

Midlands State University

Established 2000



FACULTY OF EDUCATION

DEPARTMENT OF ADULT EDUCATION

**An Investigation into Socio Economic Effects Caused by the Closure of Companies: A
Case Study of ZISCOSTEEL.**

BY CLARRIDGE

SINGAGWARI REG No:

R 12569C

**A RESEARCH PROJECT SUBMITTED TO THE MIDLANDS STATE UNIVERSITY
IN PARTIAL FULLFILMENT OF THE REQUIREMENTS FOR A BACHELOR OF
ADULT EDUCATION DEGREE**

GWERU

ZIMBABWE

October 2016

RELEASE FORM

Author Reg No : R12569C

Title Research : The Socio Economic effects caused by the closure of companies. A case study of ZISCOSTEEL

Degree program : Bachelor of Adult Education

Contact : 0774795849

Year : 2016

: Permission is hereby granted to the Midlands State University Library to produce copies for private scholarly or scientific research only. The author reserves other publication rights and neither the dissertation or exclusive extracts from it may be printed or otherwise reproduced without the author's permission.

Signed.....

Permanent address : 15350 15extension Mbizo Kwekwe

Date.....

APPROVAL FORM

The undersigned certify that they have read and recommend to the Midlands State University for acceptance; a dissertation entitled: The Socio Economic effects caused by the closure of companies. A case study of ZISCOSTEEL.

.....

Supervisor

.....

Date

.....

Chairperson

.....

Date

DECLARATION BY STUDENT

R12569C, hereby sincerely declare that this dissertation is my original work that has not been submitted in parts or full for any other degree to any other university or college. Equally, I also declare that proper citations and acknowledgements in accordance with copy right law and ethical requirements have been strictly adhered to in writing of this dissertation.

Name of Student.....R12569C

Signature of student.....

Date.....

ACKNOWLEDGEMENTS

I am very thankful to my wife Macilline for her continuous support and encouragement, to my two kids Hazel Theresa and Kunashe Clarridge jnr who missed a lot for this to be a success, to my classmates Harmony Nyakonda, Kudzai Muzuva, Jane Mutyiri and Jonathan Mapaike for inspiration. I also extend my sincere gratitude to my supervisor Mr S S Mashingaidze who diligently paid a lot of attention and detail in the process of assisting me to understand the whole process of this project and ensuring that I finish this project successfully, all lecturers and MSU staff who have played their roles both academic and social support and the almighty God for the blessings. Thank you.

DEDICATION

I dedicate this project to my family, friends and relatives for constantly supporting me through the arduous journey without them I would not have managed successfully.

ABSTRACT

This study's main focus area was to investigate the socio-economic effects of company closures. This research study is based on the background of numerous company closures across the globe and in Zimbabwe. Data was collected from the workers, company management, social services, nurses, police, councilors and teachers. Interviews and questionnaires were employed in the collection of data. The collected data was examined and interpreted. The study found out the majority of skilled workers moved on and what remains are a semi-skilled and non-skilled workers who failed to move on because of lack of courses. The Company last recruited six years ago, 75% of the workers are in their early forties and fifties and hence find it difficult to find employment elsewhere. The study also found out that the workers were owed sixty months wages, were not given severance packages and are facing challenges in buying food, paying bills, accessing medication, paying school fees. The study revealed 30 % of families broke down while crime and prostitution increased significantly. Social services are overwhelmed as 100% of the workers are in need of assistance. Basing on the findings of the study the researcher concluded that the workers are faced with serious socio-economic challenges which they cannot overcome given the current state of affairs. The study recommends that the Government and the Company should consider sourcing funds to pay the workers their severance packages to enable them to start income-generating projects. The Government should also consider engaging other stakeholders such as Non-Governmental Organizations to help in the counselling of the workers as well as conducting and funding of vocational courses and self-sustenance projects.

TABLE OF CONTENTS

Release Form	i
Approval Form	ii
Declaration by Student	iii
Acknowledgement	iv
Dedication	v
Abstract	vi
Table of contents	vii
List of Figures	x
List of Tables	xi
List of Appendix	xii
Chapter one: The research problem	
1.0 Introduction	1
1.1 Background to Research Study	1
1.2 Statement of the problem	4
1.3 Research Questions	4
1.3.1 Sub research Questions.	4
1.3.2 Objectives of the study	4
1.4 Significance of the Study.	5
1.5 Definition of key terms	5
1.6 Delimitations of the study	6
1.7 Limitations of the study	6
1.8 Assumptions of the study	7
1.9 Summary	7
Chapter two: Review of related literature	8
2.0 Introduction	8
2.1 Socio economic effects caused by closures	8
2.2 Case National Steel Company	9
2.2.1. Impacts of closure	9
2.2.2 Welfare of displaced workers	10
2.2.3 Family life	10
2.2.4 Health	11
2.3 Case of MG Rover	12
2.3.1 Effect on community	12

2.3.2. Psychological well- being	13
2.3.3Mortality	13
2.3.4 Children’s outcomes	14
2.3.5 Fertility	14
2.4Case of African minerals	15
2.4.1Effects on workers	15
2.4.2 Living conditions	15
2.4.3 General unhappiness	16
2.5 Measures that can be used to address the problems	16
2.5.1 Communication	16
2.5.2 Training	16
2.5.3 Outplacement	17
2.5.4 Financial counselling	18
2.7 Summary	18
Chapter three: Research methodology	19
3.0 Introduction	19
3.1. Research Design	19
3.1.1 Case Study	19
3.1.2Research population	21
3.2.0 Sample	22
3.2.1 Sampling technique	22
3.2.2Sampling frame	23
3.2.3Sample size	23
3.3. Data sources	24
3.3.1 Primary data	25
3.3.2Secondary data	25
3.4Research instruments	25
3.4.1Questionnaires	25
3.4.2Advantages of questionnaires	26
3.4.3 Interviews	26
3.4.4 Types of interviews	27
3.4.5 Face to face interviews	27
3.4.6 Advantages	27

3.4.7 Disadvantages	28
3.4.8 Data collection procedures	28
3.5 Ethical considerations	29
3.5.1 Validity and reliability of findings	29
3.5.2 Protection from harm	29
3.5.3 Consent	29
3.5.4 Confidentiality	29
3.5.5 Anonymity	29
3.5.6 Plagiarism	30
3.6 Data analysis and presentation tools	30
3.7 Summary	30

Chapter four: Data presentation ,analysis and discussion 31

4.0 Chapter introduction	31
4.1 Data presentation	31
4.1.2 Distribution of research instruments	30
4.1.3 General response questionnaire and interviews	32
4.1.4 Workers academic qualifications	32
4.1.5 Professional qualifications	33
4.1.6 Gender and Age	35
4.2 Discussion	36
4.2.1 Socio economic effects: Company management view	36
4.2.2 Socio economic effects: as seen by workers	38
4.2.3 Socio economic effects: as seen by teachers	41
4.2.4 Socio economic effects: social services view point	43
4.2.5 Socio economic effects: police	45
4.2.6 Socio economic effects: as suggested by nurses	48
4.2.7 Measures currently being used to assist the workers	50
4.3 Chapter summary	50

Chapter five: Summary, conclusions and recommendations	47
5.1 Introduction	47
5.2 Conclusions	49
5.3 Recommendations	49
5.3.1 Government	49
5.3.2 Company	51
5.3.3 Workers	51
References	52

LIST OF FIGURES

Figure (i) showing period in employment.	34
Figure (ii) showing economic challenges as suggested by	38
Figure (iii) showing socio economic effects according to Social Service	43
Figure (iv) Showing comparison of cases reported between 2004 and 2015	47

LIST OF TABLES

Table 1.0 showing sample size and composition	23
Table 1.1: Distribution of questionnaires and interviews	31
Table 1.2 General response rate to questionnaire and Interviews	32
Table 1.3 Workers Academic Qualifications	32
Table 1.4 Professional Qualifications	33
Table 1.5 Gender and Age	35
Table 1.6 Frequency table for Socio Economic effects as suggested by Management	36
Table 1.7 Frequency table for Socio Economic effects as seen by Teachers.	41
Table 1.8 Comparison of Cases reported between 2004-2009 and 2010-2016	46
Table 1.9 Frequency table of Socio Economic effects as suggested by Councilors	48

LIST OF APPENDICES

Appendix 1 Letter of Permission	61
Appendix 2 Employee Questionnaire	62
Appendix 3 Councilor Questionnaire	64
Appendix 4 Social Services Questionnaire	69
Appendix 5 Teachers Questionnaire	72
Appendix 6 Interview Guide for Company Management	75
Appendix 7 Interview Guide for Nurses	76
Appendix 8 Interview Guide for Police Officer	77

CHAPTER 1:

THE RESEARCH PROBLEM

1.0 INTRODUCTION

Zimbabwe has been experiencing serious economic challenges for the past two decades. The economic malaise has resulted in numerous Company closures within both the private and public sectors. This sad state of affairs has led to many workers losing their source of earnings. This economic scenario is not peculiar to Zimbabwe alone but has also affected many countries within Sub Saharan Africa and World over. This write up is motivated by the desire to investigate socio –economic effects brought about by the closure of one of Zimbabwe’s biggest parastatals, the Zimbabwe Iron and Steel Company (ZISCO) now referred to as the New Zimbabwe Steel Company after an aborted deal to resuscitate it by the Government of Zimbabwe and ESSAR group of Mauritius .This chapter gives an insight into the problem under study. In order to achieve this the chapter will be presented under the following sub-headings, background to the study, statement of the problem, research questions, delimitations to the study and a summary that will signal the end of the chapter.

1.1 Background of the study

According to Kaliyathi (1991) Iron and Steel production was initiated in the then Rhodesia in the year 1938, when an electric furnace with a capacity of producing 1200 was set up in Bulawayo by a group of investors. In 1942 the colonial Government established the Rhodesia Iron and Steel Commission to take over iron production within the Country and develop huge deposits of iron and limestone at Redcliff. RISCOM experienced financial obstacles during the early years due to lack of experienced personnel and low levels of production. According to the Parliamentary debates volume

35(1956), in 1957 a group of local investors and international investors took over the Company and the shareholding structure was structured as follows Messina Transvaal (SA) 24.2%, Anglo American Corporation 22.6%, Stewarts and Lloyds (SA) 14.5%, Lancashire Steel (UK) 14.5%, Roan Select Test (UK) 7%, and the Government of Rhodesia 10.7 %.From there onwards the company embarked on a massive expansion plan. The Sunday Mail (1965) states that by 1965 the Company was employing 2 900 people of whom 2 104 were Africans.

When the Country attained its independence in 1980 the Government became the major shareholder in ZISCOSTEEL following a major structural and management changes (Mungoshi, 2014). The Company was producing a variety of products which included light rods, window sections, fencing standards and droppers and heavy flats. The Zimbabwe Institute of Developments Studies (1991) notes ZISCO continued to grow and at its peak it employed 5 500 people .Estimates by ZISCO officials claim that downstream industries reliant on the company had about 50 000 employees in their books. Kaliyathi (1991) asserts to the above and says that Companies that relied on ZISCOSTEEL included Zimplow which used 100% of ZISCOSTEEL products to produce axe heads, hoes, ox drawn ploughs, grinding mills, RESSCO which refurbished railway wagons, Bolt manufacturers and Steelmakers among others. The company was earning the Country Z\$65 million annually. The Company's fortunes nose-dived and it stopped manufacturing operations in the year 2008 and so began the workers ordeal.

Ever since the workers have been stung with false promises, an article in the Government's mouth piece the Herald (29 Jun,2014) states that ZISCOSTEEL workers "swing from hope to despair, despair to hope as announcements of reopening and payment of their dues are made and made again in a now too familiar cycle, Government announced that the workers would be paid 3 months salaries but after a month that money has not come , workers last received U\$50 allowances in March 2014".The situation is said to be so dire that there has been a reversal of roles within the families as women have now become breadwinners, they work in nearby farms for food , scour age coal dumps for fine coal which is sold to brick moulders who purchase a 25kg bag for a paltry U\$1.20 and translates to U\$45.00 weekly (Herald, 19 June 2014).

