research instruments used for the purpose of collecting data. A sample of 300 police officers inclusive of commissioned and non commissioned members participated in the study. Below is the table showing the response rate of the questionnaires.

<table>
<thead>
<tr>
<th>Category</th>
<th>Issued</th>
<th>Returned</th>
<th>Shortfall</th>
<th>Response rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non commissioned male</td>
<td>144</td>
<td>130</td>
<td>14</td>
<td>90%</td>
</tr>
<tr>
<td>Non commissioned female</td>
<td>96</td>
<td>90</td>
<td>6</td>
<td>94%</td>
</tr>
<tr>
<td>Commissioned male</td>
<td>36</td>
<td>32</td>
<td>4</td>
<td>89%</td>
</tr>
<tr>
<td>Commissioned female</td>
<td>24</td>
<td>23</td>
<td>1</td>
<td>96%</td>
</tr>
<tr>
<td>Total</td>
<td>300</td>
<td>275</td>
<td>25</td>
<td>92%</td>
</tr>
</tbody>
</table>

Source: Primary Data
Of the 300 questionnaires that were distributed to the police officers and members, 275 were returned, an indication that 25 of them were not returned indicating a 92% response rate. When the researcher went to collect some of the questionnaires at C.I.D Harare Central and C.I.D headquarters he could not find some of the detectives at work as some were said to be on leave and some had gone to attend scenes of crime. Some just returned the questionnaires uncompleted citing lack of time despite the researcher having given them almost three weeks to complete the questionnaires. Therefore the researcher could not use it as no information was supplied. Both commissioned and non commissioned female members responded very well as a result a 92% and 94% response rate was realised respectively.

<table>
<thead>
<tr>
<th>Category</th>
<th>Target</th>
<th>Actual</th>
<th>Shortfall</th>
<th>Response rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commissioned male officers</td>
<td>36</td>
<td>10</td>
<td>26</td>
<td>28%</td>
</tr>
<tr>
<td>Commissioned female officers</td>
<td>24</td>
<td>18</td>
<td>6</td>
<td>75%</td>
</tr>
<tr>
<td>Total</td>
<td>60</td>
<td>28</td>
<td>32</td>
<td>47%</td>
</tr>
</tbody>
</table>

Source: Primary Data

In depth interviews were scheduled to be done with 36 commissioned male officers whom the researcher had booked an appointment with through the phone. The researcher managed to conduct 10 in depth interviews giving a very poor response rate of 28%. Efforts that were made to locate the others but all was in vain as they were committed with other special duties. On the other hand, the researcher had also made some arrangements through phone calls and personal visits to the secretaries of female commissioned officers to have a face to face interview with them. Of the targeted 24 interviews, 18 of them were conducted giving a 75% response rate. Generally the response rate of personal interviews was very low as the researcher realised 47% response rate.
## 4.2.1 Section A: Demographic Data

### Table 4.3: Demographic Data of Respondents

<table>
<thead>
<tr>
<th>Age Interval</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-25 years</td>
<td>30</td>
<td>11</td>
</tr>
<tr>
<td>26-35 years</td>
<td>160</td>
<td>58</td>
</tr>
<tr>
<td>36-45 years</td>
<td>80</td>
<td>29</td>
</tr>
<tr>
<td>46-50 years</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>275</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Data

From the statistics presented above approximately 270 people who constituted predominantly young and energetic detectives participated in the research process. It was vital to obtain data from such age groups. Detectives in these age groups entail the largest number as the C.I.D department recruited its personnel from other police stations within the organisation hence seasoned and experienced police officers who would have served for more than five years are recruited. Therefore they make the bulk of the C.I.D. This implies that Women Network activities are being done by young and energetic officers and members of the C.I.D department.

