FCTZ

Southern Africa Regional Conference On Farm Workers' Human Rights & Security

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1. **INTRODUCTION:**

The Farm Community Trust of Zimbabwe (FCTZ) is happy to announce the successful completion of the first ever Southern African Regional Conference on Farm Workers Human Rights and Security. The workshop was held in Harare, Zimbabwe from the 10th to 14th September 2001. The workshop drew 124 Participants from the region, namely Lesotho, Mozambique, Swaziland, South Africa, Zambia, and Zimbabwe.

The main aim of the workshop was to discuss issues relating to farm workers rights and human security.

1.1 **WORKSHOP OBJECTIVES:**

- To develop a common understanding within farm workers' unions and support organizations working with farm worker communities.
- Facilitate an analysis of development challenges, human rights issues and socio-economic, cultural and gender related problems facing farm workers
- To develop linkages for an advocacy and public awareness framework so as to influence policy
- Invite the international community to engage pro-actively with Southern African governments on issues related to farm workers
- To position the place of farm workers in the current socio political environment, (HIV, gender, role of international community, land redistribution, citizenship).

1.2 **EXPECTED OUTCOMES**

- Regional consensus on farm worker issues
- Collective regional lobbying and networking
- Capacity building of farm worker representative organisations and support organisations
- Sharing or research and collaboration on issues that affect farm workers and information dissemination
- Exchange visits to learn from each other
- Fund raising
- Regional communiqué which will be shared with members of the press

The above workshop is aimed at empowering farm worker communities in the region to more effectively articulate their concerns.

For further information on the conference proceedings please contact that under sign:

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1.3 ABOUT THE HOST ORGANIZATION- FARM COMMUNITY TRUST OF ZIMBABWE (FCTZ)
The Farm Community Trust of Zimbabwe (FCTZ) is a local NGO that focuses on the empowerment of farm workers to achieve a better life through collaboration with all relevant stakeholders. FCTZ was established as an independent Trust in 1996 by Save the Children (UK), the Commercial Farmers Union, the General Agriculture and Plantation Workers Union of Zimbabwe (GAPWUZ) with the active support of Government sector ministries. The FCTZ was registered by the Ministry of Labour Public Service and Social Welfare as a private voluntary organisation in February 1999, registration number PVO 3/99.

The FCTZ has its roots in SCF (UK) Farm Workers Programme initiated in 1981 to introduce primary health care into the commercial farms in two districts in Mashonaland Central province. The programme expanded in the eighties to cover most of the Mashonaland Central province. In the nineties it developed into an integrated development programme encompassing early childhood development, women's clubs and adult literacy while searching for a way to empower farm communities to take control of this development. The introduction of participatory democratic structures the Farm Village Development Committees (VIDCOs), into the programme was a turning point, as these provided the communities with the necessary instruments for taking ownership of social developments that affect their lives. The VIDCOs allow for the participation of farm workers and farmers to prioritise together social developments on their own farm and through ward development committees (WADCOs) to take control of the development in their group of farms. Thus the main thrust of the FCTZ programs is community development through the establishment of participatory democratic structures.

FCTZ has developed from a relatively small organisation with staff complement of eight people in 1996 to forty people today. From implementing one program the ECEC to implementing five programs in the areas of Health, Primary Education, Gender and Community Development, Advocacy and Lobby, FCTZ has established five offices, one national office and four provincial offices, two in Mashonaland West province and one each in Mashonaland East and Central.

Aims and objectives

The overall aim of the FCTZ is to empower farm worker communities to participate in mainstream development in Zimbabwe.

Objectives

1. To assist farm communities to identify practical initiatives to improve the quality of farm workers lives particularly in the areas of education, health and housing.
2. To liaise with local and national levels of government, commercial farmers organisations, farm workers organisation and NGOs to facilitate implementation of the local initiatives.
3. To promote the development of farm communities.
4. To initiate relevant research into the situation of farm workers and the development of strategies to address this situation.
5. To raise policy issues with the relevant authorities.
1.4 OPENING ADDRESS:
Read By: Mr Museka, Permanent Secretary in the Ministry of Public Service labour and Social Welfare, on behalf of the Minister- Mr July Moyo.

The Minister started by welcoming delegates from other countries to Zimbabwe and went on to congratulate FCTZ for organising the above conference. He stated that his ministry is very concerned with the plight of farm workers in the country, and has made efforts to address some of the issues amid the challenges that the ministries faces in regards to limited funds.

The Minister went on to state that the issues affecting farm workers in the current environment are directly related to human rights. He called upon the delegates to take whatever challenges bedevilling farm workers as an opportunity of addressing human rights and make the whole process of land reform rewarding.

The Minister said that land redistribution is a historical moment, that should be addressed professional to promote economic opportunities for all citizens, especially those that have traditionally been left out due to the colonial legacy. Farm workers among this lot.

The Minister acknowledged that the process of addressing both land and farm worker rights require both financial and technical capacity, which he said was relatively limited and called on the NGOs and international community to support the worthy process. He said, that by supporting the above process, donors are ensuring the most effective way of addressing poverty in the region.

The government, said the Minister is a signatory to ILO conventions and was ready to revisit any convention if need be to ensure that the rights of the worker are protected and internationally acceptable. This is in recognition of globalisation and the need to meet internationally accepted standards.

In conclusion the Minister called on delegates to deliberate on concrete issues and recommend policy that will ensure equity, security and dignity of all citizens. This calls for the researching and documenting of relevant data on farm workers. He urged NGOs and all stakeholders to consider raising awareness among farm worker and other relevant persons so as to influence change. With this remarks he declared the conference open.
2. A REGIONAL PERSPECTIVE OF FARM-WORKERS IN SOUTHERN AFRICA SINCE THE EARLY 1990’s: Presented by Prof Lloyd Sachikonye (UZ)

The paper gives in detail the role of farm workers in the Southern African region touching on all the themes of the conference that included.

- The Question of Rights;
- Land Reform And Its Impact On Farm Workers
- Poverty Trends Amongst Farm Workers
- The Impact of The HIV/AIDS Pandemic On Farm-Workers
- Globalisation and Farm-Workers and
- Role of National Unions, NGOs And Advocacy Groups

Prof Sachikonye, started his presentation by congratulating the FCTZ for organizing such a conference with the stated aims and objectives of the conference since the issue of land reform was pertinent and appropriate based on the developments in the region.

The paper acknowledges the fact that farm-workers constitute the largest proportion of workers in the national formal sectors throughout the region. The agricultural sector, is one of the most vital sectors in the SADC region in terms of food production and export earnings. Despite the size and the strategic position of the farm-workers as a workforce, they experience the poorest working conditions as well as social and political exclusion. The majority of the workers throughout the region are vulnerable to poverty exclusion and insecurity.

The presentation also observed that the plight of farm-workers in the region is as a result of the historical imbalances experienced during the settler colonialism and apartheid. The presentation went on to observe that since the new governments came into power in the region, no concrete efforts have been made in terms of ensuring that the plight of the farm-workers is corrected in light of their contribution to the region’s fiscus. The presentation also drew participants to the issue of land reform and redistribution and the extent to which the farm-workers in the region had benefited.

THE QUESTION OF RIGHTS
The paper further discusses issues relating to the question of farm-workers rights, highlighting the various legislation that had been put in place since colonialism governing the relationship between the farm owner and the farm-worker and how the new governments in the region have sought to improve these relations through the enactment of new legislation that seek to empower the farm-workers. The paper however notes that despite the existence of a number of very progressive and protective legislation, the implementation of the legislation was problematic and in some cases non-existent.

The paper notes that there has been selective implementation of some laws as well as resistance by some employers to enforce and adhere to what the laws demand. In terms of tenure security legislation, despite its existence in some SADC states, some farmers refused to build or maintain new or additional houses for farm-workers. The protection of farm-workers rights in most of the countries has become weaker and enforcement agencies have not been able to rise to the occasion. Human security and rights of farm-workers are flouted upon through out the region as can be seen from the land reform programs being implemented in Zimbabwe and will be implemented in countries such as Namibia and South Africa.
ISSUES OF CITIZENSHIP AND GENDER

Prof Sachikonye noted that Citizenship and Gender equity rights have been difficult to attain in most of the countries in the region especially in countries that historically imported labor such as South Africa and Zimbabwe. Farm-workers who have lived in these countries for generations from countries such as Malawi, Mozambique and Zambia are denied citizenship rights. These farm-workers have no social security or medical assistance and in most cases, they return to their original countries as destitutes.

