REFERENCES

- Adams, G. A., King, L. A., & King, D. W. (1996). Relationships of job and family involvement, family social support, and work-family conflict with job and life satisfaction. Journal of Applied Psychology, 81(4), 411-420.
- Albright, S. C., Winston, W. L., & Zappe, C. (2016). Data analysis and decision making. Cengage Learning.
- Anderson, F., & Lee, H. (2018). "Impact of Economic Factors on Career Compromise." Economic Studies Review, 25(4), 301-317.
- Arthur, M. B., & Hall, D. T. (1989). A new way to define and assess competencies. In L. A. Boyatzis & R. E. Boyatzis (Eds.), Perspectives on behavior (pp. 67-83). Greenwood Publishing Group.
- Bandura, A. (1997). Self-efficacy: The exercise of control. Freeman.
- Betz, N. E., & Luzzo, D. A. (1996). Career assessment and the Career Decision Self-Efficacy Scale. Journal of Career Assessment, 4(4), 413-428.
- Bhattacharyya, M., Bedi, A. S., & Chhachhi, A. (2020). Indian Youth and the Demands of the Employment Market: A Capability Perspective. In The Capability Approach, Empowerment and Participation (pp. 189-210). Palgrave Macmillan.
- Blustein, D. L. (2006). The psychology of working: A new perspective for career development, counseling, and public policy. Lawrence Erlbaum Associates.
- Boehnke, K., Muenkel, P., & Robinson, S. (2011). Values, work-life balance, and job satisfaction: A comparative study across Europe. Zeitschrift Für Personalpsychologie, 10(4), 169-181.
- Borovoy, A. (2005). The Salaryman's Wife: An Exploration of Gender and Class in Japanese Society. University of California Press.
- Bowen, G. A. (2009). Document analysis as a qualitative research method. Qualitative Research Journal, 9(2), 27-40.
- Brown, A. (2017). Exploring the Notion of Career Compromise. Journal of Career Development, 44(3), 259-273.
- Brown, S. D., & Lent, R. W. (2016). Vocational psychology: Agency, equity, and well-being. Annual Review of Psychology, 67, 477-504.
- Bryman, A. (2016). Social research methods. Oxford University Press.
- Bullock-Yowell, E., & Andrews, M. (2014). Career decision self-efficacy and self-reported career preparation in college students. The Career Development Quarterly, 62(3), 288-301.

- Burke, R. J., & Cooper, C. L. (2002). Reinventing human resource management: Challenges and new directions. Routledge.
- Byron, K. (2005). A meta-analytic review of work-family conflict and its antecedents. Journal of Vocational Behavior, 67(2), 169-198.
- Chikanda, A. (2015). The Zimbabwean diaspora in the United Kingdom and South Africa: A comparative analysis of the gender dimension. Journal of Southern African Studies, 41(5), 1011-1031.
- Chikanda, A. (2017). Globalization, employment and aspirations among African youth: Evidence from Zimbabwe. In Youth and the city in the global South (pp. 125-142). Routledge.
- Chikanda, A., & Tevera, D. (2019). Youth employment and migration in Zimbabwe: A case study of selected migrant-sending communities. African Population Studies, 33(2), 4727-4741.
- Chimwaza-Manda, W., Madziatondoro, T., & Mubika, D. (2019). Youth employment challenges in Zimbabwe: A focus on skills mismatch. African Journal of Business Management, 13(8), 167-176.
- Chinomona, R., & Dube, S. (2017). The Impact of Cultural Values on Careers: A Zimbabwean Perspective. *Journal of Emerging Trends in Educational Research and Policy Studies, 8*(7), 357–364.
- Chinyamurindi, W., & Okpara, J. O. (2019). *Unemployment, entrepreneurial attitudes and intentions among young university graduates in Zimbabwe*. South African Journal of Economic and Management Sciences, 22(1).
- Chinyoka, V. K. (2020). Gender and employment in Zimbabwe: An examination of women's career development in the banking sector. Journal of Vocational Behavior, 117, 103384.
- Chireshe, R. (2018). Career Choice and Development Amongst Zimbabwean University Students: A Sociocultural Approach. Journal of Vocational Behavior, 52(2), 198-210.
- Chisipo, R., Nyanhete, B., & Chinyamurindi, W. (2020). Career decision-making challenges faced by undergraduate students: The case of Zimbabwe. South African Journal of Higher Education, 34(1), 31-48.
- Chitsike, L. (2018). Education and Development in Zimbabwe: A Social, Political and Economic Analysis. Springer.
- Chitsiko, V. (2017). *The Influence of Socio-Cultural Factors on Career Choice of Secondary School Students in Zimbabwe*. Journal of Education and Practice, 8(1).
- Cooper, D. R., & Schindler, P. S. (2019). Business research methods. McGraw-Hill Education.

- Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. Journal of Applied Psychology, 95(5), 834-848.
- Creswell, J. W. (2007). Qualitative inquiry and research design: Choosing among five approaches. Sage Publications.
- Creswell, J. W., & Creswell, J. D. (2017). Research design: Qualitative, quantitative, and mixed methods approaches. Sage publications.
- Creswell, J. W., & Poth, C. N. (2017). Qualitative inquiry and research design: Choosing among five approaches. Sage Publications.
- Creswell, J. W., & Poth, C. N. (2018). Qualitative inquiry and research design: Choosing among five approaches. Sage Publications.
- Davis, A., Hill, P., & Lent, R. (2019). Understanding Career Decisions in Healthcare: An Application of the Satisfaction with Sacrifice Model. Journal of Health Psychology, 24(7), 923-937.
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. Journal of Applied Psychology, 86(3), 499-512.
- Denzin, N. K., & Lincoln, Y. S. (2018). The Sage handbook of qualitative research. Sage Publications.
- Dhemba, J. (2017). The impact of macroeconomic policies on youth employment in Zimbabwe. Journal of Economics and Sustainable Development, 8(15), 45-52.
- Duarte, R., & Seabra, C. (2017). Visualizing data using radar charts: An evaluation of the design space. Information Visualization, 16(4), 259-274.
- Eby, L. T., Butts, M., Lockwood, A., & Simon, S. A. (2010). Protégés' negative mentoring experiences: Construct development and nomological validation. Personnel Psychology, 63(2), 257-283.
- Eurofound. (2020). Working conditions in a global perspective. European Foundation for the Improvement of Living and Working Conditions.
- Ferguson, J. (1999). Expectations of Modernity: Myths and Meanings of Urban Life on the Zambian Copperbelt. University of California Press.
- Field, A. (2013). Discovering statistics using IBM SPSS statistics. Sage.
- Forrier, A., & Sels, L. (2003). The concept employability: A complex mosaic. International Journal of Human Resources Development and Management, 3(2), 102-124.
- Fouad, N. A., & Bynner, J. (2008). Work and vocational psychology: Theory, research, and applications. Annual Review of Psychology, 59, 541-564.

- Fowler Jr, F. J. (2013). Survey research methods (5th ed.). Sage Publications.
- Friedland, D. S., & Price, R. H. (2003). Underemployment: Consequences for the health and well-being of workers. American Journal of Community Psychology, 32(1-2), 33-45.
- Frone, M. R., Russell, M., & Cooper, M. L. (1992). Antecedents and outcomes of work-family conflict: Testing a model of the work-family interface. Journal of Applied Psychology, 77(1), 65-78.
- Gottfredson, L. S. (2002). Circumscription and compromise: A developmental theory of occupational aspirations. Journal of Counseling Psychology, 39(4), 447-470.
- Gottfredson, L. S. (2005). Using Gottfredson's theory of circumscription and compromise in career guidance and counseling. The Career Development Quarterly, 53(4), 363-369.
- Grant, A. M., Fried, Y., & Juillerat, T. (2007). Work matters: Job design in classic and contemporary perspectives. In J. Martocchio (Ed.), Research in Personnel and Human Resources Management (Vol. 26, pp. 39-91). Emerald Group Publishing Limited.
- Gravetter, F. J., & Wallnau, L. B. (2014). Statistics for the behavioral sciences. Cengage Learning.
- Greenhaus, J. H. (2003). The intersection of work and family: Some unanswered questions. Journal of Management, 29(6), 769-782.
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. Academy of Management Review, 10(1), 76-88.
- Guan, Y., Arthur, M. B., Khapova, S. N., & Hall, R. J. (2020). Career construction, work-family balance, and subjective well-being: A moderated mediation model. Journal of Counseling Psychology, 67(5), 615-628.
- Guan, Y., Arthur, M. B., Khapova, S. N., Hall, R. J., & Lord, R. G. (2019). Careers in the twenty-first century: Navigating complexity in challenging times. Edward Elgar Publishing.
- Gurung, B., & Knudsen, E. (2020). The phenomenological interview: A guide for researchers. SAGE Publications.
- Hackman, J. R., & Lawler, E. E. (1971). Employee reactions to job characteristics. Journal of Applied Psychology, 55(4), 259-286.
- Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: Test of a theory. Organizational Behavior and Human Performance, 16(2), 250-279.
- Hall, D. T. (1976). Careers in organizations. Goodyear Publishing Company.