### Table 4.4: Distribution of sample according to gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>No</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>153</td>
<td>56</td>
</tr>
<tr>
<td>Female</td>
<td>122</td>
<td>44</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>275</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Primary Data

As shown from the table above the majority of the respondents are male. They constitute 56% and the remaining 44% was represented by females. This clearly shows that detective work still remains a male dominated profession. Considering the small number of women in the C.I.D department this statistical data is acceptable. This implies that most of the responses came from men.
One hundred and seventy (170) respondents had basic ordinary level of education, 75 had advanced level, whilst 25 had diploma certificates, 4 had honours degrees and only one had a master’s degree. Bryman (2003) argues that one’s level of understanding is largely dependent on his or her level of education. Given such a distribution, the researcher is of the opinion that responses received were well thought out since most of the respondents had attained basic educational education.
Majority of respondents were found to have 10-15 years and 7-10 years of service occupying 45% and 35% respectively to make a total of 80%. The statistical data shows that the majority of the detectives have served for more than 5 years, a duration which is adequate for one to understand the goings on in the department. The lengths of service on respondents reflect the depth of knowledge one has in the department.

### 4.3 Nature of C.I.D Women Network Projects and Men’s Involvement

The researcher sought to find out the different types of projects that are being done by C.I.D Women Network and from the respondents it was established that the C.I.D Women Network is engaging in similar income generating projects such as kitchen and canteen, transportation in the form of taxis, micro finance business though not legally registered, poultry, and sewing clubs. The findings to the research are shown diagrammatically below.

![Diagram of C.I.D Women Network Projects Involvement](image)

**Fig 4.2 Percentage men’s involvement in C.I.D Women Network Projects (N=180).**

**Source:** Primary Data

From the findings above it was established that most of the projects that are done by C.I.D Women Network relate to domestic. The types of projects that are done by C.I.D Women network are similar to those found being done by the community in Nkayi...
district from a study carried by Dr Whitehead Zikhali in 2014. These were also the same findings of the projects done by women in Tembisa South Africa by Nothando Kadozo (ibid). In these projects very few men if not none are involved. The projects are dominated by women only. This was also observed by Ahmed et al (2000) in his research in Bangladesh from Grameen Bank programs when he said that such low representation could be as a result of an assumption that men are not interested in such programs because they bring in too little income in spite of little evidence to that assumption. In other projects such as transportation and microfinance, men are involved as drivers, a clear indication that men are interested in income generating projects were more profit can be gained.

Table 4.6: Response Rate of Men’s Involvement in issues of C.I.D women netwok projects (N=180).

<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>Response rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>YES</td>
</tr>
<tr>
<td>Are you a member to C.I.D Women Network Project?</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td>[11%]</td>
</tr>
<tr>
<td>Do you contribute to Women Network projects?</td>
<td>180</td>
</tr>
<tr>
<td></td>
<td>[100%]</td>
</tr>
<tr>
<td>Do you benefit from these projects?</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>[7%]</td>
</tr>
</tbody>
</table>

From Source: Primary Data

From an analysis of the findings above, all the men (100%) who participated in this research are contributing towards C.I.D Women Network as it is an organisational policy. Despite those contributing only 7% are benefiting from these projects and the bulk of them, 93% are not benefiting anything. This could be as a result of indiscipline as some of these men would not participate regularly in the running of the projects as a result they would be left out when profits are being shared. This was also revealed by Nothando Kadozo (ibid) in her study at Lesedi-la-Malapa Sewing project, Tembisa South Africa. Most of the studies done had revealed that income generating projects
were funded either by the government or the Non Governmental Organisation (NGO). The C.I.D Women Network is funded by its own members.

The researcher sought to establish if there are any laws or factors that affect C.I.D Women Network projects. The results are as shown below.

4.4 Factors that affect C.I.D Women Network Projects.

Table 4.7: Factors affecting C.I.D Women Network to fully manage their projects = (300).