LAND REFORM AND ITS IMPACT ON FARM WORKERS

The paper gives an overview of historical imbalances regarding land ownership in the region and how the countries in the region have sought to correct these imbalances. The paper also acknowledges that land reform has been moving at a slow pace due to financial constraints and other legislative inhibitions. Prof Sachikonye further notes that the farm-workers have not been considered in a systematic manner in the land reform programs that have been undertaken in most of the SADC region. This is despite the fact that in some countries such as Zimbabwe, a draft Land Policy Document of 1999 recognises the right of farm-workers to land both in terms of residential and for resettlement.

The same scenario is found in countries such as Namibia. In terms of ownership, 52% of agricultural land is owned by about 4 200 large-scale farmers on freehold title basis. The land reform process began in 1990 and by early 2001 only about 97 farms had been acquired for redistribution. Less than 7,000 families had been resettled since Namibia’s independence in 1990. The pace of resettlement in very slow and the Namibia National Development Plan 2000 – 2005 envisages the resettlement of only 180 families over the planned period. The land redistributed to date has mainly been for the landless (excluding farm-workers) and displaced people and ex-soldiers.

In South Africa, land reform has not proceeded in a significant manner since independence in 1994 and there is not much to indicate that the farm-workers rights are guaranteed when the land reform takes off. The aim of the land redistribution in South Africa was to target about 30% of white owned land within five years. This period was extended to 15 years. To date only about 1 million hectares have been redistributed. An encouraging feature however is the existence of the Extension of Security of Tenure Act (ESTA) of 1997, which seeks to promote security of tenure and to protect farm-workers from unfair and arbitrary eviction. By 1999 about 714,000 hectares had been redistributed mainly to the urban-based, and not to many farm-workers.

POVERTY TRENDS AMONGST FARM-WORKERS

The presentation noted that the working conditions of farm-workers in the SADC region where poor. The wage conditions are low in all countries. Poor wages lead to poverty. The farm-workers in the region live in perpetual indebtedness to their employers for goods bought from the farm stores.
In South Africa, it is estimated that farm-dwellers make up over 50% of about 14 million South Africans who live in abject poverty. Farm workers earnings are between R350 and R590 per month. Housing, health and schooling conditions of farm-workers were not adequate. In 1994, 34% of black male workers and 29% black female workers had no formal education.

In Zimbabwe, the farm-workers experiences are more severe due to mainly the current macro-economic crisis that has lead to deeper poverty levels. Poverty was more prevalent in rural areas where 75 per cent of households were poor and on large-scale farms nearly 60 per cent of households experienced poverty. Provision of education and health facilities were also very poor in the farming areas. Due to meager wages, farm-workers cannot afford the increased medical fees at local clinics. This has lead to the call for farm health centres. However, the issue still under debate is who should fund these health centres? Should it be the farmer or the government or both? These were some of the issues the conference was challenged to debate and offer recommendations.

THE IMPACT OF THE HIV-AIDS PANDEMIC ON FARM WORKERS

The presentation gave an overview of the impact of HIV/AIDS in the region and how this has affected farm-workers. The presentation noted that the prevalence of HIV/AIDS amongst the adult population ranges from about 14 per cent in Mozambique to about 36 per cent in Botswana. HIV/AIDS prevalence rate is estimated at about 20 per cent in Namibia and South Africa and about 25% in Zimbabwe.

Given the closed and isolated nature of farm communities they are more vulnerable to the ravages of the HIV/AIDS pandemic especially in light of the fact that education for behaviour change are scarce or non-existent in these communities.

The challenge for the conference was to discuss and debate on how best to tackle the issues related to the HIV/AIDS pandemic in farm communities. The effects of the prevalence of HIV/AIDS amongst farm workers were bound to affect productivity trends within the farming sector. The pandemic would lead to the massive loss of skilled labor and loss of income and breadwinners and an increase in orphans.

The conference was urged to proffer new ideas for integrated all embracing program that would seek to eradicate poverty within farm communities and empower farm workers so that they participate equally and proudly in the development of the SADC economies.

GLOBALISATION AND FARM-WORKERS

Prof Sachikonye noted that globalisation had involved the integration of markets through production, investment and trade. The Agriculture sector has not been spared by globalisation. Southern African countries have been woven into the web of globalisation and have become exporters of many agricultural products. The buyers who include rich multi-national corporations usually determine the pricing of the commodities. Farm workers find themselves marginalised in the determination of the prices. Thus, globalisation has to a large extent worsened the working conditions of the farm-workers. When prices plummet, farmers cushion themselves by among others the reduction of wages for the farm-workers. However, when prices rise, the same does not apply to the wages of the farm workers.
The conference was urged to discuss the effects of globalisation on wage conditions of farm-workers and to come up with strategies on how farm worker Unions can ensure that the effects of globalisation do not further marginalise and disadvantage the farm-workers.
ROLE OF NATIONAL UNIONS, NGOs AND ADVOCACY GROUPS

The presentation noted that the role of trade unions in the farming sectors for the benefit of the farm-workers has historically been slow. Due to the geography characterizing the farming communities, logistics have proved difficult and mobilization of farm workers has proved difficult. This experience is shared by most countries in the SADC region. Attitudes of farm owners also sometimes inhibit trade unionism on farms as they are viewed as private property. Despite the handicaps, farm-worker unions have become visible especially in the post-independence era in the region. Labour friendly legislation in Zimbabwe (1980) and Namibia and South Africa in the 1990s has provided unions with a framework to mobilise farm-workers and to engage in collective bargain with farmer organisations.

Despite these developments, the farm-worker unions are usually under-funded as they rely on contributions of the farm-workers who are in turn very lowly paid and sometimes unable to contribute their membership fees to the unions. Lack of adequate funds would also affect the advocacy activities of the unions.

The conference participants were challenged to map strategies on how best the unions could widen their advocacy activities with different government departments and more outreach programs to build awareness among farm-workers on issues related to their rights. The conference was urged to map out strategies on building a sense of purpose and partnership between the farmers and the farm-workers where there was open sharing of information especially on inputs and outputs of production and profit sharing. The Unions on the other hand should engage themselves in research and networking and become the custodians of data on issues affecting farm workers.

Capacity building within the farm-workers unions was identified as critical. The Professor argues that without clear knowledge base on issues affecting the farm-workers and their communities, the unions would not be able to knowledgeably engage with the policy makers. Strengthening of workers committees and how they relate to management on farms was also an issue that the conference should debate and strategize on.

Issues Arising From the Presentation
Some participants sought clarification on the following:

- Regional networking and information sharing between and among organizations and farm unions – how effective this would be at national level without regional protocols that would bind states. These issues arose in light of the fact that issues relating to safety of farm farm-workers were being flouted in other countries. For example pesticides banned in one country would be dumped in another endangering the lives of the farm-workers.
- The second issue raised in discussion is the inability or the limited capacity of independent states to address the issues surrounding citizenship and identity of farm workers.
- A third concern was the general lack of accurate data to support the issues raised in regards to farm workers. For example, as much as it is know that HIV/AIDS is an issue in the farm worker community, there are no figures to support the above assertion. It was agreed that organizations working in the sector have to address the above information gap.
3.1 SWAZILAND
By: Winston Shongwe (ACAT) and Michael Maphanga (LDS)

The paper starts by clarifying the nature of farming in Swaziland and notes that due to limited farming activities in Swaziland the farm-workers population was relatively low compared to that of other states in the SADC region. However, despite the few numbers, the issue of farm-workers rights could not be brushed aside as the conditions of service for the few farm-workers were still below expectations. Farm workers who were mainly casual labourers were not in positions to fully claim their rights hence the need to understand Swaziland’s situation and offer possible solutions to improve the plight of the farm workers.