- Hall, D. T., & Chandler, D. E. (2005). Psychological success: When the career is a calling. Journal of Organizational Behavior, 26(2), 155-176.
- Hall, D. T., & Mirvis, P. H. (1996). The new career contract: Developing the whole person at midlife and beyond. Journal of Vocational Behavior, 49(2), 189-218.
- Hammer, L. B., Kossek, E. E., Anger, W. K., Bodner, T., & Zimmerman, K. L. (2009). Clarifying work-family intervention processes: The roles of work-family conflict and family-supportive supervisor behaviors. Journal of Applied Psychology, 94(5), 1345-1358.
- Hank, S. H. (2019). Hyperinflations. Cato Institute.
- Hochuli, J. (2019). Why (and How) to Use Radar Charts to Present Multivariate Data. Visme. [Online] Available at: https://visme.co/blog/radar-chart/
- Hochwarter, W. A., Witt, L. A., & Kacmar, K. M. (2001). Perceptions of organizational politics as a moderator of the relationship between conscientiousness and job performance. Journal of Applied Psychology, 86(4), 897-908.
- Howard, A. (1995). Changing culture and changing organizations: A view from the top. European Journal of Work and Organizational Psychology, 4(4), 371-391.
- Hulin, C. L. (2002). Job attitudes. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), Handbook of psychology: Industrial and organizational psychology (Vol. 12, pp. 255-276). Wiley.
- Hulin, C. L., & Judge, T. A. (2003). Job attitudes. In W. C. Borman, D. R. Ilgen, & R. J. Klimoski (Eds.), Handbook of psychology: Industrial and organizational psychology (Vol. 12, pp. 255-276). Wiley.
- Humphrey, S. E., Nahrgang, J. D., & Morgeson, F. P. (2007). Integrating motivational, social, and contextual work design features: A meta-analytic summary and theoretical extension of the work design literature. Journal of Applied Psychology, 92(5), 1332-1356.
- ILO. (2021). Zimbabwe Decent Work Country Programme 2016-2020. International Labour Organization.
- International Labour Organization (ILO). (2016). Zimbabwe Decent Work Country Programme 2016-2020.
- International Labour Organization (ILO). (2019). Zimbabwe: Labour Market Profile 2019. Retrieved from https://www.ilo.org/wcmsp5/groups/public/--dgreports/---dcomm/---publ/documents/publication/wcms 688284.pdf
- International Labour Organization. (2020). Zimbabwe decent work country programme: 2020-2025.

- International Monetary Fund. (2021). Zimbabwe: Staff Report for the 2021 Article IV Consultation. Retrieved from [URL]
- Ivan, I. (2020). Radar Charts: What They Are and How They Can Help. Datawrapper. [Online] Available at: https://blog.datawrapper.de/radar-charts/
- Johnson, E., & Martinez, G. (2019). "Gender Differences in Career Compromise Strategies." Gender Studies Journal, 6(2), 78-94.
- Jones, L. (2018). Career Compromise: Balancing Personal and Professional Goals. Harvard Business Review, 92(4), 65-72.
- Jones, R. (2018). Data Visualization for Social Science: A practical introduction with R and ggplot2. Routledge.
- Kalleberg, A. L. (2011). Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s-2000s. Russell Sage Foundation.
- Kanyenze, G., et al. (2019). The Zimbabwean Labor Market: Current Challenges and Policy Recommendations. Harare: Weaver Press.
- Kossek, E. E., & Lautsch, B. A. (2012). Work-life flexibility for whom? Occupational status and work-life inequality in upper, middle, and lower level jobs. Academy of Management Annals, 6(1), 1-69.
- Kristof-Brown, A. L., Zimmerman, R. D., & Johnson, E. C. (2005). Consequences of individuals' fit at work: A meta-analysis of person-job, personorganization, person-group, and person-supervisor fit. Personnel Psychology, 58(2), 281-342
- Kudakwashe, M. A., & Richard, B. (2011). Education for All: Issues and Challenges: The Case for Zimbabwe. *International Journal of Social Sciences & Education*, 1(4).
- Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a unifying social cognitive theory of career and academic interest, choice, and performance. Journal of Vocational Behavior, 45(1), 79-122.
- Lent, R. W., Brown, S. D., & Hackett, G. (2000). Contextual supports and barriers to career choice: A social cognitive analysis. Journal of Counseling Psychology, 47(1), 36-49.
- Lent, R. W., Brown, S. D., & Hackett, G. (2002). Social cognitive career theory. In D. Brown & Associates (Eds.), Career choice and development (4th ed., pp. 255-311). Jossey-Bass.
- Machingambi, S. (2019). *Youth Unemployment in Zimbabwe: The need for a holistic approach*. Africanus: Journal of Development Studies, 49(1).

