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## College tutors' perceptions of the source of bias in teaching practice assessment in Zimbabwe

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### Abstract

*This study examines the source of bias in teaching practice assessment. Following a descriptive survey design, the researchers utilized a questionnaire to solicit views of a random sample of fifty-one college tutors working in three primary teacher training colleges in Zimbabwe. College tutors generally regard bias as highly prevalent in teaching practice assessment. In specific terms, college tutors routinely deviate from criteria of assessment as indicated on schedules of assessment, privileging factors entirely irrelevant to teaching effectiveness. It also came to light that inexperienced tutors tend to be particularly prone to bias when assessing teaching practice. The study recommended team assessment whereby more experienced tutors work with their less experienced counterparts as a way of mitigating bias in assessment of teaching practice. Additionally, the study calls for fostering continuous dialogue among college tutors on the interpretation of criteria of teaching practice assessment through seminars and workshops.*

**Keywords:** *Zimbabwe, college tutors, assessment, teaching practice, bias.*

## **'Domestic Violence Act<sup>1</sup> and the Apartheid of Gender': A Critical Analysis of the Perceptions of Christian Women in Masvingo Province of Zimbabwe.**

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### **Abstract**

*The article critically analyses the perceptions of Christian women in Masvingo Province on the Domestic Violence Act enacted by the Government of Zimbabwe in 2007 following a steep rise in the cases of domestic violence. It is quite sadistic to note in this article that women, all over the world, find great difficulties in articulating their own oppression. Domestic violence is a general concept which encompasses ill-treatment of men, children, the disabled, and many more but this article is an appraisal of a new world order that should oppose the apartheid of gender through the proper implementation of the Domestic Violence Act. The study reveals that the Act creates a more equitable, peaceful and co-operative world to eliminate all forms of domestic violence. Those who indicated lack of confidence in the Act argued that it is contrary to the teaching of the Church. Overall, the study will further reveal that the Act is an important piece of legislation as it complements the efforts of the growing number of women's organisations that are involved in the fight against their subordination in the whole world in general and Zimbabwe in particular. The marginalisation of other variables prone to violence are not of particular interest here. Women are more vulnerable than men in the same circumstances. It is demonstrated in this research that women face serious obstacles to development because of social and cultural discrimination against them on grounds of sex. The article therefore recommends to feminist academics, political activists, resource centres, women's groups, gender and development agencies, and policy makers to raise awareness of the importance of this useful piece of legislation, the Domestic Violence Act in entitling women to key resources such as land and employment. This Act confronts the socio-cultural and ideological roadblocks to women's empowerment and develops a positive action.*

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<sup>1</sup>The Zimbabwean Government enacted Domestic Violence Act into law in 2007.

## Gender and Solid Waste Management in the Informal Sector of Bulawayo, Zimbabwe

S Jerie

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### Abstract

*This paper aims at assessing the role of gender in solid waste management in the informal sector in the high density suburbs of Bulawayo, the second largest city in Zimbabwe. The quantitative approach used in data collection involved physical characterisation of waste for composition analysis and the measurement of amounts of waste generated in the informal sector. Questionnaire surveys were also used to gather data on waste management practices by gender. Interviews, focus group discussions and participant observations were employed for the collection of qualitative data. Results showed the dominance of women in trades such as food catering and vending, clothes retailing, basket making and textiles while men dominated in motor mechanics, carpentry, welding, tinsmith, spare parts and door and window frame making. Generally, more solid waste is generated in enterprises operated by men than those operated by women. There is generally poor management of waste in the home industries, however, there is a greater level of cleanliness in the enterprises run by women who engage in waste reduction practices such as waste picking and recycling. It is thus necessary to incorporate gender perspectives in all developmental efforts including solid waste management in the informal sector.*

**Key words:** Gender, informal sector, waste management, environmental pollution, recycling.

## Challenges of Employee retention in two Non-Governmental Organisations Operating in Zimbabwe

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### Abstract

*The study analyses challenges of retaining employees in non-governmental organisations in an economically distressed environment showing the link between employee commitment and turnover. This is an exploratory qualitative case study. Seventy employees (including 10 former employees who were interviewed through the telephone), from two Non Governmental Organisations (NGOs) participated in this study through questionnaires, Focus Group Discussions (FGDs) and semi-structured interviews. There is a serious problem of retention since 42% of workers would like to leave their organisation given a choice. Workers identified poor labour relations and poorly administered remuneration systems as major causes of dissatisfaction and staff turnover. Workers expected improvement of the labour relations, salaries and staff development programs in order to improve employee retention. Limited funding made it difficult for the two NGOs to provide more secure employment and invest in staff development and motivation and hence retain talent. The research implications are that NGOs should facilitate a learning organisational environment where employees feel valued and receive the necessary support to realise their potential and improve worker commitment. The value of the research is that no known study has been carried out to study employee retention in the non-profit sector in Zimbabwe. The study is exploratory and fills a gap currently existing concerning retention of employees in NGOs.*