According to the Financial Gazette (10 Dec 2015) Zimbabwe's financial minister Comrade Patrick Chinamasa announced that Government would terminate workers contracts in December 2015.He is quoted as saying "Central to this will be the need to free ZISCOSTEEL balance sheet of historical baggage liabilities including an accumulation with regards to wages that arise on account of workers that are not producing anything and are actually sitting at home or pursuing other engagements, accordingly all ZISCOSTEEL contracts will be terminated in three months' notice". At the time when the minister made the above statement the workers had gone for a period stretching over 60 months without getting their wages. The Financial Gazette (10 Dec 2015) further states that the workers might wait forever to get their wages a situation that would plunge them into further poverty. The Government's arrogance can be seen in the tone of the minister where he refers to the workers as liability. The closure of big firms such as ZISCOSTEEL causes sudden job losses and increase an already ballooning percentage of unemployment levels and a huge shock on the local community and the

Country at large. Jacobson et al (1993) opine that industry closures are nothing new, in fact because resources can be exhausted over time industry closure should be treated as a fact of life. There is therefore a need to look at the workers lives after closure to avoid communities falling into deep socio economic problems.

1.2 Statement of the problem

Company shut downs, downsizing and retrenchments are one of the main challenges facing sub national economies and national economies .The ever increasing number of companies that are facing closure or that are already closed has led to a deterioration in the socio economic conditions of the workers and their families. Although much has been said on efforts being made to resuscitate the companies not much has been said or done with regards to the welfare of the workers made redundant by the closures.

According to the National Social Security Authority(2013),the private sector saw 94 companies close shop in two years as from July 2011 to July 2013. It further states that the manufacturing sector is ahead of all other sectors in terms of retrenchments and layoffs. Reasons given for the retrenchments/closures range from lack of savings, restructuring, viability challenges and the imperative to downsize.

1.3 Research questions

Main Research Question

- What are the socio economic problems faced by the employees of ZISCOSTEEL?

1.3.1Sub Questions

- What are the effects of the socio economic challenges on the workers lives?
- What measures can be used to address these challenges?

1.3.2 Objectives of the study

This study is motivated by the following objectives;

- a. To determine the socio economic effects faced by the former employees of ZISCO.
- b. To assess the extent of the problems caused by the closure of the Steel Company's closure.
- c. To explore ways to solve the problems.

1.4 Significance of the study

Due to unprecedented economic problems being experienced in Zimbabwe a number of Companies both within the public and private sectors have been closed, are facing closure or are in a comatose .This therefore means that the issue of company closures is no longer pegged at individual, family or community level but is now a matter of national concern which is affecting all and sundry and needs to be addressed without delay. The findings of this study will help bring awareness to those in the corridors of power in Government on the effects of the company closures that have become the order of the day. To this end, the study will give policy makers an insight into the nature of the problems faced by the redundant workers and help them make decisions from an informed point of view. In addition this study will also help workers in Zimbabwe on how they can plan for the future to avoid pitfalls that workers of the now defunct Steel Company find themselves in.

1.5 Definition of key terms

Social effects. According to Macionis (2011) these are conditions that undermine the well-being of some or all members of the society and are usually a matter of controversy.

Job loss	Job loss is generally understood as indicating involuntary separation that occurs when workers are fired or laid off, where layoffs occur as a result of companies downsizing, restructuring or closing plants.
Displaced workers	Hammermesh(2010) defines displaced workers as “persons 20 years of age and older who lost or left jobs because their plant/ company closed or moved, there was insufficient work for them to do or their position was abolished”

1.6 Delimitations of the study

The study was carried out in Redcliff general area where Zimbabwe’s largest integrated steel works is situated. The study also took the researcher to Redcliff low density area and the high density suburbs of Rutendo and Torwood where the majority of the displaced workers reside.

1.7 Limitations

Time is a major constraint that the researcher anticipated during the course of the study. Time was required to prepare and administer data gathering instruments in form of questionnaires. The researcher had to strike a balance between work, family requirements and the study. To overcome this challenge the researcher applied for an occasional leave at work, worked additional hours as well as concurrent activities where the researcher left the questionnaires with the respondents to have them completed whilst at work and collected them afterwards.

Despite being gainfully employed the researcher also anticipated to face financial challenges due to the unfavourable prevailing economic conditions and family demands. Substantial financial resources were required to purchase stationery, for transport fares and printing and distributing questionnaires that were used for gathering data. To ensure the study's success personal sacrifice and frantic efforts were made to secure extra financial resources required.

1.8 Assumptions

- The researcher assumed that all workers of ZISCO were affected by its closure.
- The researcher assumed that all information gathered from the research would be valid and credible to produce substantiated findings.
- The researcher assumed that respondents participated freely and offered no resistance in his investigations.

1.9 Summary

This chapter set out to introduce the research problem and present the background to the study. The statement of the problem was proffered as well the research questions and objectives of the study. The significance of the study, delimitations, limitations and assumptions of the study were also considered. In the preceding chapter the researcher will discuss literature review.

CHAPTER 2:

REVIEW OF RELATED LITERATURE

2.0 Introduction

The previous chapter brought in the research topic, background of the study, the importance and intentions of the study. In this chapter the researcher reviews various works by other scholars in the related area of study. Literature review refers to the systematic exploration of issues related to one's area of research as seen through the eyes of various authors and authorities; Harris (2007) .Literature review helps the researcher in that it brings clarity on the research problem by enabling the researcher to understand the subject area. Additionally literature review helped the researcher to improve on methodology as he was able to discover procedures that have been used by others before and make a comparison with those that he intended to use, comparing and learning the challenges which other researchers faced made it easy to for the researcher to select a methodology which he felt would be useful in providing valid answers.

2.1 Socio economic effects caused by Company closures

Braid(2004) defines Job loss as a negative and unpredictable event that consists of a series of unpleasant experiences from indications of Company closure, anticipation and the actual closure of the Company, yet most significantly job loss and subsequent unemployment is not only limited to loss of earnings. It also brings with it considerable effects for the displaced workers as well as for their families and community. Displaced workers face psychological and physical stress.

2.2 A Case of National Steel Corporation (Malaysia)

The National Steel Corporation was established in the City of Iligan in Malaysia in 1972. At its peak the Company employed 4 000 regular workers. But, however, according to Palladin(2004) when the Company shutdown in 1999 it had only about 1 817 workers remaining on its employ. The lowest worker's salary was pegged at P 14 000 per month. As at the beleaguered Zimbabwe Iron and Steel Company, NSC workers and their families enjoyed generous salary benefits as well as free medical services. NSC had its own medical personnel who operated on a 24 hour rotation basis. The Company also provided mortgage loans and educational assistance to its workers and their dependents.

During the profitable year's employment at the Steel Company guaranteed credit to most businesses in the City. NSC also provided significant contribution of revenue to Iligan City. According to Basilio (2004) in the 1990s revenue from NSC accounted for as high as 75 % of the total revenue of the City. The Company collapsed due to a host of internal and external economic factors, some argue that when it was bought by Wing Tiek Holdings of Malaysia it was already in deep financial problems. The Company's demise has also been attributed to the ineffectiveness of the leadership, who were described as Steel traders and not Steel makers. Poor management is also said to be the reason of the firm's failure, some systems of checks and balances were removed, internal checks and balances were reduced drastically, and there were also suspicions of money laundering leading to investigations by the Securities and Exchange Commission (SEC). In June 2000 the final nail was put on NSC coffin, about 500 workers volunteered for retirement and 1 248 were retrenched.

2.2.1 Impacts of Closure

1 817 workers were made redundant by the Company. Roleo (2005) states that this figure only represents workers that were directly employed by NSC, It does not include the number

of workers who were employed by industries directly dependent on NSC. Businesses that were directly depended on earning capacities of NSC workers were also employed were also forced to reduce their workers significantly, these included Schools, food outlets, house help, retail shops and others. It is important to note that the displacement of other businesses mentioned above that were not wholly depended on NSC may seem to be outside the scope of the research question but they did affect the workers of NSC, because some of their dependents worked there and Schools provided their children with education. About P 432 million is said to have been lost from circulation in Iligan and this implied a general economic slump in smaller income generating opportunities even for Agriculture, farmers, fishermen and vendors.

2.2.2 Welfare of displaced workers

A total of 1 817 NSC employees lost their source of income in June 2000 alone. Whenever, jobs are lost separation benefits from the previous employer allow for a less painful transition into unemployment. However, in this case of NSC it was not possible because the Steel making firm's precarious financial situation. The Company was not able to pay the pension claims at the time of termination of employment. The Company resolved to give separation allowance in installments but in reality only a small portion of the workers was paid any meaningful pensions.

2.2.3 Family life

When a worker loses employment, it affects earnings and has a two pronged socio-economic effect on the family. Attewel (1999) purports that the displaced have an increased risk of family squabbles and disruption of life .Johnson, Kaliland, Dunifon(2012) also state that worker displacement has serious consequences on parenting by the affected workers, cases of low esteem, high likelihood of grade repetition, school dropout and suspension or expulsion

from school have been reported in the families of the displaced workers. These ultimately have adverse effects on educational attainment by the children. All this has been attributed to the negative effects of a father's loss of financial standing in the family.

Kalil and Ziol –Guest(2008) suggest that fewer parental resources restrict the ability to provide basics critical for child development such as shelter, education , food and safely cognitively enriched learning environments .Loss of employment is also associated with high residential mobility as parents try to find cheaper accommodation which tend to disrupt children's schooling and social networks .Deterioration of life within the family (downward mobility) negatively impacts children's attitude about the value of work and education .According to Kessler(1989) chronic stress and depression suffered by the parents tends affect/inhibit emotional warmth and initiate punitive parenting practices which the children are not used to. When children are looked down at in the society they tend to withdraw into personal cocoons which reduce their socialization.

2.2.4 Health

According to Arnetz et al (1991);Beal and Nethercolt (1987); Strully (2009),Other studies on plant shut downs also show that workers health declines following loss of employment .A variety of mental and health disorders ,drug abuse and psychomatic elements are strongly linked with communities where workers made redundant by Company closures reside .Fielding ,Dooley and Levi(1996)contend that some scholars state that the lowest wellbeing may occur prior to and in anticipation of job loss. The effect of loss of employment on depressive signs may also show in physiological outcomes, thus one may explain the impact of job loss on psychological being as well as on the physical being. On the other hand to some, lack of activity due to employment may be used to promoting good health behaviors such as physical activity that might encourage weight loss.

2.3 A case of MG Rover in Birmingham (United Kingdom)

Birmingham in the United Kingdom is an automotive city with a long history of automotive production. MG Rover's Long bridge plant in South West was constructed in 1905. According to Bryson et al (1996) during the subsequent period after its construction the site traded under various names and progressively became incorporated into large corporate entities. MG Rover collapsed in 2005 and sent shockwaves across the United Kingdom. Bailey and Kabayashi(2006) state that the collapse resulted in the loss of 6 300 jobs .They further state that the firm's turn over accounted for as much as 1% gross domestic product and 200 million a year in Government revenue. The collapse ended 100 years of manufacturing on the Long bridge site. More jobs were lost in the supply chain. Bailey and Kabayashi(2008) assert that it was believed that as many as 12000 jobs would be affected, but in the end the loss was estimated at 8 500 jobs. The Economic and Research Council(2006) states that the closure of MG Rover was the largest loss of employment since the closure of British Steel 20 years earlier .

2.3.1 Effect on the community

Bailey (2008) notes that the closure affected areas of Long Bridge, Northfield and Birmingham. Approximately 20 % of workers lived in Birmingham at the time of closure. These areas had to deal with huge increases in number of unemployed people. Huge numbers of displaced people can devastate local communities. Joblessness for men in the community is linked to the breaking down of traditional family arrangements and high rates of crime the community. Rege, Telle and Votruba(2012) find a 14 percentage point higher probability of arrest among workers affected by plant closings. Wilson(1987) postulates that as long as a community has a high number of displaced workers nothing can stop it from a source of poverty. The communities of Birmingham were also faced with the removal of a major player

and generation of activity and expenditure, a loss in their community identity and massive site to regenerate. In addition to affecting workers resident in the areas, the demise of MG Rover had ripple effects, for example the unemployed now had to compete with MG Rover workers coming into the market. Other businesses such as supermarkets and food outlets saw a decline in their business due to reduced local spending. According to Birmingham City Council six months after the demise of MG Rover, declining local retail turn over, loss of commercial validity of local centers and increasing rates of anti-social behavior were noted.