LAND TENURE SYSTEM
The paper gives details as to the land tenure system in Swaziland i.e. into Title Deed Land (TDL) and Swazi Nation Land (SNL). The TDL is owned by individuals and companies and comprise about 30% of the total land in Swaziland. Most farm-workers are found on this land.

Problems faced by the farm-workers in Swaziland include the following:
- Lack of security of tenure due to the fact that they are not land owners and thus can be evicted at any time by the farm owner
- Unavailability of legislation that protect the labour rights and interests of the farm worker
- Inability to own land, as land either belongs to the King or private owners
- Gender insensitivity in the ownership of land with female Swazis being discriminated against. It is next to impossible for a female to own land in Swaziland

The paper went on to discuss the Situation of Farm-workers In Swaziland. The following issues were highlighted:
- Permanent farm-workers are mostly employed on the Sugar Estates and Forest Industries
- Benefits include pension, medical aid, maternity leave
- Seasonal and Casual workers are not entitled to benefits such as leave allowances, pension, medical cover and are given a day’s notice without terminal benefits
- Wages for farm-workers are very low and cannot sustain their families thereby affecting their human security
- Commercial sex and theft are rife amongst the farm-workers communities due to the living conditions and the meager wages they receive
- Literacy rates are very low among the farm-workers

Role of Trade Unions
The Swaziland Federation of Trade Unions (SFTU) is the umbrella body for all trade unions in Swaziland. Membership to the union is only restricted to permanent labour, leaving the majority of the farm-workers without a voice as they do not have any representation. Due to the political conditions prevailing in the country, trade unions find it difficult to advance the rights of the workers, as they fear being banned.

The paper concludes by urging the conference to come up with strategies that would improve the conditions of Trade unionism in Swaziland and how the NGOs could build capacity of farm workers in Swaziland.
3.2 SOUTH AFRICA
By Wayne Jordaan
The paper outlined the conditions under which the farm workers operated in South Africa and notes the following:

- Farm-workers were the most marginalised group in South Africa with no security of tenure, limited access to social services e.g. education and health and has weak organisational structures and limited political representation
- Farm workers are categorised into groups namely:
  - Farm workers who derive income from wage labour and
  - Labour tenants with residential, grazing and cropping rights in exchange for labour on the farms
- Despite having stayed on the farms for many years the above groups do not have tenure rights on the land and they are there landless

The paper went on to discuss the land restitution, redistribution and tenure reform and how these programmes have had an impact on farm-workers in South Africa.

Restitution
Restitution of Land Rights Act seeks to restore land and related rights to victims of racially discriminatory laws or practices after the Land Act of 1913.

- Claims started to be lodged since 1994 but the resolution has been slow;
- Monetary compensation has been instituted but this does not address the skewed land ownership patterns in South Africa;
- Land invasions have occurred because of the slowness in the process;
- Farm dwellers are often disregarded in negotiations between landowners and claimants

Redistribution
The programme aims to enable South Africans to gain access to land on an equitable basis. Grants are made accessible for people to acquire land on the open market. Original target of 30% of land for redistributed over 10 years has been reviewed and extended to 30 years. This further disadvantages the already marginalised groups especially farm workers.

Tenure
The Tenure reform programme aims to ensure that all South Africans have secure tenure. Specific legislation passed i.e. Land Reform Act (Labour Tenants Act) and the Extension of Security of Tenure Act. The legislation does not provide long-term tenure security but regulates the process of eviction of farm dwellers. Evictions of farm dwellers have been on the increase.

- Farm-workers are not aware of their rights and hence find it difficult to enforce their rights and contest evictions
- Illiteracy and inaccessibility to lawyers further compromise the situation of the farm dwellers

Labour
Farm dwellers find it difficult to enforce their labour rights on farms despite the fact that the new constitution of South Africa accords this to the farm dwellers through the Labour Relations Act (1995) and the Basic Conditions of Employment Act (1997). The enforcement of the laws has been problematic because of some of the following:

- Lack of organised structures for farm workers
- Lack of awareness of the farm-workers responsibilities as employees
• Lack of awareness of the existence of the legislation by farmers
As a result the violation of labour laws and the workers’ rights continue.

Safety and Security
The escalating crime in South Africa has come to affect the farm-worker. The farm-workers have found themselves to be at the mercy of the their employer who have established commandos to deal with the crime. In most cases the farm dwellers have been targeted by the farm owners as they use the commandos which have their roots in the Apartheid Defense Force to enforce their authority. Women and children are also victims of the criminal acts but most of such crimes are not reported for fear of continued victimization.

Social Services
Farm dwellers mainly rely on the farm owners for the provision of basic needs such as housing, transport, sanitation, water and education. This increases dependency upon the farm owners and makes them more vulnerable when negotiating for improved conditions of service and other labour issues. Because there are no proper services meant for farm dwellers by the government, the farm dwellers have to rely on the benevolence of the farm owner who sometimes can withdraw the services when it suits him/her.

Women on Farms
Due to the patriarchal society women cannot be considered as individual employees but are seen as appendages of their spouses or any other member of their family. The female labour is automatic and expected by the farmer and contracts are entered into verbally between the male worker on behalf of the woman and children.
Women normally face the following:
• Low wages
• Lack of rations
• Categorisation as casual labour hence non existent of benefits

The presentation acknowledged that the views presented above were mainly based on the observations of civil society groups working with the farm communities. The challenge was to give the farm dwellers a voice to speak for themselves. The paper went to recommend the following:
• Acceleration of land reform that would ensure security of tenure for farm dwellers;
• Extension of the principle of co-operative governance to include farm workers issues;
• Empowerment of women farm dwellers
• Extension of legal assistance to farm dwellers in light of acts of crime or unfair labour practices.
3.3 NAMIBIA
By: Wolfgang Werner and Alfred Angula

Rights and Reality of Farm Workers and Human Security in Namibia

The paper gave an overview of the role of agriculture in Namibia and how this relates to the rights and reality of farm workers and human security.

The paper focused on the following issues:

Agriculture in The Namibian Economy
Since 1990 the direct contribution of the agricultural sector to Gross Domestic Product (GDP) does not exceed 10%. Agriculture is the most significant contribute and the contribution ranges from 15 per cent to 19 per cent since independence.

- More than 40 % of the population earn their living from subsistence agriculture in the freehold areas and in addition 70 000 people are employed in this sector. Farmers in the freehold sector employ approximately 35 000 workers.

Labour Conditions
The paper highlights the labour conditions of workers both in the commercial and rural farming areas as being very poor, characterized by the following:-
- Social services i.e. housing, health was inadequate some of the workers lived in shacks
- Education facilities resulting in low levels of literacy. A Survey conducted in 1997 revealed that 25 per cent of rural workers had no education at all while only 5 per cent had educational qualifications beyond secondary level
- Wages for the commercial farm worker ranged between R80 – R350 and in the rural farm the wage ranged between R50 - R100
- Pension and medical aid were not provided

At Independence the enactment of Labour Act No 6 of 1992 was the centerpiece of labour legislation. Its main objective was:
- To make provision for the regulation of the conditions of employment of employees in Namibia; to prevent and remedy any unfair dismissals of, and unfair disciplinary actions, employees, to regulate the termination of contracts of employment
- The Social Security Act of 1994 complimented the Labour Act of 1992. Its main purpose is to establish a social security system applicable to all employees and employers in Namibia. A 10 member Social Security Commission administers a number of funds financed by mandatory contributions from employers and employees. These are the Maternity, Sick Leave and Death Benefit Fund, the National Medical Benefit Fund, the National Pension Fund and the Development Fund

Despite the existence of the above legislation and the existence of institutional and legal frameworks such as the Labour Advisory Council, Labour Court and District Courts, for the protection of these rights, labour conditions for farm workers have not improved.
• Labour inspectors appointed to oversee the implementation of the Labour Act only embark on inspection tours twice a year for two weeks. This is insufficient to cover all the farms in their areas of responsibility
• Farm workers do not understand the intricacies of the legal institutional frameworks that are in place as there has never been an education campaign to educate them about these institutions
• Some of the magistrates who sit to hear the labour issues are not qualified in labour issues
• Namibia Farmworkers Union established in 1994 has low membership i.e. less than 15%
• The union is under funded and there has not been campaigns by unions to conscientize the workforce.
• Union contributions by workers are very low constituting about 1% of Union financial resources.