<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>Response rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SA</td>
</tr>
<tr>
<td>Lack of knowledge on how to run the projects.</td>
<td>---</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Poor training.</td>
<td>200</td>
</tr>
<tr>
<td></td>
<td>[67%]</td>
</tr>
<tr>
<td>Lack of resources.</td>
<td>221</td>
</tr>
<tr>
<td></td>
<td>[74%]</td>
</tr>
<tr>
<td>Lack of supporting legislation.</td>
<td>124</td>
</tr>
<tr>
<td></td>
<td>[41%]</td>
</tr>
<tr>
<td>Corruption.</td>
<td>220</td>
</tr>
<tr>
<td></td>
<td>[73%]</td>
</tr>
<tr>
<td>Poor market research</td>
<td>167</td>
</tr>
<tr>
<td></td>
<td>[56%]</td>
</tr>
<tr>
<td>Lack of cooperation among members.</td>
<td>---</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The findings indicated that factors such as poor training, lack of resources coupled with high levels of corruption and greediness by some senior officers in the C.I.D department is affecting the operations of the C.I.D Women Network. This is clearly shown by the response from the participants as outlined in table 4.7 above. From the findings above corruption emerged to be major factor affecting the C.I.D women Network projects but from other studies reviewed there was no mention of corrupt activities by its members. Lack of training and poor market research was mentioned as challenges from a study by Dr Whitehead Zikhali (ibid) in his study in Nkayi district which also emerged to be major challenges affecting C.I.D Women Network.

The C.I.D Women Network projects are being done without thorough market research to find markets to sell their finished goods. This was not the case with the Seotloana Food Gardening Project in South Africa as the group members had an already market at the school where the project was being run.

In addition to that 60% of the respondents strongly agree that resources were pulling them down. There is a critical shortage of resources to drive the C.I.D Women Network projects home. The Havard Analytical Framework by Catherine Overholt et al (1980) in its matrix tool number 2 on page 15 clearly highlighted that women would also enjoy the benefits of their projects if given equal access to and control of the resources. This was also highlighted in the study in Nkayi district were members are facing transport problems to transport their finished products to the market.

Lack of cooperation from members according to the findings was not a major challenge. This could be that because participants involved are police officers who are subject to obey given orders and to only complain after duty. What it means is that any members can be assigned to assist in Women Network project at any given time. But with other researches reviewed, in Tembisa South Africa, indiscipline was rife. The same set of questions was asked from both the commissioned officers and non commissioned members and various views were received from them. Though the non commissioned members emphasised on corruption and greediness by some senior officers, the commissioned officers strongly disagree with it. Both respondents agreed that poor market research and resource constraints were a major challenge.

4.5. Practices inhibiting men’s involvement.
The researcher sought to determine if there are any practices in the C.I.D department that inhibit men’s involvement in C.I.D women Network projects. From the findings it was indicated that failure by the command to implement laid down policies stipulating how those involved would benefit from the projects which promotes transparency is deterring men from participating in these projects. The absence of other interventions such as supportive social relationships within families, households and at workplaces which some men need to achieve beside making profits from these projects are also inhibiting men. This was also revealed by Hurley (1990:vii, 37) when he emphasises that before beginning programmes that are intended to alleviate poverty by means of support for income-generation initiatives, the interveners need to give careful thought to other objectives as well as those they wish to help.

Moreso the type of projects run by C.I.D Women Network are domestic in nature and profits realised from them are too little to make significant changes to those involved. This was also revealed in a study by Ahmed et al (2000) that men tend to involve themselves in income generating projects that realise more profit. This offers an explanation as to why men in C.I.D Women Network projects are involved in the running of the canteen and the microfinance projects.

Table 4.8 Suggested ways of improving C.I.D Women Network Projects.