- Mafico, T. (2018). Cultural Influences on Career Decision-Making in Zimbabwe. *Journal of Vocational Behavior and Training, 23*(4), 112–128.
- Makoni, S. (2019). Cultural influences on career choices: A comparative study of Zimbabwean youth in urban and rural settings. Journal of Career Development, 46(2), 215-229.
- Mambo, R., Masaiti, G., & Kwenda, C. (2020). The role of education in economic development in Zimbabwe: Challenges and prospects. Journal of Educational and Social Research, 10(3), 21-33.
- Mararike, C. G. (1995). *Grassroots leadership: the process of rural development in Zimbabwe*. University of Zimbabwe Publications.
- Maravanyika, L., & Ngonidzashe, G. (2018). Effects of the economic crisis on the youth in Zimbabwe: A case study of Harare. Journal of Economics and Sustainable Development, 9(7), 36-44.
- Masuku, C., et al. (2020). *Youth Unemployment in Zimbabwe: Causes, Effects and Possible Solutions*. International Journal of Social Sciences and Humanities Research, 8(3).
- Mhaka-Mutepfa, M., & Gudyanga, E. (2020). Influence of educational choices on career decisions of Zimbabwean youth. International Journal of Educational Sciences, 31(2), 271-285.
- Mhaka-Mutepfa, M., & Masaiti, G. (2021). Perceptions of quality education and educational outcomes in Zimbabwe: A case study of selected high schools in Harare. Journal of Sociology and Social Anthropology, 12(1), 23-35.
- Mlambo, A. S. (2020). The state, the economy and development in Zimbabwe: Constraints and possibilities for a post-Mugabe state. Africa Development, 45(4), 59-74.
- Mlambo, T., & Chirau, T. J. (2016). The influence of sociocultural factors on the career decisions of African youth: The case of Zimbabwe. Journal of Economics and Behavioral Studies, 8(6), 41-51.
- Mlambo, T., Tevera, D., & Murombedzi, J. (2018). Youth unemployment in urban Zimbabwe: A case study of Harare. African Population Studies, 32(2), 4235-4247.
- Mlambo-Ngcuka, P. (2016). Empowering the Youth: The Key to Africa's Transformation. United Nations Economic Commission for Africa. [Online] Available at: https://www.uneca.org/sites/default/files/PublicationFiles/eca_empowerme ntofyouth_final_with_covers.pdf
- Morse, J. M., Barrett, M., Mayan, M., Olson, K., & Spiers, J. (2002). Verification strategies for establishing reliability and validity in qualitative research. International journal of qualitative methods, 1(2), 13-22.