Access to farms by Union leaders is sometimes denied by the farm owners.

**Recommendations:**
The presenter concluded by recommending the following:

• There is need to improve the education provided on farms including exposing the workers to their rights provided in the Labour Act
• Training of para-legals who will be the source of legal advice for farm workers
• The need to give financial resource to the Namibian Ministry of Labour so as to popularise the contents of the 1992 Labour Act
• Training of Labour inspectors in the reading and interpretation of the laws
• Capacity building of the Unions so as to have planning skills
• Sessions for farmers so that they are aware of labour requirements and to appreciate the role the farm workers play.
3.4 MOZAMBIQUE  
By: Amade Suca

The presenter outlined the background to the economic development of Mozambique since colonialism and observed that there had not been much investment in the agricultural sector by the Portuguese and the British until the new government came into power and nationalised all land resulting in the widespread disruption of peasant subsistence farming. During the war between Frelimo and Renamo the peasant subsistence farming was the order of the day and minor commercial farming activities.

Farm Workers vis-à-vis Commercial Farmers  
After the 1992 Rome Peace Agreement farming activities did not improve as the infrastructure had been run to the ground. Commercial farming activities were difficult to undertake. 1990 witnessed a new constitution which approved freedom of association and therefore freedom to organise. Despite this, the unions did not have farmers to organise. Associations targeting peasant farmers were formed and these lobbied the government for new legislation regarding farming activities.

1997 witnessed a land law which made land state property. The law made distinctions between different land uses and empowered the Mozambican nationals to be at the heart of land use in their respective communities through the formation of community associations. The associations enter into agreements with a prospective farmer(s) in a particular area.

Farm workers in Mozambique
- No existence of commercial farming activities and hence no farm-workers as is commonly known in other countries in the region
- The few commercial farmers in the North employ few farm-workers about 10 people per farm
- In 1993 peasant associations formed cooperatives which led to the formation of the Peasants’ National Union (UNAC)
- The Union has more than 50,000 members from different peasant associations
- Union representing farm workers is not yet established in Mozambique since Commercial farmers do not exist in large numbers as is the case in other countries in the region

In conclusion the Mozambican delegate noted that the Conference would serve as an opportunity for his Union to learn more about the situation of farm-workers in the region and how his country would deal with the issue relating to farm workers’ rights and human security in his country. He further noted that his country might be facing the same situation as other countries in the region as there were heavy lobbying from some quarters for the privatisation of land in Mozambique which would in turn bring forth the farm workers as is the case in other countries in the region.

The Mozambican delegate also referred to the natural calamities such as floods and HIV/AIDS and Malaria that his country was grappling with and which also affect the peasant farmers and their workers as an issue that his Union would like to get ideas from the Conference.
3.5 MALAWI
By: Rafael Sandramu

The paper noted that the economy of Malawi is dominated by smallholder agriculture. Subsistence agriculture accounts for the bulk of smallholder agriculture based on marketed agricultural produce. Fifty six (56%) farming households produce for consumption mainly.

About 12% of the labour force is estimated to be employed in the formal sector. The bulk of these (46.2) are in agriculture and fishing.

**Land Balance and the Structure of the Estate Sector**
The are three types of land tenure in Malawi, namely, customary, public and private. Private land can be either on leasehold or freehold. About 9.3% of the country’s population live on estates. The provide land for cultivation to some of the tenants. Estates witness rapid movement of people on and off the estates according to season.

The estimated mean annual payment for male adult direct labourers in the tobacco estates was estimated at MK1.805 (US$120) in 1995/96 whilst on tea estates it was MK3.800 (US$253).

**Tenants and Farm Workers**
The liberalisation programme which the government of Malawi embarked on in the 80s and 90s facilitated access to land and small holdings and also allowed small holders access to the trade in burley tobacco which was formerly restricted to the estate sector. The liberalisation programme has not however addressed the quality of life for tenants on the estates. Between 1980 and 1989, tenancy quadrupled in Malawi. About 63% of the tenancy never attended primary education.

Most of the tenants are usually from outside the district where the estate is situated and hence are far removed from their families for months. Therefore, the low level of education, long distance from home and low wages bonds the tenants to their masters and they are unable to negotiate their rights or conditions with the estate management. Tenants live in perpetual bondage. In some cases the whole family - husband, wife and adult children work on the estates but the husband is the only one who receives payment, the wife and the children provide free labour to the farm. Automatic dismissals always follow without compensation or consideration to resettlement when a tenant reaches old age or falls ill and are no longer productive.

Malawi’s estate sector is characterised by low wages of about $10-$15 per month. The living conditions are very poor and most live in thatched huts without proper sanitary facilities. Despite the Malawi government’s intervention on land redistribution, this has not directly benefited the farm-workers who are left out of the resettlement schemes or due to self discrimination since they lack information or the ability to comprehend the government programmes.
3.6 LESOTHO  
By Sekhonyana Tsekelo and Tsehlo Moshe

The paper notes that Lesotho is situated on a land area of about 3 million hectares a quarter of which is arable. About 80% of the population is rural and 55% of these rely on Agriculture. Despite this, agriculture’s contribution to the GDP is on the decline. Of the land available for agriculture a large proportion is used for extensive animal production. The paper then alluded to the fact that in Lesotho, agriculture farm workers are equated to herd boys who are mainly used for herding cattle as well as for agricultural production. Thus, the herd boys can be equated to the concept of farm workers, as is the case in some countries in the SADC region.

Traditionally herding animals is the domain of male Basotho and very rarely for women. Herding of cattle is undertaken from the age of 3 years through to adulthood.

The major characteristics of herd boys are:

- Being male
- Poverty stricken
- Illiteracy
- Poor remunerations which vary from cash to animals or nothing
- In monetary terms herd boy receives M100 per month and M1 200 per year or one cow per year
- Increments are non-existent as most are maintained by their employers
- Non existence of organised labour through unions
- Inability to control remunerations as these are paid directly to the parents or guardians

Health facilities for the herd boys are non-existent leaving them to resort to medicinal herbs, traditional and magic charms when they are sick

The herd boys lack the knowledge about HIV/AIDS or sexually transmitted diseases (STD’s) as there no education campaigns targeted at them by the Health Ministry

The herd boys literacy rate is very low and about 62% have not received formal education.

The presenter concluded by noting that although the herd boy could not be clearly identified with the concept of a farm worker as they are referred to in the region – the Basutho herd boys’ case still had to be highlighted and the conference should assist in drawing up recommendations on how to improve the plight of this category in Lesotho. Some of the herd boys about 12% fall within the ages of 7 years to 10 years, about 36% are within the ages of 11 years and 15 years whilst the rest are between the ages of 16 and 18 years. If the situation of the herd boys is not critically monitored, with the view to empower this category of people in Lesotho – the result would be perpetual poverty for themselves and their families.
3.7 ZAMBIA
By the National Union of Plantation and Agricultural Workers of the Zambia Congress of Trade Unions (NUPAW) and the National Land Alliance (NLA)

The presenter first acknowledged that the conditions under which the Zambian farm workers live and work are very poor due to the fact that the farm workers were powerless to demand their rights as workers. Due to economic changes in Zambia as well as economic restructuring, production levels on most of the farms are low and the farm owner is usually forced to retrench or keep the employment conditions very low. The conditions have hit hard the female farm workers who also struggle for equal pay for equal work with her male counterpart combined with her multiple social roles and high vulnerability to job losses.

RIGHTS OF WORKERS IN ZAMBIA

The rights of workers including farm workers in Zambia are prescribed in the Labour Relations Act of 1993. The Act sets minimum conditions of service and workers rights are elaborated. Some of the issues covered by the Act include:
- Collective Bargaining Agreement (CBA)
- Fundamental Rights of Workers
- Definition and conditions for a permanent and casual worker
- Wages stipulation. Minimum wage for a farm worker are between K90 000 (US$25) and K400 000 (US$111).