<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>Response rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is need to involve men in these projects.</td>
<td>[128] 100 [12] [60] --- 300</td>
</tr>
<tr>
<td></td>
<td>[43%] [33%] [4%] [20%] --- [100%]</td>
</tr>
<tr>
<td>There is need to provide adequate resources to these projects.</td>
<td>207 36 --- 31 28 300</td>
</tr>
<tr>
<td></td>
<td>[69%] [12%] [10%] [9%] [100%]</td>
</tr>
<tr>
<td>Training of members.</td>
<td>238 57 --- 5 --- 300</td>
</tr>
<tr>
<td></td>
<td>[79%] [19%] [2%] --- [100%]</td>
</tr>
<tr>
<td>Legislation specifying how men and women would benefit in the organisation.</td>
<td>267 29 --- 4 --- 300</td>
</tr>
<tr>
<td></td>
<td>[89%] [10%] [1%] --- [100%]</td>
</tr>
<tr>
<td>Involvement of other stakeholders.</td>
<td>192 89 --- 19 --- 300</td>
</tr>
<tr>
<td></td>
<td>[64%] [30%] [6%] --- [100%]</td>
</tr>
</tbody>
</table>

Source: Primary Data

Key

| SA: Strongly Agree | A: Agree | NS: Not sure | DA: Disagree | SDA: Strongly Disagree |

When conducting this research, the researcher sought to find out whether projects run by C.I.D Women Network allow for equal participation of both men and women that is involving men in these projects. Most of the respondents indicated that there is need to involve men in C.I.D Women Network projects for sustainable development.

This was also found by Michael Flood (2007) when he stated that “Women are Not Island”, there is need to engage men to empower women. Both respondents concurred that it was noble for men to involve themselves in Women Network projects as it promotes good working
relationships. They further alluded that by so doing it also promotes a spirit of togetherness since the organisation views itself as one family.

4.7 Summary
After having sifted and analysed the data collected, it was then presented in tabular and chart form. Discussions were made to each outcome of the data collected justifying the cause of such an outcome.
CHAPTER V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

The purpose of the study was to examine men’s involvement in C.I.D Women Network Projects from January 2014 to December 2014. This chapter presents a summary of the major findings of the study and conclusions drawn from the research findings. Basing on the findings of study, recommendations will be made and proposals that might help to improve men’s involvement in C.I.D Women Network projects.

5.1 Summary of the Findings

After triangulating the data collected from questionnaires and interviews using C.I.D Women Network, Harare as a case study, the evidence gathered shows that men are involved in C.I.D Women Network income generating projects and that they benefit equally with their female counterparts from the profits realised provided they are involved fully on the running of these projects. However men are much involved in projects that realise more profits such as transportation, canteen and microfinance.

Moreso the C.I.D Women Network members are willing to engage men in running their projects but men are inhibited due to the types of income generating projects that are done by women which are more domestic. These projects are realising very small profits which are not helping much in changing the status of women in the C.I.D department. Members involved in running these projects did not receive any form of training on how to run income generating projects. Poor market research, coupled with lack of resources has posed as major challenges to the viability of these projects. Some of the findings area as listed below:-

- All participants have attained basic education of ordinary level hence literate rate is very high within the C.I.D department.
- The C.I.D department is male dominated as a result most of the departmental resources are in the hands of male officers and members.
The C.I.D Women Network members are very willing to involve men in their projects so that they could have access to and control of some organisational resources.

The income generating projects that are done by C.I.D Women Network are very small such that little profits are realised from these projects.

The absence of clearly laid down policies on how participants would benefit and the domestic type of projects run by C.I.D Women Network is inhibiting men from involving themselves in these projects.

Men are only involved in income generating projects such as transportation, canteen and microfinance that realise more profit.

The C.I.D women Network members are not trained in running these small income generating projects.

Inadequate supply of resources is pulling down the efforts of the C.I.D Women Network to economically empower themselves.

There are no known markets to sell their products due inadequate or poor market research.

There is a high degree of discipline and cooperation among members of the C.I.D Women Network.

These income generating projects run by C.I.D Women Network are not making any profit.

5.2 Conclusions

All C.I.D male officers and members are involved in C.I.D Women Network projects through contributing money once every year but not all who contribute are involved in the running of these projects. The nature of work of C.I.D is also contributing to male counterparts not fully participating in running income generating projects together with women.