2.3.2 Psychological well being

Besides the economic loss, the closure of MG Rover seriously affected the individual worker's status, relations and competence. Newman (1988) concurs with the above and denotes that job displacement carries societal stigma, Newman (1988) further asserts that it brings uneasiness, anxiety, insecurity and shame. Job loss disrupts one's social life. MG Rover workers when not able to continue with the same social roles that they had been performing before. Newman (1988) states that redundant MG Rover workers gave up leadership positions that they had in the society. Pearlin et al (1981) endorse the above and state that continued economic and psychological strain result in chronic depression. According to Burgand ,Brand and House (2007) leading explanations for why loss of employment negatively affect the well-being include "low self-esteem , sense of purpose and control, heightened apathy, idleness and the breakdown of sociality personality structure"

2.3.3 Mortality

Sullivan and Von Watcher (2009) find that mortality increases significantly as a result of loss of employment, with 50 to 100 percent rates the year following retrenchment and 10 to 15 percent increases in death rate for the next decades. This they argue results or implies to a reduction in life expectancy of a year to a year and half. According to Couch et al (2013)

unemployment results in higher mortality, they state how the mortality increase is unclear but could be related to income loss, risky health behavior and losses of medical insurance coverage. Classen and Dunn (2012) estimated that unemployment loss also results in increased suicide rates.

2.3.4 Children's outcomes

Job losses and long term unemployment can affect children's educational performance through increased stress and loss of earnings. McLoyd (2011) posits that financial stress from loss of earnings affects the wellbeing of mothers leading to cognitive distress and depressions in children. This therefore implies that children with displaced parents are likely to suffer great detriment in the emotional wellbeing and poor educational attainment.

2.3.5 Fertility

Loss of employment due to plant shut downs also tend to affect fertility rates in child bearing couples which has negative consequences on population growth .Long bridge area suffered stunted population growth after the closure of MG Rover. Delbon, Weber and Winter-Ebmer (2008) showed that lay off effects affect fertility rates. Lindner and Peters (2013) found negative effects of job losses on family stability which in turn is detrimental to fertility.

2.4 A Case of Collapse of African Minerals (Sierra Leone)

African minerals is an iron ore Exploration Company and Mining Company that was headquartered in the United Kingdom. It was also listed on the London Stock Exchange. According to the African minerals annual report (2013) the company owned Tonkoli mine, the largest iron ore mine in Sierra Leone. It sold iron ore on the global market at a discount. The Company started operating in Sierra Leone in 1996, but only started generating revenues in 2013 when it started exporting iron ore. The company's fortunes soon changed as a result

charges for a breach of warranty claimed by the company's largest customer. This was made worse by a drop in iron ore prices and the company ran into serious financial problems in 2014. Another fact that exacerbated African Minerals' situation was that its production costs were too high to compete in the global market. The falling prices were attributed to a decrease in Chinese demand and an increase in iron production by Australia and Brazil.

2.4.1 Effects on workers

According to Ross (2006) when African minerals closed 1 500 workers lost their source of live hood abruptly. The precarious nature of the Company's financial affairs meant that the workers were not paid any meaningful pensions. The Department of Regional Economic Expansion (1977) put it more clearly and asserts "that the social and psychological costs of involuntary unemployment are severe. Some workers leave the community often at social and economic loss to the individual and the society. Those who remain in the community are faced with major problems of adjustment, not only to lower levels of income but to lowered levels of health, education and other services and amenities"

2.4.2 Living Conditions

Neelman and Lewis (1999) state that unemployment and underemployment are major problems obtaining in a majority of Countries across the globe. Loss of earnings have an adverse effect on the living conditions of any given family. Once family income is cut off it ultimately leads to the family spending whatever that they have in savings, often this is meager, and Debts are inevitable as the family strives to make ends meet. The family borrows extensively from friends and relatives, asks dealers to extend credit, rent falls into arrears and insurance policies lapse and there is no form of employment found the family soon disintegrates.

2.4.3 General Unhappiness

Barte (2004) asserts that “in many families domestic unhappiness is greatly increased by loss of employment. The man is discouraged, irritable and hopeless”, the wife on the other hand, tied to her home and faced each time with the glaring need of providing for the children tends to feel that the husband is not doing enough to secure employment or in some extreme cases even blames the husband for having been retrenched in the first place. If this has been a source of irritation before it becomes aggravated. Many African minerals workers found themselves in this predicament.

2.5 What measures can be used to address these problems.

2.5.1 Communication

Loss of employment affects worker’s lives and their live hoods. The management guide to staff layoffs (2008) finds that plant closings usually take place over a long period of time. At the first there are symptoms that a business is struggling, then comes the process of closure itself and the actual closing down of the company. Some of the workers might not be gifted enough to see this unfolding. Clear and transparent vertical communication is therefore vital. Management of the Companies involved must communicate early and be open and honest about the situation they are facing. Job loses make people emotional and upset, but the management should be prepared to answer the workers proactively. According to La Russo (1989) plant closures may exact damage on the employer-employee relationship as the separated workers ponder their future. Communication comes in handy in that it enables the workers to plan their futures accordingly.

2.5.2 Training

It is important to note that in many industries three quarters of workers are either semi-skilled or unskilled, these are more prone to the harsh effects of job losses than skilled workers who can readily find alternative employment elsewhere. According to the IFC (2008) consideration should be given to developing training programs that provide employees with new skills thereby widening their employment chances post company closure. Consultation with other stakeholders such as trade unions and workers representatives will indicate types of training that the workers need most. The IFC (2008) further states that kinds of training provided may include training in new skills that fit available employment, training in entrepreneurship skills, basic and numeracy literacy. For example a Care project in Southern Africa aimed at mitigating effects of plant closures retraining and business development were also made available to mine workers. In addition workers should also be given access to information about and other service providers which enables them to make a better selection of courses.

2.5.3 Outplacement

The companies in conjunction with other stake holders should also try to find employment for the affected workers in other viable Companies, Tang and Crofford (1999). This is done by engaging outplacement centers across that particular Country. Tang and Crofford (1999) note that this has the effect of helping Organizations in avoiding to pay much in supplemental unemployment efforts and help to free funds allocated for that process towards other workers who might not qualify for the same. Companies may also offer retraining benefits with monetary incentives, this will help address issues related with anxiety and uneasiness among the workers.

2.5.4 Financial Counselling

The IFC(2008) states that “the loss of income and live hood, coupled perhaps with a relatively large severance package can amount to a real shock to many displaced workers”

The workers possibly in excitement are likely to spend all the money paid in severance packages within a very short period of time, yet their future may be bleak. It is thus imperative to counsel the workers on how to manage and invest their rich pickings.

2.7 Summary

The chapter reviewed literature that is related to the problem understudy from different scholars in an effort to gain a wide range of the authors’ views. Emphasis was placed on socio- economic problems that affect from different parts of the Globe which include Europe, Asia, Africa and Zimbabwe. The next chapter focuses on methodology.

CHAPTER 3:

METHODOLOGY

3.0 Introduction

This study was motivated by the desire to investigate the economic-social effects brought about by the collapse of Zimbabwe's largest Steel manufacturing firm. In attempt to achieve this, the researcher through this chapter looked at the study's design and methodology. This encompassed the research frame work, research instruments, and data gathering methods, sampling techniques, sample procedure and sources of data. The researcher also looked at the reliability and validity of data that was used during the course of the study.

3.1.0 Research Design

As defined by Lyons (2007) a research design is the structure, plan and strategy of an investigation formulated in an attempt to obtain answers to research questions. March and Saw (1995) asserts to the above and explains research design as those procedures chosen by the researcher to answer the research question. This was further confirmed by Coolican (2006) who explained research design as the blue print or road map of the study which state which information is to be gathered, by which procedure and from what source. The research was mainly qualitative in nature taking a case study design.

3.1.1 Case Study

According to Simons (1980) a case study is an intensive study of a single unit with an aim to generalize across a larger set of units. It can also be described as a research strategy and empirical inquiry that investigates a phenomenon within the real life context (Powel,1985). A

case study relies on multiple sources of evidence, can include quantitative evidence and benefits from prior development theoretical prepositions. The researcher chose a case study method because it involved an up-close, in depth and detailed examination of the challenges being experienced by the disposed workers. Data collection involved a combination of qualitative and quantitative techniques, other scholars work, questionnaires and interviews. The design was also chosen because it allowed multiple data collection methods, analysis techniques and provided the researcher an opportunity to triangulate data in order to strengthen research findings and conclusions.

3.2 Research Population.

According to Borg (1989) a research question strives to address issues of relevancy to an entire group of persons or elements that at least have one thing in common. Kahn (2002) asserts to the above and says that a research population is generally a large collection of individuals or objects that form the main focus of a scientific inquiry .In this study the research population included;

- Company management
- Former workers
- Councilors
- Department of social services
- Teachers
- Police
- health

This study was based on accessible population and generalization of findings were drawn from the identified subset of the target population .Accessible population was used

because some of the former workers relocated to rural areas because of economic hardships, while some found employment elsewhere and also partly because it was not possible for the researcher to test every individual due to the size of the population, the amount of time required would have been great and the cost would be unsustainable .

In an attempt to ensure that all relevant data was gathered the researcher used purposive sampling method as a complimentary method to convenient sampling. Tom etal (2011) assert that purposive sampling is one of most commonly methods used and involves targeting social groups or experts such as doctors, policy makers, and traditional leaders .The rationale behind the use of purposive sampling was to ensure a fair and balanced assessment of the topic as all the people chosen had thorough knowledge of situation as community leaders, service providers, community workers, residents and as former workers of ZISCOSTEEL.

3.3.0 Sample

According to Tryfos (2001) a sample is a part drawn from the larger whole .A sample is taken in order to learn something from the whole or the population. Sampling was used because it was not possible to study the whole population due to time and financial constraints.

3.3.1 Sampling Technique

Sampling is a procedure involving the selection of a given number of people from a defined population or representative of the population. Various sampling techniques which can be used are divided into two and these are probability techniques where each element of the population has an equal opportunity of being chosen and non-probability techniques where selection of participants is based on the researcher's personal judgment. In this study the researcher used the stratified random sampling technique. Stratified random sampling

technique is suitable for a research population that has defined strata's of definite characteristics which tend to divide the elements or a group into different classes which might have a bearing on the research outcomes. Stratified random sampling was used to divide the population into seven different groups since the population is heterogeneous. The main purpose of stratified sampling is to ensure that different groups of the population acquire a fair representation in the study.

3.3.2 Sampling frame

Sampling frame is a list of all cases in the population from which the sample can be drawn .A sampling frame can also be regarded as a list of the sampling units that is used in the selection of a sample. The population sample in this research was drawn from the management of ZISCOSTEEL, the workers, social workers, nurses, teachers, the police and local councilors.

It was vital to include ZISCOSTEEL management in the research because of their knowledge and involvement in the affairs of the company and how the closure of the company impacted on the workers. The workers were particularly important in this research by virtue of being the victims of the situation. The workers were drawn into the research to provide information as well as to reveal their true opinions on the socio economic challenges that they are facing as a result of the closure. Apart from company management and the workers social workers, nurses, police and councilors were also crucial participants in this research because of the various roles that they play in the Redcliff community.

3.3.3 Sample size

A sample size as a subject of the population should represent the main interests of the study who shall provide the information for the research. The sample population consisted of 100

individuals. The highest percentage was awarded to the workers because of their relative importance to the study and also due to the fact that they represented the largest part of the population.

Table 1.0 Sample size and Composition

Serial	Participants	Quantity	Percentage of each
01	Management	10	10%
02	Health	05	5%
03	Councilors	10	10%
04	Workers	50	50%
05	Police	05	5%
06	Teachers	10	10%
07	Social workers	10	10%
08	Total	100	100

3.4.0 Data sources

There are two types of data sources that the researcher will use in this study, namely primary and secondary data. According to Macmillan (2006) a research should get data from both sources. The two types of data sources are explained below.

3.4.1 Primary data

Primary data refers to data that is collected for the first time. Through the use of questionnaires the researcher managed to obtain up to date information since the data is collected for purpose of the problem at hand. Primary data also has a major plus of providing

accurate information as the data is original and direct from the management, local leadership, service providers and the affected workers .And over and above it is free from bias that arise from the initial researcher's influence.

3.4.2 Secondary data

Put simply secondary data refers to data that has been collected, analyzed and synthesized by someone else. The researcher gathered secondary data from magazines, newspapers, books and websites.

3.5.0 Research Instruments

In this research study two research instruments were used namely questionnaire and interviews. They are explained below.