Zambia’s Legal Land Framework and Tenure Security

According to the 1995 Lands Act governing Zambia’s land tenure system, all land is vested in the President of Zambia. He/she has power to allocate land. The basis of the Traditional chiefs as custodian of land was removed.

Economic Changes and Implications on Farm Workers

Due to the liberalisation programme in Zambia, there has been high labour turnover due to high inflows of agricultural produce. This has had a major impact on the farm workers and some have lost their jobs either as permanent or seasonal workers. Highly mechanised methods of production have seen the replacement of physical labour on the farms. For example the Kawambwa Tea company in Luapula used to employ about 1 800 to pick tea. After acquiring a combine harvester, the same assignment is being performed by 2 or 3 operators. Most of the farm workers have lost their jobs and thus a form of livelihood that ensured a home, rights to unionise, access to land, food subsidies at the farm and education for children.

Those who remain in employment are sometimes victimized by being forced to work longer hours without compensation, poor accommodation, inadequate health facilities. Despite the fact that the stipulated minimum wage for farm workers is K3 850 or US$1.07 per day, some of the farmers flout the regulations and pay much less.

Role of Trade Unions and Their Experience

The presenter noted that farm workers in Zambia are represented by the National Union of Plantation and Agricultural Workers (NUPAW). Although the Union still faces some challenges
it has managed to strike some success such as signing Collective Agreements with various employers of member farm workers and the allocation of pieces of land to farm workers for cultivation within the premises of the farm.

Despite some of the successes, some farmers do not allow their workers to join unions.

**Gender Inequalities: Women and Work on the Farm**
Women contribute a significant portion of the farm workforce in Zambia and especially in the growing horticultural and floricultural sectors. Women are also discriminated against and work under harsh conditions such long hours in harsh conditions such as cold rooms. Women also face sexual harassment from the supervisors and managers and are mostly employed as daily classified or seasonal employees. Thus, women are the first targets for layoffs. The paper gave some case studies to illustrate the position of women on some farms.

**Power Relations between the Supervisors and the Farm Workers**
The paper notes that the supervisors tend to wield more power against the other workers. The supervisors tend to enjoy more benefits than the general farm workers. The more powerful are used by the farm owners to exploit the general work force for the benefit of the farm owner.

In conclusion the paper noted that it was important to recognise that the farm worker needed the farm owner and in certain instances this relationship has been cultivated very well. There is however need to empower the farm worker so that he/she is able to articulate her/his rights.

The paper recommends the following:
- Continued lobbying for improved conditions for farm workers
- Empowerment of farm workers through capacity building programs
- Documentation of data on living and working conditions of farm workers
- Dialogue sessions between the workers and their employers
- Provision of safety and health facilities to farm workers by the farm owners
3.8 ZIMBABWE
By: GAPWUZ- General Agriculture and Plantation Workers' Union

It was noted that Zimbabwe is the one country in the region that has the largest number of Farm Workers due to the number of farms in the country. The situation of Farm workers in the country, is characterised with low wages, no access to land ownership, poor health facilities and illiteracy. GAPWUZ is the legitimate organisation, registered and certified to represent farm workers and are operating throughout the country. GAPWUZ has a membership of 100 000 out of a potential 500 000. This further emphasises the issue of difficult access to the farm workers. GAPWUZ has been successful in varied fronts one major one being the successful negotiation of a 96% wage increase for the Farm Workers in the country.

The biggest challenge currently facing farm workers in Zimbabwe is the well-known fast track land reform programme that has seen farms being taken over by government and thus resulted in many of the farm workers losing their jobs and no alternative livelihood packages are available for them. There are approximately 2 million people that can be labelled under the farm working community, and it is frightening to note that the land reform programme is silent as to the fate of the same.

The status of farm workers in Zimbabwe has always been low and they have generally been a vulnerable group. Farm workers vulnerability reached its peak in February 2000 after the referendum when farm invasions started to take place. There have been reports of intimidation, rape, murder, beatings, looting and burning down of farm workers' houses. A once struggling, but surviving community has been reduced to depending on handouts from well-wishers.

The role of organisations working in the sector has had a major programme shift, from working to enhance conditions of service for farm workers, to that of welfare and humanitarian aid. In this regard issues related to capacity building for the respective farm worker organisations has become critical, so that they can in turn support farm workers. It is unfortunate to note that quite a number of the achievements recorded by organisation working in the sector, have nearly been reversed as the land reform programme has not been systematic and coordinated as would have been expected.

Some of the issues that GAPWUZ is putting forward as a way of protecting the farm workers during the fast track land reform programme include:

- That farm workers should be put on the priority list on the land distribution programme, since they know no other home or source of livelihood.
- That at least 20% of the acquired land should be given to the farm workers
- That the government should give notice of evacuation to the workers well in advance. 4 months is suggested as the minimum period.
- That the farm workers should be compensated for their loss of jobs. The compensation should be equivalent to twelve months salary.
- That "service center/village" of some of the farms where the infrastructure are already there and the farm workers will be given a plot. NSSA should extend its operations for land given to farm workers.
- Farm workers who would be lucky to be resettled need to be trained in farm management so that they can productively utilise the land.
Zimbabwe, just like the other countries in the region, faces the challenges of citizenship and identity crisis of farm workers, as a good number of the farm workers are immigrants from neighbouring countries. A fresh challenge that organisations in the sector are faced with, is the intended move by South Africa to deport 15 000 farm workers from Zimbabwe. Both government and the relevant authorities are still grappling with how to address the above threat.

In conclusion it is important for participants to note that the country is going through a transition period and the fate of farm workers still lies in the balance. What is important though is for the respective countries to learn from the Zimbabwean experience and tackle their issues now before they are overwhelmed.
4.1 IMPLICATIONS OF LAND REFORM PROGRAMMES – A REGIONAL PERSPECTIVE: BY Robin Palmer

The presenter prefaced his presentation by acknowledging that despite being a land expert, his knowledge of farm workers in the region was very limited as he had not looked at the farm worker as a social category. He noted that the conference was an eye opener for him, in regards to the plight of farm workers in the region. Mr Palmer’s paper was based on a historical analysis of labour migration in Southern Africa of which farm-workers were one of the social category moving from one country to another since the 20th century.

Mr Palmer went on to refer to his previous research on Land and Racial Domination in Rhodesia and how this research focused on white Rhodesian farmers search for labour in neighbouring states of Malawi, Zambia and Mozambique and the legislation put in place to govern relations between farmers and the farm workers but without much on the farm-workers as a social category on the farms.

The paper went on to note that in the past due to the porous nature of the borders in Southern Africa – issues of citizenship were not a major issue.

The presenter also noted that historically farm-workers had generally been vulnerable, isolated, invisible and relatively powerless. The farm workers who were mainly migrants from one country to another in the region were trapped at the mercy of the farms and the farmer and were subject to semi-feudal exploitative relations. The presenter went on to note that not in all cases were farm workers found to be passive and always on the receiving end. In some documented cases in Mozambique some of the farm-workers withdrew their labour and organised passive resistance against the farm owners. Some farm-workers in Malawi managed to evade unpopular labour rent (thangata) agreements and reduce the daily tasks demanded on them. The presenter noted that it was generally true that farm-workers were isolated, vulnerable, with little access to education or health facilities, relatively powerless and very difficult to organise or mobilise.

The paper went on to describe how the old fashioned labour migration had ended in Southern Africa with countries tightening their borders, an increase in xenophobia, so vulnerability of farm workers has been on the increase without much assistance from the regional governments. The presenter also noted that the living and working conditions of the farm-workers in the region also relate to the issue of power relations that exist between those that control and have access to the land and those who do not.

Although there are laws that are enacted by the new governments to define and regulate labour relations in the respective countries the new governments lack the capacity and resource to implement the new laws. As a result the farm-workers cannot boast of having any rights at all. This situation is even worse for migrant farm-workers who are often taken advantage of in terms of remuneration and other benefits. The migrant farm workers are vulnerable from the both the farmers and other local farm workers. A Human Rights Watch report on The State Response to Violent Crimes on South African Farms has detailed extensive evidence on crimes against farm workers which go unreported or simply ignored by the police.