For as long as men and women do not participate together the projects that are being run by women are bound to fail. There is need to thoroughly consider gender mainstreaming that is mainstreaming men in to these Women Network projects so that they fully work together.
5.3 Recommendations

In view of the above conclusion, it is recommended that the C.I.D command should “use men to change other men,” by identifying those men who are supportive of women’s empowerment and to empower those men as change agents to reach other men in the C.I.D department to change their norms and beliefs. While men have genuine reasons to stay away from C.I.D Women Network income generating projects, it is recommended that the command should make every effort to involve men in these Women Network projects.

Mandatory training should be conducted on the basic skills of effective running of income generating projects. Parties involved need to understand that lack of knowledge affects the effective and efficient running of C.I.D Women Network projects resulting in participants losing hope. Before engaging in any income generating project, it is recommended that members should carry a thorough market research so that they know where to sell their products without delay.

Moreso it is strongly recommended that the C.I.D command should strive to avail resources such as motor vehicles to the C.I.D Women Network members so that they can run around as and when required doing their business. Furthermore the department should engage in women empowerment programmes such as capacity building. This can be achieved by holding workshops and seminars.

There is need for a collective and proactive approach involving all stakeholders, including male champions and to establish a cross-cutting coordinating and monitoring mechanism that can periodically assess progress as well as recommend proactive and practical strategies. It is also recommended that the C.I.D command should facilitate a forum where women network members can meet and share information and experiences in order to address their challenges and build a larger pool of men in their activities.

This can be achieved through exchanges with other women in the security sector such as the Zimbabwe National Army (ZNA) and the Zimbabwe Prison and Correctional Services (ZPCS).

5.4 Future Research

The study recommends that further studies be conducted on men’s involvement in women income generating projects in order to establish why men do not want to involve themselves in projects run by women to generating income. The research has opened the doors for other researchers to probe further on this subject matter.
REFERENCE


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Tembisa Community Profile. 2006. Tembisa Community Development Centre.


APPENDIX A

Zimbabwe Republic Police
Criminal Investigation Department
Box 3468 Causeway
Harare
29 March 2014

TO WHOM IT MAY CONCERN

I Musademba Jasper am a student at Bindura University of Science Education studying for a Bachelor of Business Administration Honours Degree in Police and Security Studies. In partial fulfilment of the programme I am required to undertake a research whose success solely depends on your co-operation in answering this questionnaire.

My research project is entitled “Examining men’s involvement in Women Network projects”, a Case study for C.I.D Women Network, Harare district, for the period from January 2014 to December 2014. The study seeks to critically examine men’s involvement in Women Network projects and ascertain why some men do not involve themselves in Women Network projects. The information gathered may be used in future to address issues discovered or assist in further research. Your honest and sincere responses will be appreciated.

You do not have to put your name on the questionnaire and the information you are to provide will be treated with confidentiality. Please tick the relevant box when answering or comment on the space provided and the questionnaire is only to be filled by you. Please send your responses to the above-mentioned address or use the most convenient means available to you.

Thank you in advance for your co-operation.

Yours faithfully

Musademba Jasper

APPENDIX B
QUESTIONNAIRES FOR NON COMMISSIONED MEMBERS

Instructions:

Please do not write your name on the questionnaire.

1. Tick or put an X in the box adjacent to your selected response
2. Fill in the blank space provided with your response where applicable