3.5.1 Questionnaire

Questionnaires remain one of the most used data gathering instruments used in scholarly research. By definition a questionnaire is a formalized framework consisting of a set of questions and scales designed to generate raw data. They present the researcher with the most convenient method of soliciting information from the research population. Structured questionnaires were employed in this research. Both closed and open ended questions were used in this study.

3.5.2 Advantages of questionnaires

According to Berdie and Anderson (1986) questionnaires are familiar to most people, suffice to say a majority of people have come across them at one point or another in their day to day lives which makes them easier to use. Cahalan (1951) notes that questionnaires do not intrude into the respondent's life as compared to face to face interviews or telephone surveys, thus

by limiting intrusiveness they afford the respondent an opportunity to respond at their own time and ultimately an objective response.

Uniformity in the presentation of questions reduces interviewer bias, Jahoda (1962). This is because as opposed to the person interviewing there are no leads to answering questions such as verbal cues which are most likely to influence the respondent's answer. Additionally questionnaires come tops in that they are cost effective, they reduce costs related to time and travel, Bachrack and Scoble (1967). This was especially true for this study which had a huge sample size and a larger geographical area.

3.5.3 Disadvantages of questionnaires

Questionnaires are not suitable for all respondents; poorly educated people have challenges because of writing and reading skills problems which makes it a huge challenge when conducting the study, which was true for this study as some of the respondents who are in the semi-skilled and unskilled category have no sound academic credentials. To make up for this shortfall the researcher used interviews.

3.5.4 Interviews

According to Webster (1999) an interview is a formal meeting in which one or more persons question, consult, or evaluate another. Bryce (2002) defines an interview as a conversation between two people, the interviewer and the interviewee where questions are asked by the interviewer to obtain information from the interviewee. An interview is an interactive, verbal technique that is used to collect information (Smith 2010). From the preceding definitions it can be deduced that an interview is a process whereby individuals engage in a dialogue to obtain peripheral information that may be associated with analysis goal.

3.5.5 Types of Interviews

There are basically two types of interviews and these are structured and unstructured interviews. According to Rajiv (2006) there are degrees of formality in conducting an interview and where the formality is minimal, it is referred to as a loosely structured interview or unstructured interview. At the other extreme is the highly structured interview.

In support, Rajiv (2006) adds that in a highly structured interview, the interviewer has a list of prepared questions that he/she asks in sequence to each interviewee so as to ensure consistency and be able to compare information from them. Structured interviews therefore consist of a list of specific questions. The interviewer does not deviate from the list or inject any extra remarks into the interview process. In this study the researcher used unstructured because it is more freewheeling than the structured interview. Additionally the researcher felt compelled to use it because it is more conversational and allowed the interviewer to adjust questions according to how the interviewees were responding.

3.5.6 Face-to-face interviews

In the current study the researcher administered the interviews using the face to face format. Face to face interviews is whereby the interviewer has to arrange for a proper meeting with the interviewee and this implies that the interviewer has to physically meet with the interviewee and the interviewee has to respond to the questions that would be asked by the interviewer accordingly. Face to face interview is a very useful data collection method in educational research.

3.5.7 Advantages

The researcher chose face to face interviews because they are characterized by synchronous communication in time and place and due to this feature the researcher could capture verbal and non- verbal cues such as body language, tone of voice and intonation. Body language indicates the level of discomfort with the questions and the level of enthusiasm for the topics being discussed in the interview. Such social cues of the interviewee allowed the interviewer a lot of extra information that were added to the verbal answer of the interviewee on the questions asked. Face to face interviews also provided for accurate screening which helped in obtaining more accurate information. Individuals being interviewed were unable to provide false information during screening questions such as gender or race as the interviewer could simply identify the gender of the interviewee without having to ask him/her.

3.5.8 Disadvantages

Face to face interview can bring with it a lot of time consumption and costs. Interviewing an interviewees in different locations consumed a lot of time through travelling and the interviews. Also the costs of travelling were significant as the researcher had to shuffle between the suburbs of Redcliff, Rutendo, Torwood and Simbi Park. Another disadvantage that the researcher faced because of face to face interview was that they significantly limited the sample size. The size of the sample is limited to the size of the interviewing staff, in this case there was only one interviewer, the area in which the interviews are conducted and the number of qualified respondents within that area.

3.5.10 Data collection procedures

Data collection procedures focus on the methods to be used in the administration of research instrument to collect data from the respondents. The researcher initiated the process by seeking a confirmation letter from the department of Adult Education explaining the reason for the study. Authority was also sought from company management and local leadership. The researcher distributed the questionnaires in person for convenience. These data collection procedures were chosen because they were regarded less costly and faster ways of collecting data for the researcher. Questionnaires were collected within a week of issue. The researcher made appointments before meeting some of the respondents as some had busy schedules by virtue of their positions. Information gathered was sorted out and presented in form of tables, pie charts and bar graphs. This allowed the findings to be displayed concisely and in an easily understandable format which the mind can picture and understand.

3.6 Ethical Considerations

3.6.1 Validity and reliability of findings

Validity refers to the accurateness and effectiveness of the research instruments. Reliability is the uniformity of the research instruments. Before employing the questionnaires to collect data, the researcher pilot tested the questionnaires. The reason behind the pilot test was to refine the questionnaires to ensure that respondents encountered minimum challenges when answering questions. Questionnaires were also submitted to the supervisor for analysis before use.

3.6.2 Protection from Harm

Harm may be broadly defined to include extreme physical pain or death, but also involves psychological stress, personal embarrassment or humiliation. Researchers have a responsibility to ensure the safety of participants in an investigation. In this study the researcher made it a priority to respect the respondents' rights, and ensured that they were not subjected to any kind of harm in way.

3.6.3 Consent

Consent involves the procedure by which an individual can choose whether or not to participate in a study. The researcher informed the participants of the objectives as well as methods to be employed in the investigation, the risks involved and the demands placed upon them as participants. The participants were also made aware of their right to withdraw at any given moment if they felt they no longer want to continue with the study. Direct consent was used in this study as the researcher got consent from the actual person involved.

3.6.4 Confidentiality

Information obtained from a participant during an investigation is confidential unless if otherwise if agreed in advance. Accordingly each person has the freedom to decide time, extent and circumstances under which they will withhold or share information. Participants were informed of their right to expect that information they provide would be treated with confidentiality and if published would not be identified as theirs, this was particularly

important especially in this study because some of the issues involved are political in nature and could offend some powerful quarters of the society.

3.6.5 Anonymity

The respondents or the subjects were assured that their identities would be treated with strictest of confidents. The researcher undertook to maintain anonymity, together with other principles that would to ensure that the respondents will be protected from physical, social, mentally or spiritual harm or form any potential harm of any nature.

3.6.6 Plagiarism

Martin (1969) defines plagiarism as the act of passing somebody's ideas, thoughts, pictures, theories, words or stories as your own. The work in this study is the author's imagination, work from other writers is properly credited to them or cited from the original sources.

3.7 Data analysis plan .

Carpi (2008) explains data analysis as the manipulation of data to achieve the desired result, the major objective being to make data easier to comprehend. Data presentation was made simple and clear to understand as the researcher used tables and graphs to present the research findings.

3.8 Summary

Research design and methodology was the main focus of this chapter. The research methods included descriptive survey, research population, sample, sources of data, data collection instruments. The following chapter focused on the presentation and analysis of data.

CHAPTER 4:

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.0 Introduction

This chapter focused on presentation, analysis and interpretation of data gathered during the research. Data collected was presented by way of tables, bar graphs and line column graphs. The aim of the study was to find out the socio –economic effects brought about by the closure of ZISCOSTEEL, one of Zimbabwe’s largest Steel manufacturing Companies.

Questionnaires were used to solicit data from the workers, councilors, social workers and teachers while interviews were conducted on company management, nurses and the police. Interviews were self-administered .The researcher also distributed and collected questionnaires in person.

4.1 Data Presentation and analysis of findings

The researcher used a mixed methods approach which involved use of both qualitative and quantitative techniques. Data from interviews and questionnaires were broken down and analysed. The opinions of the respondents were used to represent the research population. The research findings presented were based on interviews and questionnaires. The researcher was more aligned to qualitative analysis as compared to quantitative analysis.

4.1.2 Distribution of Questionnaires and Interviews on research subjects

Table 1:1 Distribution of questionnaires and interviews on research subjects

Participants	Population sample	Questionnaires	Interviews	Total no of respondents per category
Company Management	10		09	09
Workers	50	35		35
Nurses	05		05	05
Teachers	10	06		06
Police	05		04	04
Councilors	10	10		10
Social services	10	05		05
Total	100	56	20	74

The table above represented the number of participants that were targeted in each category and the subjects who responded .Questionnaires were administered on workers, teachers, councilors and social services representatives while interviews were conducted on company management, nurses and the police. 20 % of the participants were targeted for interviews while 80% were given questionnaires. Seventy four participants out of the targeted one hundred participants responded positively .An analysis on the specific response rate to the interviews and questionnaires was tabulated below.

4.1.3 General response rate to questionnaires and interviews

Table 1:2 General response rate to questionnaires and interviews.

Technique	Sample size	Number of respondents	Response rate
Interviews	20	18	90
Questionnaires	80	56	70

As shown by the table above interviews produced a better response rate than questionnaires. Of the twenty participants that were targeted for interviews, eighteen of them were successfully conducted by the researcher which produced a 90% response rate. The researcher administered eighty questionnaires, of these fifty six were completed successfully which reflected a 70% response rate. The overall response rate was 74% which represented an above average response rate and validated the research findings.

4.1.4 Workers' Academic qualifications

Table 1:3 workers academic qualifications

Educational qualifications	Grade 7	ZJC	O Level	A level
Number of workers	20	10	07	03

The table above showed the educational qualifications held by the workers. Twenty of the participants held a grade seven certificate, ten held the Zimbabwe Junior certificate, and seven had Ordinary level certificates while three had Advanced level certificates. The table

showed that the majority of the workers lacked the mandatory Ordinary level passes required to find employment or to enrol with main stream tertiary institutions for professional courses.

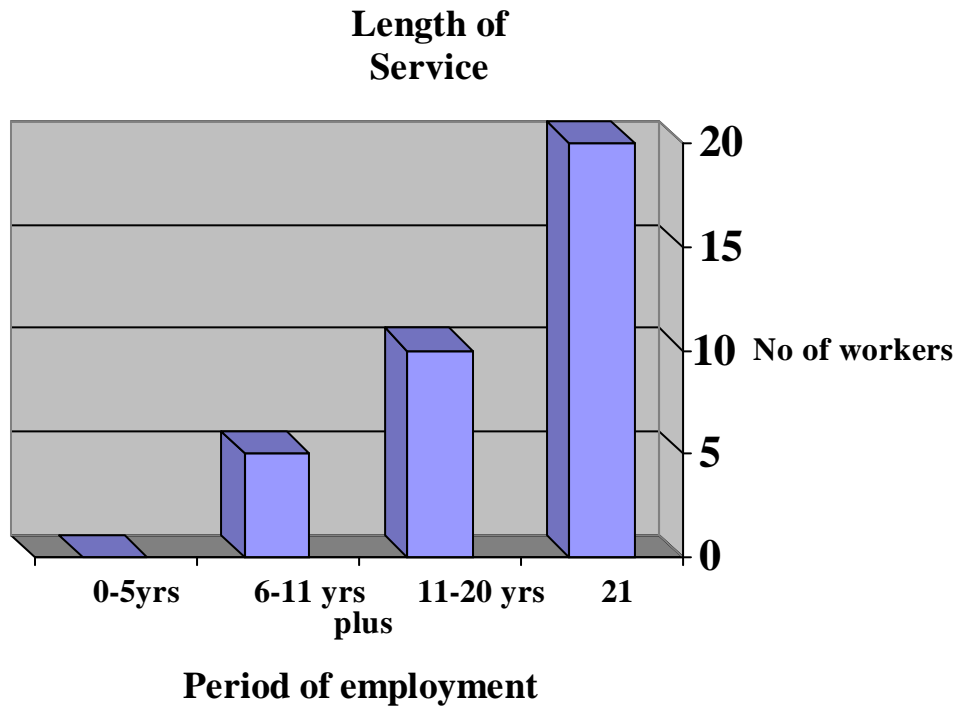
4.1.5 Professional qualifications

Table 1:4 Professional qualifications

Qualification	Unskilled	Semi-skilled	Skilled
Number of workers	20	10	05

The table above showed professional qualifications held by the workers who responded to questionnaires. Twenty out of the thirty five who responded were in the unskilled category, suffice to say they have no special qualifications, they worked as grounds men, cleaners, security guards and messengers. Ten out of the thirty five respondents fell under the semi-skilled category. These workers had in house training which is not recognized outside the boundaries' of the company. Five out of the thirty five workers fell under the skilled category. Apart from the five workers in the skilled category the majority of the workers would find it very difficult to secure employment elsewhere. The bar graph overleaf shows the workers' length of service.