The paper also observed that farm workers have been ignored in the new land reform programmes in Southern Africa with Zimbabwe’s land reform programme being cited as a good example where farm-workers had been marginalised. The paper also cites the Malawi National
Land Policy as having failed to address either the land rights and entitlements of agricultural workers and labour tenants in the agricultural sector. The land redistribution programmes have left the majority of farm workers without their source of livelihood and security.

The presenter concludes by urging conference participants to come up with recommendations that would lead to the empowerment of the farm-workers and to recognise them as players in the development of the region.
4.2 HIV/AIDS PROBLEM AMONG FARM WORKER COMMUNITIES IN THE REGION: Paper Presented by Priscilla Mataure (Southern Africa AIDS Information Dissemination Service (SAfAIDS))

The paper starts by acknowledging and reaffirming the importance of focusing on HIV/AIDS as a development issue, since it affects all aspects of life and affects everybody in society as victim or a close relative is affected. The paper also mentions the fact that the disease mostly affects the productive age group, meaning that economically there is bond to be a slow down.

The paper notes that the prevalence rates are very high in the region. The Southern African region has the highest in the world. If this be the case, then in the farming community it is expected to be higher based on the nature of farm communities, where housing is a poor, the locations are very far from any other recreational activities and high levels of poverty.

On legislation, the paper states that in Zimbabwe and Namibia there is legislation that is in place to protect the rights of the worker, the challenge is the fact that these regulations are not followed and there is no monitoring system to ensure that they are followed. Thus when farm workers fall ill they are dismissed without any benefits.

Delegates to the conference, during question time, questioned the role of NGOs in the region, with some claiming that some NGOs get money to enrich themselves while others were classified as being genuine. An important issue that were raised as a role NGOs could play, is that or educating farm workers on their rights

Another issue raised, as a concern by the delegates is the rising number of orphans on the farms, most vulnerable is the girl child who it was claimed had to engage in commercial sex to provide for the family.

The issue of treatment, was also discussed, here again it was noted that treatment is expensive and governments in the region need to make sure that their citizens have access to the necessary drugs. More importantly the delegates noted the need to raise awareness among the farming community on how to live and manage the disease with prevention being the priority.
4.3 THE GLOBAL AGRI-FOOD INDUSTRY AND CHANGING LOCAL LABOUR PATTERNS: WHAT ARE THE IMPLICATIONS OF THESE FOR ORGANISING WOMEN FARM WORKERS? : BY Deena Bosch

The paper focuses on the changes such as labour relations that are currently characterising the Agricultural sector especially the agri-food industry where women are mostly employed. Although the paper focuses on South Africa – the observations documented do relate to other countries in the SADC region.

The paper identifies factors that impact negatively on agriculture in South Africa as:

- Relaxation of trade tariffs on agricultural produce
- High interest rates
- Changing consumer preferences in the rich developed countries
- Extension of some of the labour laws to agriculture and
- The deregulation of agriculture.

Responses by producers to the above factors has been to cut their labour force and to place greater reliance on seasonal and casual employment recruited by a contractor or broker.

In most cases women were the first to be retrenched as their security of tenure is not guaranteed as they are considered to be appendages or dependents of their male counterparts.

When retrenched the women lose the right to benefit from housing as well as the opportunity to benefit from any equity plan or skills development implemented on a farm.

With the new employment methods where the recruitment and management of labour is left to a contractor which lead to the preference for casual labour, women find themselves as the sources of the casual labour living off the farm in nearby townships. Being seasonal workers most women have to seek other sources of income during the times they are not employed. But not all are employed. The Congress for South African Trade Unions (COSATU) has called for the Basic Income Grant to cushion those who are not able to access employment.

The paper goes on to highlight studies undertaken on *The Externalisation and Casualisation of Farm Labour in Horticulture in the Western Cape.* The study found out that since 1995 77 farms had reduced their labour force by about a third.

The paper stressed the need to come out with strategies on how to mobilise and organise the women farm workers about their economic and social rights in the face of the fact that most are now work as casual workers.

The paper further illustrates how the women casual labours are exploited from the local levels to the international multinational companies level within the agri-industry sector.

The presenter concludes by urging participants to map out strategies that would seek to protect farm workers especially women from the global exploitation through the Externalisation and Casualisation of labour.
4.4 IMPLICATIONS OF AGRICULTURAL AND TRADE LIBERALISATION ON FARM WORKER FOOD SECURITY: By Munhamo Chisvo

The presenter first noted that it was disturbing that there was no data that exist on farm workers in the region. Participants who were drawn from the farm communities were urged to undertake research that properly captures data on farm workers conditions in the region.

Mr Chisvo’s presentation was based on his own publications and research undertaken in the region on Economic Reform and Smallholder Communal Agricultural Development in Zimbabwe; A Lost Agenda WTO Agreement on Agriculture and Food Security in Zimbabwe and Agriculture and Trade Liberalisation.

The presenter noted that throughout the SADC region, countries had embarked on Structural Adjustment programmes and these demanded the cut in funding to the social sectors such as health and education and the agricultural sector as subsidies were removed. The cuts significantly affected the living conditions of farm workers who in Zimbabwe for example constitute between 10-12% on total population. In Namibia about 35 000 are farm workers constituting 10% of the total populations. In Zimbabwe, about 25% of the labour force are migrant labour with tobacco farming constituting 50% of the total migrant labour force.

Effects of Trade Liberalisation were outlined as:
- Minimum wages were removed and collective bargaining put in place
- In Zimbabwe research by GAPUWZ revealed that the current salary of between $1 500-2 200 for farm workers was only enough to cover one eighth of needs
- Some sectors in agriculture witnessed some setbacks e.g. the horticulture sector due to the increase of transportation costs and the shortage of foreign currency in Zimbabwe

The presenter also noted that even before the problems being faced by the agricultural sectors the farm workers did not receive any bonuses during the periods when there was a boom in activities in these sectors. What are the Trade Unions that work within these sectors doing to ensure that farm workers benefit from the toils of their labour?

Although GAPUWZ is now suggesting a minimum wage of about $8 000 per month as opposed to the current average of $1 800 per month there is no indication that this suggestion would be taken up.

Although some farm workers have plots on the farms they work from, the input costs such as fertilisers that has increased by about 400% since 1999 is not affordable to the farm workers.

Trade Liberalisation had affected the small-scale producers as well as the farm workers. The presenter urged participants to undertake proper market analysis for the benefit of the small-scale producers.

Impact of Liberalisation on Social Welfare

The presenter concluded his presentation by outlining the following impacts of liberalisation on health and education:
- Health personnel flight to greener pastures
• Health personnel flight from commercial farms in particular due to poor conditions of service
• Rising costs of medicines making it difficult for the poor especially the farm workers to access medical care
• Retrenchments are rampant in the farming sector due to increase of costs of production
• Farm workers are unable to cater for their basic needs due to low wages
• Costs of education are high and the farm workers are not able to meet the costs due to the low wages
4.5  FARM DWELLERS, CITIZENS WITHOUT RIGHTS: THE SOUTH AFRICAN CASE:  
BY Andile Mngxitama

The paper discusses the citizen rights of the farm dweller in general with particular reference to  
farm dwellers in South Africa. The paper notes that to be a farm dweller is to be a non-citizen.  
The paper argues that there is need to resolve the national question in Africa as this closely  
relates to the issue of the agrarian question. The paper also observes that to talk or fight for any  
form of rights including the farm-workers/dwellers’ rights and the elimination of poverty in the  
context of a deformed state in Africa and the existing skewed economic and political relations is  
not only impossible but such an analysis fails to take cognizance of the factors responsible for the  
conditions of farm dwellers/workers.

In defining the term farm dweller the presenter linked this to the colonial era and noted that the  
farm dweller was the creation of the colonial system which heavily depended on the outright  
exploitation of labour of the indigenous African people. The farm dweller was denied both land  
rights and citizenship rights. The paper goes to give an outline of how the farm dweller was  
created for the perpetuation of capitalism whilst creating poverty among the African people.  
Unfortunately, even after independence the so-called independent states have perpetuated the  
unbalanced relationships with cosmetic changes here and there without changing the economic  
power relations.