SECTION A DEMOGRAPHIC

<table>
<thead>
<tr>
<th></th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>In completing the questionnaire indicate whether you are</td>
<td>Telephone: Yes ☐ No ☐</td>
</tr>
<tr>
<td>willing to participate in a short interview for this purpose</td>
<td>Meeting : Yes ☐ No ☐</td>
</tr>
<tr>
<td>by;</td>
<td></td>
</tr>
<tr>
<td>1. What is your age?</td>
<td></td>
</tr>
<tr>
<td>1.1 18 – 24</td>
<td>☐</td>
</tr>
<tr>
<td>1.2 25 – 34</td>
<td>☐</td>
</tr>
<tr>
<td>1.3 35 – 44</td>
<td>☐</td>
</tr>
<tr>
<td>1.4 45 – 54</td>
<td>☐</td>
</tr>
<tr>
<td>1.5 55+</td>
<td>☐</td>
</tr>
<tr>
<td>2. What is your gender?</td>
<td></td>
</tr>
<tr>
<td>2.1 Male</td>
<td>☐</td>
</tr>
<tr>
<td>2.2 Female</td>
<td>☐</td>
</tr>
<tr>
<td>3. For how long have you been in the police force</td>
<td></td>
</tr>
<tr>
<td>3.1 4 – 9</td>
<td>☐</td>
</tr>
<tr>
<td>3.2 10-20</td>
<td>☐</td>
</tr>
<tr>
<td>3.3 20+</td>
<td>☐</td>
</tr>
<tr>
<td>4. What rank do you hold in the police force</td>
<td></td>
</tr>
<tr>
<td>4.1 Constable</td>
<td>☐</td>
</tr>
<tr>
<td>4.2 Sergeant</td>
<td>☐</td>
</tr>
<tr>
<td>4.3 A/Insp</td>
<td>☐</td>
</tr>
<tr>
<td>5. Level of Education attained</td>
<td></td>
</tr>
<tr>
<td>5.1 Grade 7</td>
<td>☐</td>
</tr>
<tr>
<td>5.2 ‘O’ Level</td>
<td>☐</td>
</tr>
<tr>
<td>5.3 ‘A’ Level</td>
<td>☐</td>
</tr>
</tbody>
</table>
SECTION B: WOMEN NETWORK PROJECTS
7. Please fill in the blank spaces provided where applicable.
8. Women Network projects are funded from contributions by members of the force. Do you contribute towards Women Network projects? .................................................................
   If yes, how long have you been contributing.........................................................
   If no give reasons ..................................................................................................
9. What type of projects are being run by C.I.D Women Network?
.................................................................................................................................
.................................................................................................................................
.................................................................................................................................
10. Are you a member to any C.I.D Women Network Project?
.................................................................................................................................
   If yes, what project are you involved? .................................................................
   If no give reasons ..................................................................................................
11. Comment on the nature of C.I.D Women Network projects..........................
12. Looking at C.I.D Women Network Projects do you think: (tick in a box)

<table>
<thead>
<tr>
<th>Folio</th>
<th>Details</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Women are running their projects alone.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Men are involved in managing these projects.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>There is equal participation of men and women.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>They are making profits.</td>
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</tbody>
</table>

What could be reason to your answers above?

<p>| | |</p>
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<tr>
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</tbody>
</table>

13. The following factors affect women in fully managing their projects.

<table>
<thead>
<tr>
<th>Folio</th>
<th>Factors</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>11.1</td>
<td>Poor training</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>11.2</td>
<td>Lack of knowledge on project management</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>11.3</td>
<td>Lack of resources</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11.4</td>
<td>Lack of supporting legislation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11.5</td>
<td>Poor market research</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Indicate your opinion by ticking appropriate box using a 5 level scale below

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>

Any other factors: ...........................................................................

a) ...........................................................................................................

b) ...........................................................................................................
12. Do you think women and men experience income generating projects differently due to their nature of duties? Give reasons.

12. Do you think there is need to involve men in Women Network projects? Give reasons.

13. Comment on the following:

13.1. I believe there is need to provide adequate resources for these Women Network projects.

13.2. Office facilities are necessary for Women Network projects.

13.3. The systems in place for provision of Women Network needs are efficient and effective.

13.4. I believe that Women Network projects should be supervised by female police officers only.

14. Why do you think there must be legislations specifying how men and women would benefit from these projects?
15. In your opinion, how can the running of C.I.D Women Network projects be improved?
   a) ............................................................................................................................
   b) ............................................................................................................................
   c) ............................................................................................................................
APPENDIX C

Zimbabwe Republic Police
Criminal Investigation Department
Box 3468 Causeway
Harare
29 March 2014

TO WHOM IT MAY CONCERN

I Musademba Jasper am a student at Bindura University of Science Education studying for a Bachelor of Business Administration Honours Degree in Police and Security Studies. In partial fulfilment of the programme I am required to undertake a research whose success solely depends on your co-operation in answering this questionnaire.