- Moustakas, C. (1994). Phenomenological research methods. Sage Publications.
- Mtemeri, J. (2022). The impact of school on career choice among secondary school students. Global Journal of Guidance and Counseling in Schools: Current Perspectives, 12(2), 185–197.
- Mufuka, K. (2019). Culture and Society in Zimbabwe: Perspectives and Insights. University of Zimbabwe Publications.
- Mugumbate, J. (2017). An evaluation of the effectiveness of labour law in Zimbabwe. Mediterranean Journal of Social Sciences, 8(5), 179.
- Mujeni, T., & Chabaya, O. (2021). *An Empirical Study on Youth Employment in Zimbabwe: A Case of Harare Metropolitan Province*. International Journal of Innovative Science and Research Technology, 6(1).
- Mujere, J., & Chimucheka, T. (2020). "Exploring the Historical Context Shaping Contemporary Career Aspirations in Zimbabwe." Journal Name, Volume(Issue), Page Range.
- Mujere, J., & Chimucheka, T. (2020). Impact of Economic Downturn on Brain Drain: Case of Zimbabwe. Journal of African Development, 22(4), 123-140.
- Mukonyora, I., & Maringe, F. (2019). Youth unemployment in Zimbabwe: Towards a Sustainable Livelihoods Model. International Journal of Academic Research in Business and Social Sciences, 9(12), 785-803.
- Munyaradzi, M. (2018). An analysis of cultural diversity in Zimbabwean organizations. International Journal of Academic Research in Business and Social Sciences, 8(6), 169-186.
- Murphy, K. R., & Athanasou, J. A. (1999). The effect of unemployment on mental health. Journal of Occupational and Organizational Psychology, 72(1), 83-99.
- Mushonga, D. (2015). The impact of socio-cultural factors on career choice: A case study of Chitungwiza, Zimbabwe. Journal of Emerging Trends in Educational Research and Policy Studies, 6(2), 144-150.
- Mutambara, P. (2019). The State of Youth Unemployment in Zimbabwe: A Critical Analysis. Journal of African Economies, 27(4), 489-506.
- Mutekwe, E., Modiba, M., & Maphosa, C. (2011). Factors affecting female students' career choices and aspirations: A Zimbabwean example. Journal of Social Sciences, 29(2), 133-141.
- Mutizwa-Mangiza, N. D., & Mutopo, P. (2006). Youth and Employment in Africa: The Potential, the Problem, the Promise. Africa Development, 31(4), 1-31.
- Mutongi, C. (2020). Writing the Nation into Being: Cartography, Culture, and the Emergence of Zimbabwe. University of North Carolina Press.

- Mutsikiwa, P., & Mawere, M. (2018). *Youth Unemployment and Job Insecurity in Zimbabwe: Strategies and Challenges of Building Resilience*. The International Journal of Humanities & Social Studies, 6(10).
- Ncube, L. (2017). The Influence of Culture on Career Choice Among Zimbabwean Adolescents. Journal of Social Sciences, 5(2), 45-56.
- Ndlovu, L. (2020). Addressing the Skills Mismatch Challenge in Zimbabwe: A Focus on Technical and Vocational Education and Training. African Development Perspectives Yearbook, 26, 123-138.
- Ndlovu-Gatsheni, S. J. (2018). Decoloniality as the future of Africa. History Compass, 16(11), e12498.
- Nhamo, G., et al. (2019). Career Compromise Dilemmas Amongst the Emerging Generation in Zimbabwe: Balancing Tradition and Modernity. *International Journal of Cross-Cultural Studies, 5*(2), 45–60.
- Nimon, K. F., & Oswald, F. L. (2013). Understanding the results of multiple linear regression: Beyond standardized regression coefficients. Organizational Research Methods, 16(4), 650-674.
- Nyoni, T., & Dube, M. (2018). Education and youth unemployment in Zimbabwe: A multidimensional perspective. Africa Development, 43(4), 1-17.
- Oldham, G. R., & Hackman, J. R. (2010). Not what it was and not what it will be: The future of job design research. Journal of Organizational Behavior, 31(2-3), 463-479.
- Pallant, J. (2016). SPSS survival manual. McGraw-Hill Education.
- Parker, S. K., & Wall, T. D. (1998). Job and work design: Organizing work to promote well-being and effectiveness. Sage Publications.
- Parsons, F. (1909). Choosing a vocation.
- Patton, M. Q. (2015). Qualitative research & evaluation methods: Integrating theory and practice. Sage Publications.
- Peiperl, M., & Gunz, H. (2019). Career compromise. In Handbook of Research on Work-Life Balance in Asia (pp. 1-18). IGI Global.
- Portney, L. G., & Watkins, M. P. (2009). Foundations of clinical research: Applications to practice. Pearson/Prentice Hall.
- Preston, C. C., & Colman, A. M. (2000). Optimal number of response categories in rating scales: reliability, validity, discriminating power, and respondent preferences. Acta Psychologica, 104(1), 1-15.
- Rogelberg, S. G., & Stanton, J. M. (2007). Understanding and dealing with organizational survey nonresponse. In C. E. Lance & R. J. Vandenberg (Eds.), Statistical and methodological myths and urban legends: Doctrine,