Figure (i) Period in employment



In the 0-5 year’s category there were no respondents which probably pointed to the company’s state of affairs over the last 5 years. The company did not conduct any recruitment. In the 06-10 years category there were five workers, the 11-20 years category had ten respondents while the 21 years and above category had twenty workers. The bar graph chart showed that the majority of the workers had worked for the company for more than 21 years. The research showed that the respondents had adequate knowledge about the subject under study as they had been in the company long enough to have seen the good and bad times.

4.1.6 Gender and Age

Table 1:5 Gender and Age

Age group	18-30	30-39	40 Plus
Female	0	04	02
Male	0	16	13
Total	0	20	15

The table above showed the gender and sex of the workers. There were both no females and males in the 18-30 age group. In the 30 to 39 age group there were four females and sixteen males while in the 40 and above category there were two females and thirteen males respectively. The figures show a high number of the males as compared to the females , which pointed to the fact that industries were male dominated, women participants in the table were drawn mainly from administrative offices and other services such as cleaning and catering.

4.2 Discussion

4.2.1 The socio economic challenges faced by ZISCOSTEEL workers as suggested by the company management.

Table 1:6 The Frequency Table for the socio economic challenges as Suggested by the

Company management

Suggested Socio economic challenge	Frequency	Frequency Rate
School fees	08	80%
Electricity and water bills	07	70%
Health	06	60%
Food	09	90%
Cessation of medical and funeral policies	07	70%
Debts	06	60%

The researcher targeted to interview ten managers, out of the ten , nine interviews were conducted successfully and according to the managers the following were the major socio economic effects brought about by the closure of the company;

- Debts
- Failure to pay School fees
- Cessation of insurance policies.
- Health
- Food

As suggested by the company management the workers were beset by a host of socio economic problems. Chief among these numerous challenges was deterioration of the standard of life, in the absence of a salary it was extremely difficult for the workers to acquire the basics needed in life. More so in a harsh economic environment that was characterized by inflated prices. In a country where the majority of the workers were living below the poverty datum line the situation was even direr for the disposed workers. The company management stated that there had been a huge increase in the poverty levels in Redcliff since the company's demise. According to company management 90 % of the workers were failing to buy enough food to feed their families, 70 % were failing to pay for electricity and water bills which has resulted in a number of households losing the essential services through termination by the respective service providers.

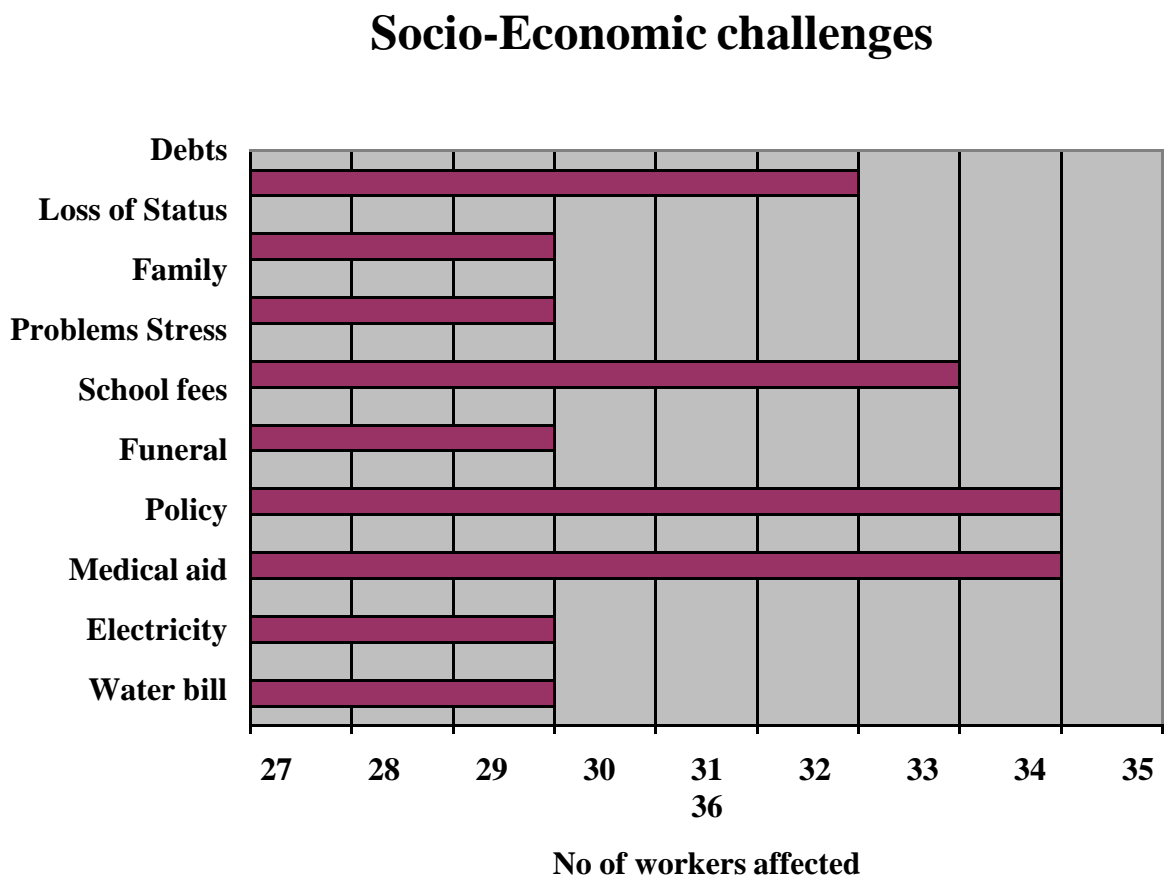
Another area where the workers were facing problems according to the company management was the area of health. 60 % of the workers faced health problems and failed to access good medical care. In the good old days the company used to heavily subsidize health services, it operated Torwood Hospital in Torwood high density suburbs and the state of the art Redcliff Bell medical center in Redcliff, all these had since been closed resulting in workers failing to access medical assistance as before. Other available clinics were run by the local municipality and were grappling with logistical challenges of their own. The other option for them would be to travel to KweKwe District General Hospital where they received treatment for a fee and required to buy medication. Of the nine managers interviewed seven stated that the situation was made more difficult because medical aid policies have since ceased because of the failure by both the company and workers to pay the required premiums.

The company management also noted that some workers depended on the company for funeral assistance which the company is unable to do. 70 % of the workers had

funeral policies but these have since ceased. This created serious social problems in times of bereavement. In the African culture, it is very important to give a proper burial to the departed, failure to do so is hard to talk about let alone to experience.

4.2.2 The socio economic effects caused by closure of ZISCOSTEEL, workers view

Figure (ii) socio economic challenges as suggested by workers



The workers' input was very important in this study as they formed the main component of the study. 35 out of the targeted 50 workers responded positively and returned their questionnaires. The data gathered from questionnaires showed that the workers had most problems in the following;

- School fees
- Subscribing funeral policies

- Medical aid
- Electricity
- Water bills
- Stress
- Family disintegration
- Loss of status
- Debts

The study revealed that the demise of the Steel giant directly led to the deterioration of standard of living in Redcliff. At its peak the company provided for almost all the workers needs ranging from assistance in paying school fees, provision of amenities, health care, funeral assistance and sponsoring sports for the workers, however , all these disappeared leaving the workers only with fond memories. The workers revealed that they found it hard to provide for their families by each day. Thirty four out of the thirty five workers that responded to questionnaires indicated that they were so stressed out by the situation that they had resorted to looking for employment in neighbouring farms for food to feed their families. Others resorted to scouring for fine coal from mine dumps for sale to brick moulders. According to one of the participants a woman who used to work in administration and now sells second hand clothes, it is so difficult to get customers in Torwood because the people have become so poor that they find it difficult to purchase a packet of salt, one of the cheapest basic commodities

85 percent of the workers that had children of school going age revealed that they were facing challenges in paying school fees for their children a situation which they feared would condemn their children's future. Most of them applied for assistance from the department of social welfare but were turned down due to insufficient resources, regrettably this has

resulted in some children dropping out from school. In an attempt to make amends Thirty three out of thirty five workers or 94% of the workers have turned to borrowing money from local money sharks who confiscate their properties and belongings when they fail to pay and leads to problems at home when the property is taken. The workers revealed that they had borrowed almost everywhere they could find money to the extent that no one wanted to borrow them again and they now suffer from low esteem.

Family life has not been spared either, thirty out of the thirty five workers or 85 percent of the workers in the study indicated that they faced problems or had faced problems in their families. The workers identified the loss of earnings as the source of their problems. A good parent takes pride in looking after their families and when they fail to do so it leads to high stress levels within the home. The workers stated that their wives resorted to cross boarder trading which meant them being away from their homes for prolonged periods of time. The fact that some of the women were now providing for the families has resulted in the reversal of roles and problems in the family as the man are now regarded as inferior. In some cases this led to the total disintegration of the family unit.

4.2.3 The socio economic challenges caused by closure of ZISCOSTEEL as seen by Teachers

Table 1:7 The Frequency Table for the socio economic challenges as Suggested by the Teachers

Suggested Socio economic challenge	Frequency	Frequency Rate
Failure to pay School fees	06	60%
Absenteeism	03	30%
Children fainting at School	02	20%
Torn uniforms	05	50%
High rates of drop outs	02	20%
Examination fees	03	30%
Failure to access examination results	04	40%

In an attempt to ascertain the socio economic effects of company closures the study also included teachers, as they played a very important role in the workers lives and society by virtue of being their children's teachers. The researcher administered ten questionnaires and out of these six were completed and returned. The teachers' views and observations were very important in this study, they suggested the following;

- Failure to pay School fees.
- Torn Uniforms
- High rates of drop outs

- Failure to access examination results
- Children fainting at school
- Absenteeism

The study revealed that 20 % percent of children had dropped out of school. According to the teachers at three High Schools in Redcliff most of the drop outs were recorded after form two and affected girls more than boys. According to the teachers the reasons for the children dropping out of school range from the parents' inability to pay school fees, unstable family life to low regard of education which was brought about by high unemployment levels that are characterizing their society.

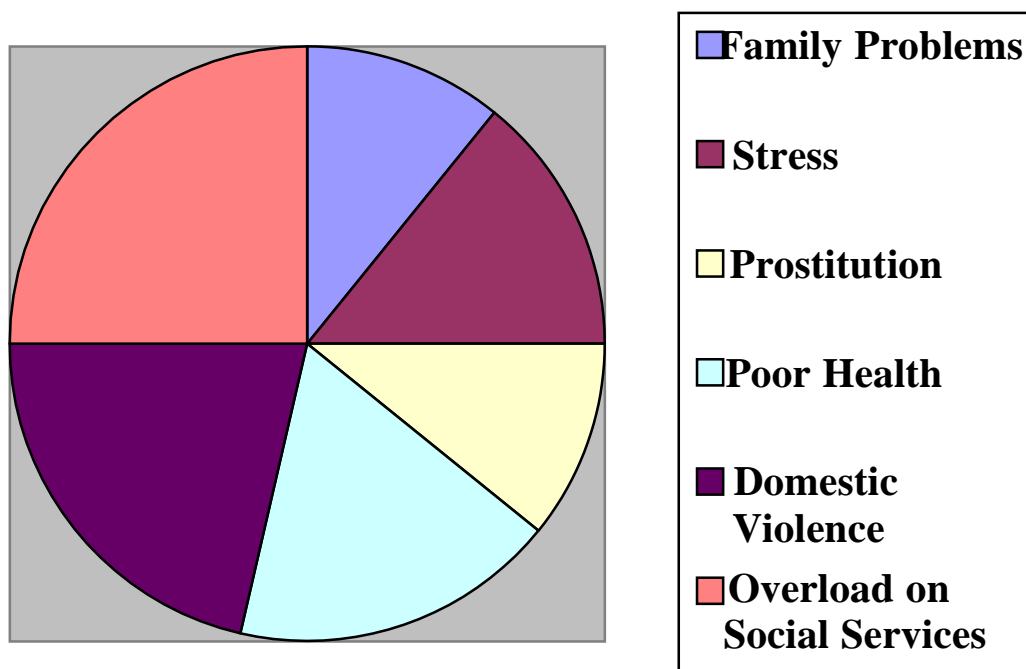
The study also revealed that teachers rated absenteeism at 30 % in both primary and secondary schools, this was due to the fact that at times the children had to assist their parents in fending for the family by performing menial jobs such as weeding in local farms and selling firewood. The teachers noted that this was severely disturbing the children's education because on return they often found it very difficult to catch up with other students. More disturbing as revealed by the teachers was that 20% of children in primary school often fainted which pointed to the lack of adequate food. The researcher also observed that 50 percent of children in three classes had torn school uniforms, backpacks and school shoes which affected their morale and confidence.