My research project is entitled “Examining men’s involvement in Women Network projects”, a Case study for C.I.D Women Network, Harare district, for the period from January 2014 to December 2014. The study seeks to critically examine men’s involvement in Women Network projects and ascertain why some men do not involve themselves in Women Network projects. The information gathered may be used in future to address issues discovered or assist in further research. Your honest and sincere responses will be appreciated.

You do not have to put your name on the questionnaire and the information you are to provide will be treated with confidentiality. Please tick the relevant box when answering or comment on the space provided and the questionnaire is only to be filled by you. Please send your responses to the above-mentioned address or use the most convenient means available to you.

Thank you in advance for your co-operation.

Yours faithfully

Musademba Jasper
APPENDIX D

Instructions:

Please do not write your name on the questionnaire.

1. Tick or put an X in the box adjacent to your selected response
2. Fill in the blank space provided with your response where applicable

<table>
<thead>
<tr>
<th></th>
<th>SEMI STRUCTURED INTERVIEWS FOR COMMISSIONED POLICE OFFICERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>The data collected from semi structured interviews shall be treated in the most confidence</td>
</tr>
<tr>
<td>B</td>
<td>All sourced data will be summarised in the study with other interviews</td>
</tr>
<tr>
<td>C</td>
<td>Semi structured interviews are used to obtain qualitative data</td>
</tr>
<tr>
<td>D</td>
<td>The interview will be carried out on a personal basis with sample subjects during the distribution and collection of the questionnaires</td>
</tr>
</tbody>
</table>

1. Your gender
   Your age
   .......................................
   .......................................

2. For how long have you been a police officer
   ...........................................

3. What duties are you currently undertaking in the ZRP?
   ..........................................................

4. Women Network projects are funded from contributions by members of the force. Do you contribute towards Women Network projects? If yes, for how long?
   Yes  No
   ..........................................................
   ..........................................................

5. Have you ever participated in Women Network projects? If yes, for how long?
   Yes  No
   ..........................................................

6. Should men be involved in Women Network Projects? Yes  No
   ..........................................................

7. To what extent should men be involved? Lesser  Greater
   ..........................................................
<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
</table>
| 8. What challenges are you facing in your endeavor to empower female police officers? | a) ................................................................
|                                                                         | b) .................................................. |
|                                                                         | c) .................................................. |
|                                                                         | d) .................................................. |
| 9. What could be the reasons for the existence of such challenges?       | a) ................................................................
|                                                                         | b) .................................................. |
|                                                                         | c) .................................................. |
|                                                                         | d) .................................................. |
| 10. What strategies do you have in place to mitigate these challenges?   | a) ................................................................
|                                                                         | b) .................................................. |
|                                                                         | c) .................................................. |
|                                                                         | d) .................................................. |
| 11. In your opinion, do you think the C.I.D Women Network projects can change the status of your female police officers? | a) ................................................................
|                                                                         | b) .................................................. |
|                                                                         | c) .................................................. |
|                                                                         | d) .................................................. |
|                                                                         | e) .................................................. |
APPENDIX E

Interview guide for commissioned police officers about C.I.D Women Network projects.

1. How long have you been serving in the Criminal Investigation department?
2. How long have you been working at the current station?
3. Are you a member of C.I.D Women Network?
4. What do you understand by the term Women Network?
5. It is not in dispute that Women Network projects are funded by contributions from members of the department. Do you contribute towards Women Network projects?
6. How long have you been contributing?
7. Are you involved in the running of the C.I.D Women Network projects?
8. What role do you play?
9. What challenges are you facing in your endeavor to empower female police officers?
10. What could be the reasons for the existence of such challenges?
11. What strategies do you have in place to mitigate these challenges?
12. In your opinion, do you think the C.I.D Women Network projects can change the status of your female police officers?
13.