**Key terms:** Retention; turnover; remuneration; engagement; commitment; labour relations; disengagement.



## The Gender Dynamics of Zimbabwe's Fast Track Land Reform Programme

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### **Abstract**

*The paper explores interfaces between gender and land reform with specific reference to women's ability to access land and participate in land reform processes during the fast track land resettlement programme in Zimbabwe. Statistics indicating beneficiaries of A1 and A2 resettlement models were abstracted from the national quantitative data base on the fast track land reform programme compiled by the Presidential Land Review Committee in 2003 and interviews with members of district and provincial land identification and allocation committees and beneficiaries of land. The paper posits that lack of a gender numeric target, diverse and non-specific land allocation criteria countrywide may have derailed women's ability to access land. Women's stake in land reform may have been compromised following the ideological transition from land reform targeting the landless to re-conceptualizing land reform to establish a new crop of indigenous large-scale farmers.*

## Is Dollarisation the Panacea for Zimbabwe's Economic Challenges?

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### **Abstract**

*This paper is a bird's eye view on the pros and cons of dollarisation on the Zimbabwean economy. On January 29, 2009 Zimbabwe fully legalised the use of foreign currency for domestic transactions releasing the economy from the grip of the Reserve Bank which had printed enough money to drive the country into hyperinflation. At the height of hyperinflation in November 2008 prices were doubling every 24.7 hours or an equivalent daily inflation of 98%. Dollarisation which was underlined by political accommodation had the immediate effect of stopping hyperinflation and the country entered deflation leading to the decline of consumer prices. However, a major problem the country is facing despite dollarisation is that of being locked in a liquidity crunch making it difficult to justify the country's economic asset pricing. Moreover, the benefits of dollarisation remain invisible to the majority since 80% of the people are unemployed. Despite these challenges the stabilisation of the political system through the formation of the coalition government and the commencement of sound economic policies meant that Zimbabwe has begun a crucial reconstruction phase.*

**Key words:** Dollarisation, multi- currency system, hyperinflation, foreign currency, economic stabilisation.

## **Ethnographic Film and the Teaching of African Music: A Technological Approach of Representing Past Musical Hegemonies**

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### **Abstract**

*Teaching African music in schools has not yet received adequate attention from curriculum planners in respect of the involvement of ethnographic film as a pedagogy of teaching music. Film as an aid to teaching and learning attempts to present a learning atmosphere in which music is learned in its performative and contextual state. Students are afforded an opportunity to experience music as it is used by the society to solve cosmological problems. In this article the writer attempts to justify the use of ethnographic film in the teaching of African music to students who have not been exposed to music in the society. The information that supports this article is drawn from the writer's personal experiences in the field as he was collecting data for his Master thesis recording audio-visual images. He discovered that film can play a very important role of representing a particular ethnic group's music in its totality. A teacher can bring life to his/her teaching by making use of film. Students can have an opportunity to observe the protagonists performing a particular dance in its performative state. Although expensive, the use of film in teaching indigenous music will go a long way in closing the gap between reality and theory. A lot of teaching content can then be drawn. This article will unpack the different types of content that children can be subjected to from one single ethnographic film. The information that furnishes this article was collected through desk research approach as well as face to face interviews with music lectures who teach indigenous music at Midlands State University.*

**Key Words:** Ethnographic film, audio-visual images, *mapira*, indigenous music

## Impact of the fast track land reform on rural poverty in Masvingo District in Zimbabwe

Matunhu J  
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### Abstract

*This study investigated the effect of the fast track land reform in addressing the poverty crisis in Masvingo district. The study targeted those rural residents who did not benefit land during the fast track land reform. The target population was the poor people who live in Masvingo area. The study triangulated the qualitative and quantitative research designs. The theoretical framework of the study is the revisionist theory which suggests that rural agriculture is a solution to the poverty crisis in rural communities. The study concluded that the agro-based land reforms in Zimbabwe did not reduce household poverty in Mushandike. The study recommended, among other things, the application of the sustainable rural development framework for analysis model to improve the livelihoods of the farmers who did not move over to occupy new land in the resettlement areas.*

**Key Terms:** Zimbabwe, Mushandike, Masvingo District, rural poverty, land distribution

## Evaluation of Pricing Strategies Used by Informal Retail Traders in Gweru CBD Area

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and

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### **Abstract**

*During the period 2006 to 2008 the economy of Zimbabwe experienced economic turbulence resulting in many large and small companies closing. The effect was an increase in unemployment levels to levels close to 80%. In an effort to sustain families, and to supplement incomes many people turned to informal sector trading because of the ease of entry into the sector. This research looks at strategies used by the informal trades to wade completion. The results indicate that the majority use cost-based pricing model, it was also noted that the exit levels are high as are the entry level because money was not being accounted for and sometimes used for other unrelated expenses. This is because the majority of the players in the informal sector are engaging in the trade for survival purposes in a constrained economy. We end the discourse by recommending that the sector has potential for growth but training is needed and proper structures should be put in place.*