The presenter went on to give the Poverty profile of Farm Dwellers as:
- Out of 13.7 million people living in abject poverty, 50% are farm dwellers
- In 1997, 33.5% households in former homelands earned between R401 and R800 a month  
  while 42% earned between R801 and R1500 per month
- Farm dwellers by contrast earned between R350 and R591
- Both farm dwellers and former homelands are in the poorest category in South Africa

Although the South African government has sought to address the issue of landlessness of its  
citizens through the Reconstruction and Development Programme (RDP) which was replaced by  
the lukewarm Gear Strategy which stresses on market led development as opposed to state led  
development. The strategy has further marginalised those social categories that were  
historically marginalised.

Although there have been attempts to protect the conditions of farm dwellers through for  
example the Extension of Security of Tenure Act (ESTA) and the Labour Tenants Act (LTA),  
these do not provide the breaking down of property and power relations or a fundamental  
redistribution of land ownership nor do they deal with historical legacy.

In his conclusion, the presenter reminded participants of the need to mobilise and educate the  
farm communities so that they can challenge the property and power relations that exist between  
the farm dwellers/workers and the farm owners.
4.6 THE FARM WORKER PROGRAMME IN ZIMBABWE SOME LESSONS FROM HISTORY. By Chris McIvor

Introduction.

Save the Children’s engagement in this sector has been more of a move from an initial welfare and service type intervention to a more developmental / advocacy oriented project focussed on community development and empowerment of farm workers. The culmination of this process was the transfer of its experience, knowledge and resources to a locally managed and locally accountable organisation, namely the Farm Community Trust of Zimbabwe that SC helped to set up in 1998.

The author goes on to say that despite the fundamental objective of the programme being that of improving the lives of children, until relatively late in the programme, they were generally regarded as beneficiaries only, recipients of charity and aid rather than participants in the process of their own development. It is SC’s experience in many parts of the globe, Zimbabwe included, that unless children are involved in and consulted about the programmes that are supposed to benefit them, projects can often be misplaced and misdirected.

The Farm Worker Programme.

Save The Children ran a variety of programmes in farm worker communities in Zimbabwe for almost 19 years. What prompted the interest was the clear evidence of marginalization and exclusion that characterised this population both before and after independence.

“Farm workers are always on the move, sometimes staying for short periods only, at other times waiting longer, but waiting always for the bus that would take them to a better place. This is the way they live: few roots, few possessions and few responsibilities.” (1)

This range of problems prompted a more interventionist programme, which sought to improve water quality in farm villages, improve standards of housing, introduce nutrition gardens and establish pre-schools for younger children. This provision of improved services for farm worker communities, which involved a variety of Government Ministers, farm owners, Save The Children and other NGOs, largely characterised the farm worker programme for much of this period. In many ways the idea was to create a model, to establish a method of working in partnership with these various stakeholders, that could then be replicated in other communities and other provinces of the country.

Welfare versus Development

This kind of intervention has been criticised on several grounds. In some circles it was seen as “welfare”, as providing little more than a band-aid to a set of problems, which were much more deeply rooted in political and social marginalization. Rather than addressing the root causes of ill health in this community, such as poverty, or exploitation of agricultural labour by unscrupulous employers, or political marginalization by an indifferent Government SC’s support for provision of services in a select number of farms and for a select number of families was seen as limited and shallow.
Child Participation in Farm Programmes

Underlying Save the Children’s programme of work in every community is its general commitment to improving the lives of children. Yet it is only relatively recently that SC has systematically begun to listen to children themselves, to seek their views and opinions about the projects SC is proposing on their behalf. This need to listen is critically important for several reasons. The first is that organisations ostensibly working for the betterment of children, whether in commercial farms or other marginalized areas of the country, can no longer assume that projects targeted at or run by adults will automatically benefit younger people. We have enough experience to question this assumption.

In 1999, and in acknowledgement of our previous omissions in this field, SC conducted an exercise with children in commercial farms to explore their views about the provision of education in their communities. This exercise has subsequently informed the direction of much of SC’s educational activities in these and other locations. The depth of analysis that children were able to bring to this debate surprised many of the adult research co-ordinators, parents on the farms and teachers themselves. The children drew attention to a whole range of issues relating to what happens to them in schools. This varied from physical and verbal abuse by teachers, their questioning of the quality and relevance of what they learnt, the dismissive attitude displayed towards them by some trained teachers who had been posted to their areas, and the seeming lack of interest and involvement of parents in their school work. A similar sophistication of analysis informed a subsequent research programme with children on commercial farms, that Save the Children also published last year.

In conclusion, it was the author’s contention that unless this younger generation of farm worker children are offered this opportunity to have their views considered, and if they continue to be viewed as objects of assistance rather than subjects with emotions, wishes, opinions and lives every bit as complex as our own, it will be difficult for them to escape from the kinds of marginalization and stigma that have afflicted their communities for so many years. One of SC’s recent publications on the lives of farm worker children concluded that,

“Invisibility is one of the reasons why the experience of aid for so many communities can be a negative one. It might be that at the end of the project a school has been built, a clinic established, an orchard left behind. But has the process of establishing these been an empowering one that involved the recipient and donor in an equitable and open partnership? If communities feel that they are perceived as little more than recipients of charity, they will assume a passive role. A project might be accepted but it will never be genuinely owned, and will not provide the experience from which the community itself can further develop and learn.” (2.)

Notes

1.) “From Bus Stop To Farm Village” – The Farm Worker Programme in Zimbabwe, By Di Auret, Published by Save The Children, Harare, 2000. Pg. 1.

2.) “Children In Our Midst” – Voices Of Farm Worker Children, Published by Save The Children (UK), Harare, 2000, Pg. xiii
5.1 **CONDITIONS OF SERVICE**

**Status:**

a) **Wages:** It was common among all the countries that farm workers were the least paid and formed the majority of population living under the poverty datum line. Wages ranged between US$25 to US$100 creating a vicious circle of poverty, as generation after generation of farm workers cannot work themselves out of the prevailing situation. - Child workers

b) **Poor social amenities:** This was relatively poor across the board characterized with overcrowded houses, poor sanitation, limited access to clean water, and limited access to quality education and medical heath services.

c) **Gender inequality:** Women in farm working communities were identified as being more marginalized than their male counterparts. Women not only tend to be seasonal workers and thus receive limited rights, they are forced to compromise on many fronts, especially in regards to their gender roles as child bearers and care givers.

d) **Power relations:** It was noted that the is a general fear and big margin of divide between the Farm Worker and the Farm Owner- the servants – master divide is very pronounced. The workshop was informed that the situation gets worse in Lesotho where there is the existence of the herd boys

e) **Retirement:** The retirement age of farm workers was also highlighted as an issue by workshop participants. Whilst the ranges differed from country to country e.g. Zimbabwe 60, Zambia 55, it was noted that this was too high considering the kind of labour being provided. Due to the high retirement age, most farm workers do not get terminal benefits since they hardly attain this age while they are still working in the farms. Terminal benefits can only be accessed once one reaches the retirement age.

f) **Unions/NGOs:** Unions and NGOs in the sector have tried to lobby for increased wages and improved conditions for farm workers. These efforts have had a varied level of impact, with some farm owners accepting to dialogue with the unions, the challenge has been that the farms are private land and thus the union can only access the limited number of farms where they are allowed in, secondly the geographical spread of the farms makes it very difficult for the unions to mobilize the farm workers. Thus despite the changes that may have occurred through interventions of unions and NGOs, the status of the farm worker as compared to other workers in other sectors remains low.

**Emerging Issues:**

**Powerlessness:** The workshop participants noted that there is a general powerlessness that exists among farm workers; this was attributed to a variety of issues among them the low wages and lack of alternatives that exists among the farm working community. Important to note is the fact that farm workers receive subsidized food and are housed by the Farm owner, this situation compromises their ability to question anything, because it may mean homelessness.
Still on the issue of powerlessness, the workshop noted that the farm workers were not an empowered community and tended to depend a lot on other organizations to assist them to address their issues.