Results from the study also indicated that at one High School 30% of the students that were earmarked to write their Ordinary level examinations had failed to raise the required examination fees as their parents had no alternative source of employment or earnings. 40 % of the students went for as long as two years without accessing their results as the schools were withholding them because of outstanding fees, although the Government through the Ministry of Education later on gave a directive for schools not hold on to the

students' results but to sue the parents, which is still a problem as this will add on to more problems to the already burdened families.

4.2.4 The department of social services' view on the socio economic effects caused by the closure of ZISCOSTEEL

Figure (iii) socio economic challenges faced by workers according to social services.



The department of social services is the Government's arm responsible for looking after people's social needs through a variety of interventions such as helping the needy to pay for school fees, sourcing food for the disabled and the elderly, visiting hospitals and prisons. Social services maintains a record of socially related issues and advises the relevant authorities in matters regarding people's welfare. The research targeted ten representatives from the department and administered ten questionnaires, however, only five were completed and returned successfully. According to the representatives of the

department who participated in the study, the following are some of the socio economic effects caused by the closure of company;

- Family disintegration
- Stress
- Prostitution
- Poor health
- Overload on social service
- Domestic violence

The view of social services was that the family institution suffered greatly because of the closure of the company. According to the representatives from the department in the study, 30 % of marriages had totally broken down as a result of the economic problems brought about by the loss of employment, they argued that it was very difficult to keep the family together in the face of economic adversity. The father takes the battering because as the head of the family he is expected to look after the family, when he fails there are quarrels at home and according to the study most of the quarrels end up in domestic violence. Children usually are most affected by domestic violence, the department of social services estimates that 30% of the children are traumatized because of the violence.

The department of social services also revealed that 40 % percent of the workers require counselling for stress. The study revealed that in 30% of the families experiencing problems, women had taken over the role of providing for the families from their husbands through cross boarder trading and vending, this was said to be one of the major reasons for stress in man. The study showed that man did not accept the reversal of roles probably because of culture, the African culture puts the man as the provider and head of the family. The study also found out that the workers are finding it difficult to accept the situation in its entirety, they still fantasize about the good days which is affecting them more.

The current status has also resulted in the over burdening of an already inadequate social welfare fund, according to the department of social welfare applications for assistance to the elderly and for school fees assistance increased by 60 % percent over the past three years, this

they revealed has made the assessments for those eligible much more harder because in the real sense all the people applying for assistance qualify to receive assistance, but are unable to do so because of resource constrains in the department.

4.2.5 Socio economic effects brought about by the closure of ZISCOSTEEL as seen by the Police.

The interviews with the Police were a success, four out of five of the targeted representatives were interviewed and showed a lot of interest on the subject matter. The Police Officers suggested five types of offences which increased as socio-economic effects caused by the closure of ZISCOSTEEL these were:

- Shop lifting
- Prostitution
- Gambling
- Stock theft
- Domestic Violence

Comparison of cases reported for the period 2004 - 2009 and 2010 -2015

Table 1:8 Comparison of cases

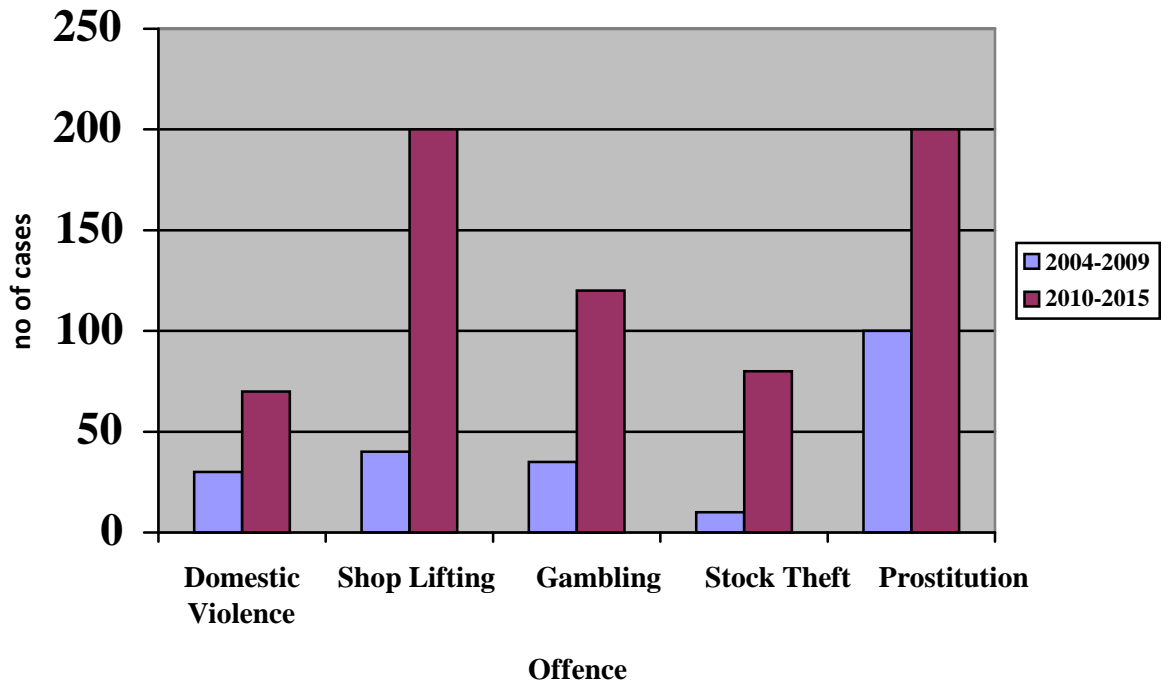
Offence	2004-2009	2010-2015
	No of cases reported	No of cases reported
Domestic violence	30	70
Shop lifting	40	200
Gambling	35	120
Stock theft	10	80
Prostitution	100	200

Source : Zimbabwe Republic Redcliff Police Records

The study revealed that there was an upward trend in the number of offences reported for the period 2004 to 2009 and 2010 to 2015. The researcher took a keen interest in the period 2004 to 2009 because the company was still operational then. The period 2010 to 2015 was also looked at because it represents the subsequent period after the company closure .The records that were used relate to cases that were committed by former ZISCOSTEEL workers. The graph below shows a graphical depiction of the comparison.

Crime rate comparison between 2004-2009 and 2010-2015

Figure (iv) comparison of cases reported between 2004-2009 and 2010 -2015



According to the Police cases of shoplifting increased significantly from forty cases between 2004 and 2009 to two hundred cases for the period 2010 to 2015 which represented an increase by one hundred and sixty cases. . The study found out that these included shoplifting items such as salt, sugar, shoe polish, bread and mealie- meal, It is the view of the police that while there are some people who steal for resale most of the workers did it for consumption, which points to deprivation and necessity. Other crimes that have increased significantly included the cases of stock theft in neighboring farms as people sought to find something to eat .The police also revealed that prostitution had increased by one hundred cases, this was attributed to the fact a lot of women turned to oddest profession to make ends meet. Police also recorded an increase in cases of domestic violence whose causes emanate from financial

problems faced by the families. According to the Police some of the causes revealed for the causes of the domestic violence included the husband taking money earned from selling firewood for a drink, the wife accused of paying too much tithes at church, a husband accused of being lazy which points to division over the use of scarce resources within the home.

4.2.6 The socio economic effects caused by the closure of ZISCOSTEEL as suggested by Nurses and Councilors.

The study also targeted nurses and councilors as its participants. Ten questionnaires were distributed to ten councilors from different wards in Redcliff, Torwood and Rutendo where the workers reside. All the ten questionnaires were completed and returned successfully. Five nurses were also targeted for interviews and all the five were interviewed successfully. The table below shows the frequency of the socio economic challenges as suggested by the nurses and councilors.

Table 1:8 frequency table of socio economic challenges as suggested by Councilors and

Suggested Socio economic challenge	Frequency	Frequency Rate
Medication	12	80%
Electricity and water bills	14	47%
Health	10	67%
Food	13	87%
Funeral assistance	12	80%
Prevalence of Sexually transmitted infections	5	33%

The study revealed that two health institutions that used to service the Redcliff, Rutendo and Torwood suburbs have since been shut down, these included Torwood Hospital and the Redcliff Bell medical center. The closure of these two institutions that used to provide quality medical service at the behest of the Steel making giant left the general area much poorer health wise. 67% of the workers now seek their medical help from KweKwe General Hospital which is located about 30 kilometers from Redcliff at a fee. According to the nurses 80% of the workers face challenges in accessing medication after treatment due financial challenges. The nurses also revealed that at its peak the company used to provide free ambulances to the workers and their dependents, this service is no longer available which means the workers have to hire or call on the help of well-wishers.

According to the nurses and councilors 87% of the workers were failing to provide for their families nutritionally, this resulted in children suffering from malnutrition. The challenge was said to be dire in children born to AIDS and HIV parents as their condition and medication require that they be fed well, while there are some Non-Governmental Organizations such as Care International that were providing assistance, there still remained a huge percentage asking for help. The study revealed also that there was a 33% increase in the number of sexually transmitted diseases and infections particularly on the young woman, which they pointed out to an increase in prostitution as the young woman turned to prostitution to make ends meet.

The local leadership, the councilors also revealed that they had a lot on their hands. One of the major challenges faced by the workers was towards paying rates to the local council. 93% of the workers failed to pay their rates to the municipality. This had resulted in massive backlogs which were causing the council to fail to pay for water supply from KweKwe City, which in turn intermittently cuts the water service to Redcliff. The study also found out the

town of Redcliff rarely goes for a continuous period of two consecutive days with uninterrupted water supply which is a time bomb as people have resorted to use of unconventional water sources. The workers' failure to pay the rates had not only affected the water service, but a host of other services mandated to be carried out by Council which included refuse disposal, clinical services, road maintenance, ambulance and fire services and the council is also failing to pay its workers which is creating further challenges. The study also revealed that the councilors are often besieged with the workers asking for assistance in times of sickness and funerals, which was beyond them because of the numbers that seek for help.

4.2.7 Measures currently being used to help the workers

The study revealed that apart from social grants being given to a very small percentage of the population by the department of social services nothing much is being done either by the company or by the Government. The company last paid the workers a paltry U\$50 in March 2014. The government put the final nail on the company's coffin in December 2015 when it announced that it would retrench all the workers but said nothing on payment of outstanding salaries or severance packages.

4.3 Summary

The chapter focused on the presentation of research findings. The researcher used tables, bar graphs and line column graphs to illustrate the responses from the study's respondents. The study looked at the socio economic effects caused by the closure of ZISCOSTEEL. The findings of the study reveal that the disposed workers find problems in providing for their families, pay school and examination fees, families have broken down and have accumulated bills, health and debts. At this point the company does not have a plan or capacity to help the situation.

CHAPTER 5:

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter focuses on summarizing the study on the socio economic effects caused by the closure of ZISCOSTEEL. Conclusions on the findings are presented and recommendations drawn.

5.1 Summary

The span of the research was from May 2016 to October 2016. The study set out to carry an investigation on the socio economic effects caused by the closure of Companies with an interest on the case study of ZISCOSTEEL in Redcliff Zimbabwe. The research was carried out against the background that workers affected by company closures are faced by serious socio economic challenges. The workers face challenges in providing for their families, paying school fees, funeral and medicinal challenges, increase in crime and prostitution as well as disintegration of families. The study also explored ways workers and their families can get out of this predicament. The statement of the problem was proffered and indicated that the problem of company closures is one of the main challenges facing sub national and national economies. Company closures result in loss of earnings which lead to deterioration of socio economic conditions.