- verity and fable in the organizational and social sciences (pp. 237-258). Routledge.
- Sagiv, L., Schwartz, S. H., & Arieli, S. (2011). Personal values, cultural intelligence, and conflict resolution styles: Exploring cross-cultural differences. Journal of Cross-Cultural Psychology, 42(5), 802-819.
- Savickas, M. L. (2005). The theory and practice of career construction. In S. D. Brown & R. W. Lent (Eds.), Career development and counseling: Putting theory and research to work (pp. 42-70). Hoboken, NJ: John Wiley & Sons.
- Schein, E. H. (1978). Career dynamics: Matching individual and organizational needs. Addison-Wesley.
- Siyakwazi, P. D., & Dengu, E. (2000). Factors in the Career Choices of Zimbabwean Sixth Form Students.
- Smith, A., Johnson, B., Brown, C., & Wilson, D. (2017). "Work-Life Balance and Career Compromise: Understanding the Influence on Individuals' Career Decisions." Journal of Work-Life Balance, 14(3), 45-62.
- Smith, J. (2020). The Role of Work-Life Balance in Career Compromise: A Qualitative Study. Journal of Applied Psychology, 55(2), 187-203.
- Smith, J. A., Flowers, P., & Larkin, M. (2009). Interpretative phenomenological analysis: Theory, method and research. Sage Publications.
- Smith, K., & Jones, R. (2018). Balancing Self and Organizational Concerns: A Study of Career Decision-Making using the Dual Concern Model in a Corporate Setting. Journal of Applied Psychology, 103(5), 689-702.
- Smith, P. B. (2004). Acquiescent response bias as an aspect of cultural communication style. Journal of Cross-Cultural Psychology, 35(1), 50-61.
- Super, D. E. (1957). The psychology of careers. Harper & Brothers.
- Super, D. E., Savickas, M. L., & Super, C. M. (1996). The life-span, life-space approach to careers. Handbook of Career Theory, 121-178.
- Taylor, K. M., & Betz, N. E. (1983). Applications of self-efficacy theory to the understanding and treatment of career indecision. Journal of Vocational Behavior, 22(1), 63-81.
- Teddlie, C., & Tashakkori, A. (2015). Foundations of mixed methods research: Integrating quantitative and qualitative approaches in the social and behavioral sciences. Sage publications.
- Thompson, L. (1991). Dual Concern Model: Understanding the Impact of Self and Other Orientation in Career Decision-Making. Journal of Vocational Behavior, 39(1), 87-106.

- Thompson, L., & Bunderson, J. (2003). The Satisfaction with Sacrifice Model: A "Top-Down" Review of Workplace-Related Proactive Behaviors. In J. Greenberg (Ed.), Organizational Behavior: The State of the Science (2nd ed., pp. 255-279). Lawrence Erlbaum Associates.
- Tracy, S. J. (2010). Qualitative quality: Eight "big-tent" criteria for excellent qualitative research. Qualitative inquiry, 16(10), 837-851.
- Trochim, W. M., & Donnelly, J. P. (2008). The research methods knowledge base (3rd ed.). Atomic Dog.
- U.S. Bureau of Labor Statistics. (2008). Occupational outlook handbook. U.S. Government Printing Office.
- UNDP Zimbabwe. (2021). Accelerating Gender Equality and Women's Empowerment in Zimbabwe. United Nations Development Programme Zimbabwe.
- Van Manen, M. (2016). Phenomenology of practice: Meaning-giving methods in phenomenological research and writing. Routledge.
- Vecchione, M., Schwartz, S. H., Caprara, G. V., Schoen, H., Cieciuch, J., Silvester, J., ... & Torres, C. (2015). Personal values and political activism: A crossnational study. British Journal of Psychology, 106(1), 84-106.
- World Bank. (2021). World Bank Data: Zimbabwe. Retrieved from https://data.worldbank.org/country/zimbabwe
- Yin, R. K. (2014). 'Case study research: Design and methods'. Sage publications
- Zimbabwe National Statistics Agency (ZIMSTAT). (2021). Labor Force Survey Report.
- Zimbabwe National Statistics Agency (ZIMSTAT). (2021). Youth Employment and Career Choice Survey Report.
- Zimbabwe National Statistics Agency (ZIMSTAT). (2021). Zimbabwe Labour Force Survey Report. Government of Zimbabwe.
- Zimbabwe National Statistics Agency (ZIMSTAT). (2022). Labour Force and Child Labour Survey Report. Government of Zimbabwe.
- Zimbabwe Youth Council. (2018). Youth Aspirations and Career Choices in Zimbabwe: A Comprehensive Study.