**Keywords:** Pricing, strategies, informal, retail traders

## Teacher Incentives: A Death Knell for Education in Zimbabwe?

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### **Abstract**

*Government is failing to pay teachers sustainable salaries. In an attempt to improve the teacher 's incomes and to check strikes and brain drain, The Government through circular minute number 5 of 2009, directed that ten percent (10%) of the levies collected by schools should go towards paying teachers' incentives. This led to an outcry in the media by both parents and teachers. This study set out to establish the problems that emanated from the payment of the 10% incentives at local level. One hundred and fifty (150) questionnaires were distributed to teachers who were conveniently sampled among 1200 teachers who were marking the ZIMSEC November 2009 'O' level examinations at Chinhoyi University of Technology. Interviews were conducted with 30 parents who were conveniently sampled from 100 parents whose children attended school in three Gweru district secondary schools. The total sample was one hundred and eighty (180) participants. The findings indicated that the incentive payment programme has created disparities among the teachers' incomes, leading to discontent among many of them who were not receiving the incentives. Seventy (70%) of the teachers indicated that they had since stopped serious teaching in class and were running parallel activities that included offering private lessons within the school premises. Twenty percent (20%) of those who were receiving the incentive said they were working hard as continued payment of the incentive depended on the quality of results they produced. The study recommends that the payment of incentives should be lifted off the shoulders of parents and that government must take full care of its employees.*

**Keywords:** Incentives, teacher, school development committee, school development association.

**A Comparative Analysis of Perception Levels of Accuracy  
for Indigenous Weather Forecasts and Meteorological  
Forecasts: The Case Of Wards 12 And 13, Mberengwa  
District, Zimbabwe**

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and

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Zimbabwe

**Abstract**

*Residents of wards 12 and 13 in Mberengwa depend on subsistence agriculture for their livelihoods. These residents incorporate weather forecasts in agricultural decision-making especially in decisions that relate to crop production. The residents of the two wards, have since developed their own indigenous weather forecasting systems that they use in conjunction with meteorological weather forecasts for agricultural planning purposes. This study examines the perceptions of the residents of wards 12 and 13 on the levels of accuracy of indigenous and meteorological weather forecasts. The data was collected using questionnaires and focus, group discussions. Purposive sampling was used to select the respondents. 66% of the respondents indicated that indigenous weather forecasts' accuracy fell in the 'average' to 'good' rating while 59 % indicated that they rated meteorological weather forecasts as 'average' to 'good'. Comparative ratings of the accuracy of indigenous weather forecasts to meteorological weather forecasts showed that 91% of the respondents who had access to both meteorological and indigenous weather forecasts perceived the indigenous weather forecasts as being more reliable than meteorological weather forecasts. The study recommends an in-depth research of the indigenous weather forecasting systems so that the locals may fully benefit from this simple, inexpensive and easily accessible system of weather forecasting.*

**Key words:** Accuracy, indigenous weather forecasts, meteorological weather forecasts

## Glide Epenthesis as a Repairing Strategy of English Complex Peaks in the Tonga Linguistic Environment: The Distinctive Feature Paradigm

Zivenge W

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### Abstract

*The paper discusses how epenthesis, as a nativisation process, is applied to English words that enter into the Tonga linguistic environment as borrowings. It is generally the habit of speech communities that when they borrow new words from another language into their own systems, they nativise them to suit the linguistic expectations of their languages. This is because of the fact that there is not any language which is a replica of the other. Languages are unique in as much as the speakers of these languages are. As a result the phonological and morphological systems of languages are different. When new words find their way into another language, they are therefore linguistically remodeled to suit the rules of the receiving languages. One of the processes that can be adopted for this particular purpose is epenthesis. It is therefore the scope of this paper to discuss how English words, borrowed into the Tonga language are nativised, using the epenthetic principles. Only languages that are complete and integral can effectively handle loans. It is also within the framework of this discussion to assert Tonga as a complete and integral language or not, depending on how its speakers handle loans. Tonga borrows words from the English language quite often. The discussion is informed by the Distinctive Feature Theory. The theory enables the author to justify certain epenthetic behaviors that take place on English loans in the process of nativisation by the Tonga native speakers.*

### Introduction

The British invasion of Zimbabwe, in the 1880s, and subsequent colonization resulted in cultural and political domination of the Tonga and other indigenous groups. Education, technology, media and new institutions of administration were also introduced to the Tonga people, among other locals. Tonga therefore, adopts vocabulary used in these new institutions. According to Chikanza (1986:1), media, new





**BOOK REVIEWS**

**Richard Devetak and Christopher W. Hughes (ed) *The Globalisation of Political Violence: Globalisation's Shadow*, Routedledge/Warwick Studies in Globalisation, London/ Newyork, 2008. pp. 291. ISBN 10 0-4415 -42533-6**

**Reviewed by**

**Chigora P**

Violence has been a characteristic of societies since time immemorial and attempts to end it has been a subject of debate. Various theories and strategies have been coined to address this ever threatening menace to human survival and overall development. In the modern world, violence has escalated despite efforts at local, national and international level to deal with it not only in those areas that are said to be violence prone, i.e. developing countries, Africa in particular, but globally. *The Globalisation of Political Violence: Globalisation's Shadow*, is a text that is well intentioned to shade light on how globalisation has contributed to the spread of violence, one of the enemies of humanity and is a welcome text on illuminating on the existence of violence on a world scale in this era of globalisation.

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