The researcher used a case study because of it involved an up close, in depth and detailed examination of the workers' experiences. In the current study the population was 100 participants and a 74% response rate was achieved. The study used convenience and purposive sampling. Questionnaires and interviews were used as the research instruments used to gather data during the study. Major findings of the study were as follows;

- The research found out the majority of skilled workers moved elsewhere to find employment when the company shutdown, only a few skilled workers remain, the rest are in the semi -skilled and unskilled category and face challenges in securing employment.
- The research established that the company last recruited employee 6 years ago and the majority of the remaining workers are in their late forties and fifties.
- The workers are owed 60 months wages and were not paid severance packages. The company has also since stopped contributing towards medical aid and other social insurance policies. The majority of the workers face challenges in buying food, paying bills, paying for health services and medicines, school fees and examination fees.
- A number of families broke down because of the economic hardships, the workers lost their status in the society and are living in despair and stress, and young women are turning to prostitution to make ends meet while the rate of crime has also increased significantly in Redcliff.
- Social services are overwhelmed and are failing to meet the workers' demands for assistance.
- Company closure is a process and does not happen overnight, first there are signs that the company is going to close, then the process starts, and eventually it closes down, the same happened at ZISCOSTEEL.

5.2

CONCLUSIONS

It has been concluded that the majority of workers are faced with a variety of socio economic challenges and there is an urgent need for an intervention. The research concluded that;

- Neither the company nor the workers can extricate themselves from the current challenges. Living conditions have deteriorated drastically, the workers cannot afford to pay bills and school fees.
- Some of the workers moved elsewhere to look for employment and that the majority of the workers who remain have poor academic background and lack professional courses which makes it difficult for them to look for employment elsewhere.
- The workers are now in their late forties and fifties which makes it difficult for them to work again because of age.
- There are no programmes in place to help the workers earn a living.
- The workers failed to read the signs that the company was in trouble and would soon close and did not plan for the future.

5.3

RECOMMENDATIONS

5.3.1 Government

- Taking into cognizant the fact that the Government of Zimbabwe is the major shareholder in the beleaguered Steel company and considering the finding that workers are owed 60 months wages and were not paid severance packages, it is recommended that the government look for a vibrant private partner to resuscitate the Steel company and come up with a plan to pay the workers their dues to help them start new lives.
- In light of the finding that the majority of workers who remain have a poor academic background, are advanced in age and lack professional qualifications the Government and other stakeholders such as Non- Governmental Organizations should initiate income generating projects at community level to help strengthen and expand the economic base and provide employment for the displaced workers. Such projects would include poultry, piggery, welding, wire meshing, carpentry and brick moulding.
- Given the finding that the job losses have resulted in disintegration of families and high stress levels among the workers government should put in place mechanisms that help workers adjust to job losses at community level and provide leadership and support if the workers are displaced, such mechanisms include training in vocational skills and counselling.
 - Government should ensure that plant closures are made public business because they affect all and sundry, public education must be done along with seminars on the problem.
 - Government should also consider an education trust fund to help children affected by company closures complete their education.

5.3.2 Company

- The company should consider disposing some of its assets to raise money to pay what they owe the workers.
- The company should also consider selling houses to the sitting tenants who happen to be the disposed workers.
- Companies are encouraged to use better technologies and innovative employment security strategies in order for them to keep abreast with developments and remain competitive and help serve and add more jobs.

5.3.3 Workers

- Workers are encouraged to plan for the future during the productive years of employment to avoid being destitute, such plans would include engaging in practical courses and investing their earnings in business so that they have fall back plans or options.
- The workers should also seriously consider applying for land under the agrarian reforms so that they can relocate to their own pieces of land and practice agriculture for consumption and selling.

References

- Attewel, P. (1999). "The impact of family on job displacement and recovery" *The ANNALS of the American Academy of Political and Social Sciences* 562:66-82.
- Armstrong. K.,(2006) *Life after MG Rover. The impact of the closure on the workers, their families and Community. A Report prepared for BBC Radio 4.The Work Foundation.*
- Bailey , D. (2003).*Globalisation,Regions and Cluster Policies:The Case of the MG Rover Taskforce.*
- Bailey, D.,Beer, A and Holi, T.(2008.) "A Tale of two Regions Comparative versus Competitive Approaches to Restructuring".*Policy Studies* .
- Bailey,D.,Kabayashi.S.and Macneil,S(2008) "Rover and Out?,Globalisation on the West Midlands auto cluster and the end of MG Rover .*Policy Studies.*
- Brand, J. E. (2004). *Eduring effects of job displacement on career outcomes .University of Wisconsin-Madison.*
- Brand,J. E. (2004) " Effects of lay offs and plant closings on depression among older workers" *Research on Ageing* 30(6) :701-721.
- Brand,J. E and Till, V. W. (2013) " The economic and Social Consequences of Job Loss and Unemployment" *Population*
- Bulger, R. E. (2002). *Research with Human Beings.* New York: Cambridge University Press.
- Busha, C. H., and Harter, S. P. (1980). *Research methods in librarianship, techniques and interpretation.* New York: Academic Press.
- Burgard,S. A., Jennie E. B. and James. S .H. (2007)"Toward a Better Estimation of the Effect of Job Loss on Health" *Journal of Social health and social behavoieur.*
- Creswell, J.(2009) *Research design,Qualitative and Quantitative and mixed methods Approaches.*London :Sage

- Collins, A. (2003) Pretesting Survey Instruments: An Overview of Cognitive Methods.
- Dooley, David, Joann Prause, and Kathleen A. Ham-Rowbottom. 2000. "Underemployment and Depression: Longitudinal Relationships." *Journal of Health and Social Behavior* 41:421-436
- Dunk, K. (2005) Interviewing in: Qualitative Research Methods in Human Geography, edited by: Hay, I., Oxford Press University.
- Eisenhardt, K. M. (1989), Building Theories from Case Study Research. *Academy of Management Review*, 14(4), 352-550.
- Emory, C. W., and Cooper, D. R. (1991). *Business research methods*. (4th ed.). Boston, MA: Irvin.
- Flyvbjerg, B. (2006). Five Misunderstandings about Case-Study Research. *Qualitative Inquiry*, 12, 2, 219-245.
- Garvin, D. A. (2003). Making the Case: Professional Education for the World of Practice. *Harvard Magazine*, 106, 1, 56-107.
- Gallo, William T., Elizabeth H. Bradley, Michele Siegel, and Stanislav V. Kasl. (2000). "Health Effects of Involuntary Job Loss among Older Workers: Findings from the Health and Retirement Study." *Journal of Gerontology: Social Sciences* 55B:S131-S140.
- Hamel, J. (1993). *Case study methods*. Newbury Park, CA: Sage.
- Hammermesh, Daniel., Daniel.S.(1989) " What do we know about worker displacement in the US?" *Industrial relations* 28:51-59.
- Jacobson ,Louis ,Robert Lalowe,and Daniel Sullivan(1993). "Earnings Losses for Displaced Workers" *American Economic Review* 83(4)-685-709.
- Jacobson, Louis S., Robert J. LaLonde, and Daniel G. Sullivan.(1993). "Earnings Losses of Displaced Workers." *American Economic Review* 83:685-709.

Marie, Jahoda. (1981). "Work, Employment, and Unemployment." *American Psychologist*

36:184–191.

Jahoda, Marie. (1982). *Employment and Unemployment: A Social Psychological Analysis*
Cambridge: Cambridge University Press.

Kaliyathi, J.W.G. (1991) *The Iron and Steel Industry in Zimbabwe And Regional Co-operation in the SADC Context*. Zimbabwe Institute of Development Studies..

Ariel and Patrick Wightman. (2011). "Parental Job Loss and Children's Educational Attainment in Black and White Middle-Class Families." *Social Science Quarterly* 92(1):57-78.

Ariel, and Kathleen M. Ziol-Guest. (2005). "Single Mothers' Employment Dynamics and Adolescent Well-Being." *Child Development* 76(10):196-211.

Ariel, and Kathleen M. Ziol-Guest. (2008). "Parental Employment Circumstances and Children's Academic Progress." *Social Science Research* 37:500–515.

Arne L, Kalleberg, L. (2000). "Changing Contexts of Careers: Trends in Labor Market Structures

and Some Implications for Labor Force Outcomes." in *Generating Social Stratification: Toward a New Research Agenda*, edited by A. C. Kerkhoff. Boulder: Westview Press.

Kalleberg, Arne L. (2009). "Precarious Work, Insecure Workers: Employment Relations in Transition." *American Sociological Review* 74(1): 1-22.

Katz, Lawrence. (2010). "Long-Term Unemployment in the Great Recession." Hearing on "Long-Term Unemployment: Causes, Consequences and Solutions", Joint Economic Committee U.S. Congress, April 29, 2010.

Leana, C. R., and D. C. Feldman. (1988). "Individual Responses to Job Loss: Perceptions, Reactions, and Coping Behaviors." *Journal of Management* 14:375–389.

Kessler, Ronald C., J. Blake Turner, and James S. House. (1988). "Effects of Unemployment on Health in a Community Survey: Main, Modifying, and Mediating Effects." *Journal of Social Issues* 44:69–85.

J. Blake Turner, Kessler, Ronald C., and James S. House. (1989). "Unemployment, Reemployment, and Emotional Functioning in a Community Sample." *American Sociological*

Miller, F. (1986). Use, Appraisal, and Research: A case study of social history. *The American Archivist*: 49(4), 371-392.

Mills, A. J., Gabrielle D. and Elden, W. (Eds.). (2010). *Encyclopedia of Case Study Research*. Sage Publications: California.

Austin Nichols, Stepland and Lindner. (2012), "The Impact of Temporary Assistance Programmers' on Disability Rolls and Reemployment" Working Paper (2012) Boston M.A. Center for Retirement Research at Boston College. <http://crr.bc.edu/wp-content/uploads/2012/01/wp-2012-2-5-08.pdf>

Mungoshi, J. (2014) Resuscitation of Zimbabwe's Iron and Steel Production Industry-Risks and Opportunities.

Newman, Katherine S. (1988). *Falling from Grace: The Experience of Downward Mobility in the American Middle Class*. New York, NY: Vintage Books.

Oreopoulos, Philip, Marianne Page, and Ann Huff Stevens. 2008. "The Intergenerational Effects of Worker Displacement." *Journal of Labor Economics* 6(3):455-483.

Page, Marianne, Ann Huff Stevens, and Jason Lindo. (2009). "Parental Income Shocks and Outcomes of Disadvantaged Youth in the United States." Pp. 213-236 in *The Problems of Disadvantaged Youth: An Economic Perspective*, by J. Gruber. University of Chicago Press.

- Paul, K. I. and K. Moser. (2009). "Unemployment Impairs Mental Health: Meta-Analyses." *Journal of Vocational Behavior* 74:264–82
- Oppenheim, A.N., (1992) *Qualitative Design, Interviewing and Attitude Measurement*, Continuum, London.
- Paris, M. (1988). *Library school closings: Four case studies*. Metuchen, NJ: Scarecrow Press.
- Patton, M. Q. (1980). *Qualitative evaluation methods*. Beverly Hills, CA: Sage.
- Powell, R. R. (1985). *Basic research methods for librarians*. Norwood, NJ: Ablex.
- , Elizabeth Menaghan, Morton Lieberman, Leonard Pearlin, and Joseph Mullan. (1981). "The Stress Process." *Journal of Health and Social Behavior*. 22: 337-56.
- Regge, Mari.Kjet.Telle, and Mark Vortubra .(2011) "Parental job loss and children's school performance" *Review of Economic Studies*.
- Robert, E. S. (1995). *The Art of Case Study Research* (Thousand Oaks: Sage, 1995).
- Rodger, K. and Dale, S. (2008). *Collaborative Medicine Case Studies: Evidence in Practice*. Springer. New York.
- Rolls, G. (2005). *Classic Case Studies in Psychology*. Hodder Education, Abingdon, England.
- Simons, H. (1980). *Towards a science of the singular: Essays about case study in educational research and evaluation*. Norwich, UK: University of East Anglia, Centre for Applied Research in Education.
- Stake, R. E. (1995). *The art of case study research*. Thousand Oaks, CA: Sage.
- Sullivan, Daniel, and Till von Wachter. 2009. "Job Displacement and Mortality: An Analysis Using Administrative Data," *Quarterly Journal of Economics* 124:1265-1306.

Shuttleworth, I., Tyler, P. and McKinstry, D. (2005), Redundancy, Adjustment, and Unemployability. (2005), What we can learn from the 2000 Harland and Wolf Redundancy? Environmental and Planning.

The Merriam-Webster Online Dictionary. (2015).

Thomas, G. (2011). A Typology for the Case Study in Social Science Following a Review of Definition, Discourse and Structure. *Qualitative Inquiry*, 17, 6, 511-521. Thomas, G. (2011). *How to do your Case Study* (Thousand Oaks: Sage, 2011).

Tomaney, J., Conford, D., Whittingham, D., Hayward, S., Pike, A. and Thomas, D. (1997) Workers experience on plant closure: The Case of Swan Hunter on Tyneside. Discussion Paper no 97/1 Center for Urban and Regional Development Studies, University of Newcastle

Turner, J. Blake. (1995). "Economic Conditions and the Health Effects of Unemployment." *Journal of Health and Social Behavior*. 36: 213-229.

Von Wachter, Till. (2010). "Long-Term Employment: Causes, Consequences, and Solutions."

Testimony before the Joint Economic Committee of the U.S. Congress.

Von Wachter, Jill., Jaenson and Joyce Manchester. (2009). Long-term Earnings Losses due to Mass layoffs during the (1982) recession .An analysis of the US Administrative data from 1974-2004. Columbia.

Walton, D. (1993) Stat Pac Gold iv: Marketing and Strategy Research Education .Minneapolis, MN: Stat Pac.

Warr, P., and P. Jackson. (1985.) "Factors influencing the psychological impact of prolonged unemployment and of re-employment." *Psychological Medicine* 15:795-807.

Wetzell, James R. (1995). "Labor Force, Unemployment and Earnings." Pp. 59-105 in *State of the Union: America in the 1990s*, edited by R. Farley. New York, NY: Russell Sage Foundation.

Weiss, C.H., and Bucuvala, M. J. (1980). *Social science research and decision-making*. New York: Columbia University Press.

Wieviorka, M. (1992). *Case Studies: History or Sociology?* In C.C. Ragin and H.S. Becker (Eds) *What is a Case? Exploring the Foundations of Social Inquiry*. New York: Cambridge University Press.

Yin, R. K. (2014). *Case Study Research: Design and Methods*. 5th Edition. Sage Publications. California.

Appendix 1. Letter of permission

Midlands State University

P.Bag 9055

Gweru

Administrative Manager

ZISCOSTEEL

Redcliff

28 August 2016

Dear Sir/ Madam

REF: REQUEST TO CARRY OUT A RESEARCH ON THE SOCIOECONOMIC
CHALLENGES FACED BY WORKERS OF ZISCOSTEEL.

My name is Clarridge Singagwari .I am a third year Student at Midlands State University. I am Carrying out a research on the socio economic challenges caused by the closure of ZISCOSTEEL in partial fulfilment of the Bachelor of Adult Education degree.

I hereby request for a permission and support to interview and give questionnaires to all

Relevant personnel within the organisation. All information to be collected will be handled

Professionally and will only be used for academic purposes.

Your support will be greatly appreciated

Yours faithfully

Clarridge Singagwari

Appendix 2 Employee Questionnaire

My name is Clarridge Singagwari. I am a student at Midlands State University currently studying to attain a Bachelor of Adult Education. I am conducting an academic research on the **Socio Economic effects caused by the closure of ZISCOSTEEL**. I kindly ask if you may assist me by completing the questionnaire .The information to be collected will assist in trying to find solutions to the socio economic problems faced by the workers. All information collected shall remain private and confidential and will be used for the purpose of this research only. I appreciate your willingness to help me in my research effort. Thank you.

		1		2		
Gender	Male	<input type="checkbox"/>	Female	<input type="checkbox"/>	(tick appropriate box)	
		1		2		3
Service (years)	0-5	<input type="checkbox"/>	6-10	<input type="checkbox"/>	11- 20	<input type="checkbox"/>
					21+	<input type="checkbox"/>
		1		2		3
Position	Manager	<input type="checkbox"/>	Supervisor	<input type="checkbox"/>	Employee	<input type="checkbox"/>
				1		2
						3
Department	Sales & Distribution	<input type="checkbox"/>	Warehouse	<input type="checkbox"/>	Finance & Administration	<input type="checkbox"/>

- In what capacity are you employed by the company?
.....
- What caused the Company to close to close down?
.....
.....
.....

3. Did the company management communicate about the impending closure? Tick where appropriate.

yes	No
-----	----

4. Are you still receiving your salaries? Tick where appropriate.

yes	No
-----	----

5. Did you receive your terminal benefits? Tick where appropriate.

yes	No
-----	----

6. Did you receive the following benefits when the Company was still operational?

(a) Accommodation

yes	no
-----	----

(b) School fees assistance

yes	no
------------	-----------

(c) Transport (d)

yes	no
------------	-----------

Health Care

yes	no
------------	-----------

(e)Funeral Assistance

yes	no
------------	-----------

(f) Education assistance

yes	no
------------	-----------

7. What are your academic qualifications?

.....
.....

8. What professional qualification do you hold?

.....

9. What are the economic challenges that you are facing?

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

10. What are the impacts of the economic challenges your lives?

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

11. What are the Social problems that you are facing?

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

12. What is the impact of these social challenges on your lives?

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

13. Do you have any other source of income? Tick where appropriate.

yes	no
<input type="checkbox"/>	<input type="checkbox"/>

14. If the answer above is no, how are you surviving?

.....

.....
.....

15. Are you receiving any form of assistance from the Government?

16. In your opinion what measures do you think could be used to alleviate your situation.....

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

Appendix 3. Councilor Questionnaire

My name is Clarridge Singagwari. I am a student at Midlands State University currently studying to attain a Bachelor of Adult Education. I am conducting an academic research on the **Socio Economic effects caused by the closure of ZISCOSTEEL**. I kindly ask if you may assist me by completing the questionnaire .The information to be collected will assist in trying to find solutions to the problems facing the workers. All information collected shall remain private and confidential and will be used for the purpose of this research only. I appreciate your willingness to help me in my research effort. Thank you.

1 2

Gender Male Female (tick appropriate box)

1. For how long have you served as a Councilor?

2. Which ward do you represent.....

3. Are there any ZISCOSTEEL workers residing in your area? Tick where appropriate

yes	No
-----	----

4. Are the workers still receiving their salaries? Tick where appropriate.

yes	No
-----	----

5. Did the workers receive their terminal benefits? Tick where

yes	No
-----	----

appropriate.

6. What economic challenges are they

facing?.....
.....
.....
.....

7. What are the impacts of the economic challenges faced by the workers in

yourward?.....
.....
.....
.....
.....

8. What are the Social problems being faced by the

workers?.....
.....
.....
.....

9. What are the impacts of these social challenges in the community?

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

11. How are they surviving.....

.....
.....

13. Are they receiving any form of help from the Government?

yes	no
------------	-----------

14. In your opinion what mitigation measures could be considered to assist the workers or others in the same predicament?.....

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

.....

3. Are there any ZISCOSTEEL workers resident in your area? Tick where appropriate

yes	no
-----	----

4. Are they still receiving their salaries? Tick where appropriate.

yes	no
-----	----

5. Did they receive their terminal benefits? Tick where appropriate.

yes	no
-----	----

6. What are the economic challenges they are facing?

.....

.....

.....

7. What are the impacts of these economic challenges on the workers in your area of responsibility?

.....

.....

.....

.....

8. What are the Social problems being faced by the workers and their families?

.....

.....
.....

9. What are the impacts of these social challenges in the community?

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

11. How do the workers relate with the community?

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

13. As a department what are you doing to assist them?

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

14. In your opinion what mitigation measures could be considered to assist the workers or others in the same predicament?

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

Appendix 5. Teachers Questionnaire

My name is Clarridge Singagwari. I am a student at Midlands State University currently studying to attain a Bachelor of Adult Education. I am conducting an academic research on the **Socio Economic effects caused by the closure of ZISCOSTEEL**. I kindly ask if you may assist me by completing the questionnaire .The information to be collected will assist in trying to find solutions to the socio economic problems faced by the workers. All information collected shall remain private and confidential and will be used for the purpose of this research only. I appreciate your willingness to help me in my research effort. Thank you.

1 2

Gender Male Female (tick appropriate box)

1. Do you work in Redcliff?

.....

2. For how long have you been working there?.....

3. Are you resident in Redcliff?.....

4.If the answer is yes, which part of Redcliff do you stay in?

.....

3. Are there any ZISCOSTEEL workers resident in your area? Tick where appropriate.

yes	No
-----	----

4. Are they still receiving their salaries? Tick where appropriate.

yes	No

5. Do you have any children whose parents worked at ZISCOSTEEL in your class? Tick where appropriate.

yes	No

6. What economic challenges are they facing?

.....

.....

.....

7. What are the impacts of these economic challenges on the children's education?

.....

.....

.....

.....

9. What social challenges are children facing?

.....

.....

.....

10. What are the impacts of these social challenges on the children's education?.....

.....

.....

.....

.....
.....

11. Are children receiving any assistance

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

12. In your opinion what measures could be used to help the workers or others in the same predicament.....

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

Appendix 6 INTERVIEW GUIDE FOR COMPANY MANAGEMENT

My name is Clarridge Singagwari. I am a student at Midlands State University currently studying to attain a Bachelor of Adult Education. I am conducting an academic research on the **Socio Economic effects caused by the closure of ZISCOSTEEL**. I kindly ask if you may assist me by completing the questionnaire .The information to be collected will assist in trying to find solutions to the socio economic problems faced by the workers. All information collected shall remain private and confidential and will be used for the purpose of this research only. I appreciate your willingness to help me in my research effort. Thank you.

1. When did the company close down?
2. Did you warn the workers about the pending closure?
3. Does the company owe workers any salaries?
4. Did the company pay severance packages to the workers?
5. How many workers did the company have?
6. What are the social challenges faced by the workers?
7. What are the economic challenges faced by the workers?
8. What measures are in place to assist them?
9. Describe the extend of the socio economic problems?
10. Do you think the company still has the capacity to assist the workers?

Appendix 8 INTERVIEW GUIDE TO NURSES.

My name is Clarridge Singagwari. I am a student at Midlands State University currently studying to attain a Bachelor of Adult Education. I am conducting an academic research on the **Socio Economic effects caused by the closure of ZISCOSTEEL**. I kindly ask if you may assist me by completing the questionnaire .The information to be collected will assist in trying to find solutions to the socio economic problems faced by the workers. All information collected shall remain private and confidential and will be used for the purpose of this research only. I appreciate your willingness to help me in my research effort. Thank you.

1. Is the Hospital/clinic that you work for situated in Redcliff?
2. Are there any ZISCOSTEEL workers in your catchment area?
3. Is your institution run by the Company ,Government or Municipality?
4. Are you aware of problems faced by ZISCOSTEEL workers?
5. What kind of problems are they facing?
6. What economic challenges are the ZISCOSTEEL workers facing?
7. What is the extent of the social problems faced by ZISCOSTEEL workers?
8. Do you charge fees for your services?
9. How much do you charge?
10. Are the people affording to pay?
11. What do you do when a patient fails to pay?
12. What programs has your department put in place to assist the workers and their families?
13. What mitigation measures could be put in place to assist the workers?

Appendix 9 INTERVIEW GUIDE TO POLICE OFFICERS

My name is Clarridge Singagwari. I am a student at Midlands State University currently studying to attain a Bachelor of Adult Education. I am conducting an academic research on the **Socio Economic effects caused by the closure of ZISCOSTEEL**. I kindly ask if you may assist me by completing the questionnaire .The information to be collected will assist in trying to find solutions to the socio economic problems faced by the workers. All information collected shall remain private and confidential and will be used for the purpose of this research only. I appreciate your willingness to help me in my research effort. Thank you.

1. Are you stationed at Redcliff Police Station?
2. Are there any ZISCOSTEEL workers in your area of responsibility?
3. Are you aware of problems faced by ZISCOSTEEL workers?
4. What kind of problems are they facing?
5. What economic challenges are the ZISCOSTEEL workers facing?
6. What is the extent of the social problems faced by ZISCOSTEEL workers?
7. How would you describe the crime rate in your area?
8. Is there any difference on crime levels before the company was closed and after the company was closed?
9. In your opinion what mitigation measures could be put in place to assist the workers?