**Recommendations:**
The workshop called for an urgent need to develop a new farm worker and farmer relationship, a relation of mutual respect and understanding. Key to note under this recommendation was the need for openness and dialogue between the two parties. For example it was important for the farmer to be more transparent on issues of productivity and profits, so as to enable practical contributions and negotiations on remuneration. The participants noted that as much as they may advocate and lobby for better wages and conditions for farm workers the demands have to be within a realistic framework.

It is critical that a process that would ensure employers adopt workplace policies be put in place this would be monitored by both the NGOs and government. The issues to be addressed within this policy would not only cover social security programmes, but also include legal and gender issues. If possible an incentive programme for farmers who have best practices need to be considered and sanctions for those who make no changes.

The workshop felt strongly that there should be educational programmes for all stakeholders to enlighten them on the situation and the plight of the farm worker. There was a general feeling that most people know about the land, but nobody cares to go further to analyse who tills the land.

Education was highlighted as being a major empowering tool, thus the participants recommended that government has got to take and make strong commitments to ensuring quality education is provided on the farms. To support the formal education sector, the participants recommended that education on HIV/AIDS was critical and had to be incorporated in activities that take place on the farms.

That the respective governments have to play a greater role in providing and protecting the rights of farm workers just like any other citizen in the respective countries. Issues related to health, education and access to social amenities. Here again trade unions were called upon to spearhead the process.

There is need for capacity building for unions and NGOs working in the area of farm workers. This capacity will enhance their capability and ability to address issues related to farm workers.
5.2 CITIZENSHIP AND CITIZEN RIGHTS

Status:

Origins: The delegates to the workshop confirmed that farm workers in most of the countries happen to be migrant workers, the pattern of movement has been determined by the level of development of the countries e.g. Zimbabweans moved to South Africa; while Malawian, Zambians and Mozambicans moved into Zimbabwe. It is a historical fact that in the early years, there was hardly any restriction to movement in the region and not many formalities were required, this has however changed with time, meaning that the above individuals find themselves marginalized since they do not have legal papers (birth certificates, passports).

Identity: It is a fact that farm workers remain in a precarious identity crisis despite some countries like Zimbabwe stating in their constitution that farm workers after 1980 were legal citizens and in South Africa the farm workers have work permits but they still face imminent expulsion. Farm workers do not have security of tenure and are liable for eviction/displacement any time - events in Zimbabwe and more recently South Africa serve to illustrate this point.

Literacy: Due to the low levels of literacy in the farms, farm workers tend not to be exposed and thus have limited knowledge of their rights. Compounded to this is the inaccessibility of the farms by union or NGO organisations that would enlighten and provide legal protection to the workers. This isolated situation makes farm workers more susceptible to discrimination.

Mobilisation/unionise: The delegates from all countries confirmed that there was a general resistance of farm worker organization by the farmers. And in some countries entry into the farms is totally prohibited. FCTZ emphasised the above point, stating that they only work with farmers who have allowed them entry into their farms. The above situation cabled with the geographical spread of the farms, makes mobilisation of farm workers a big challenge.

Power relations: The situation on the farms show that the power relations between the farmer and the farm worker have not changed despite the end of the colonial era. There is evidence to show that the rules of "domestic government" prevail over that of the rules set by the official government.

Emerging Issues

a) Delegates to the workshop questioned the inability of the postcolonial state to adequately address the issues affecting farm workers. Some delegates attributed the above scenario to the kind of development criteria adopted by the state e.g. willing buyer willing seller, capitalism which has private property rights; limited funds available to the state to deliver on services and to some extend the political will.

b) The delegates expressed concern over the inability by states in the SADC region to provide citizenship rights to farm-workers in spite of having lived and worked in respective states for many years (third generation) and in spite of having contributed to the economic development of these countries.

c) Delegates recognized the fact that agriculture in the region is influenced along racial lines, this being the case, delegates called for a comparison of conditions of farm workers in the different ownerships - white farmer, black farmers, government farmers. This
analysis will enable informed decision making regarding whether the old master/servant system has only been replaced by a new system but status remain the same.

Noted with concern is the growing xenophobia in the region. The delegates attributed this scenario to the ambiguity of rules and rights governing the different countries, which are not enforced. Delegates also questioned how democratic civil society organizations working in the area are.

**Recommendations:**

That farm workers are a key stakeholder in issues related to land and land reform/distribution, and thus the need to review legislation to be all inclusive in its address of issues of the different stakeholders.

That livelihood and tenure security are critical elements for farm workers in any land reform process, thus the need to ensure that any process takes this into consideration. Options of farm workers having their own farms beside that of the farmer and living outside the farm were areas that could be explored.

That a regional identity of members of the SADC be considered so as to allow for the free flow of labour. Participants wonder why money should be allowed to cross borders and not the people.

That countries that are not yet facing a crisis like Zimbabwe take the opportunity to learn so as to avoid the challenges the country is going through. It is critical that they implement or initiate processes when they feel the political climate is right.

That gender be mainstreamed in all the legal processes so as to ensure that the rights of women and children are protected. The women should be allowed to enjoy same rights as other farm labourers.

That legislation be put in place that will allow for the free movement of unions and NGOs into the farms.

That government should take a more central role in monitoring and ensuring that the rights of farm workers are enforced. Unions and NGOs should work together to support government.

There is need for tripartite forums where farmers, government, unions come together to share and discuss issues related to the conditions of farm workers.

There is a need to review the funding conditions of farm worker unions, firstly due to the little contributions the members are able to put forward and secondly a re-examination of the labour relations act, which does not encourage members to pay, since those who do not pay subscription to unions, still benefit from their negotiations.
5.3 **GLOBALISATION**

**Status:**

**Liberalisation:** The meeting recognised the fact that the economic trends advocate for market forces and thus opening up of borders and integration of markets through production, investment and trade. This process in itself has an impact of farm workers as the farmer tries to adjust to fit and survive in the current environment. When prices plummet, farmers cushion themselves by among others the reduction of wages for the farm-workers. Some of the offshoots are the increased mechanisation leading to reduced manual labour, more competition and in some instances shrinking production due to inability to compete.

**Labour standards:** Increasingly, consumer preferences are taking centre stage in dictating on products on the shelves. Some of the labour standards focus on the child labour, protection and security.

**Emerging Issues**

The participants noted with concern the inability to cushion farm workers from the global changes taking place. Fear was also expressed of the possible infiltration of the local farming by multinationals who may drive out local production capacity.

The growth of a liberalised market also results in sourcing for cheap labour, and children may fall victim of the same.

Liberalisation also sees the withdrawal of the state and in some long term reduced income from loss of revenue collection. This means cuts in social amenities that can be provided, in addition, the state is helpless as retrenchments take place.

**Recommendations:**

There is need for labour standardisation in the region, baring in mind that in most cases it is the same trans-national companies operating.

It was recommended that issues related to privatisation be observed keenly by government, who should lay grounds to enable locals and farm workers rights are not compromised in the process.

Government should ensure that they put in place legislation to cushion different key stakeholders in the sector. This will include creating an environment for local producers.

**Regionalisation:** The governments in the region should consider seriously working together to improve their stake in the world. It is only by addressing the issues from a regional stand can the countries hope to survive the forces of globalisation. E.g. having joint sales of products having agreed on a regional price, so as to ensure no country loses out.

There is need to carry out capacity building for farm worker unions, and organisation, so that they can understand and articulate issues relating to farm workers. The same groups should be able to engage and create awareness in the SADC organ.
5.4 **LAND REFORM:**

**Status:**
The conference noted that the issue of land reform was pertinent in the region and that some countries were taking a step to address the imbalances that exist within the region stemming from the past colonial period. The delegates noted the manner in which land reform is taking place in Zimbabwe and called upon other countries to learn from the experience and try to avoid the same mistakes.

The delegates noted that the land reform processes taking place did not consider the farm worker and that the processes either marginalized the same or displaced them, leaving them with no homes and sinking further into poverty.

**Emerging Issues:**
Delegates to the conference said that land reform was a necessary process that was long overdue in the region and that this would be the only process that would ensure long term addressing of poverty and legal justice to the indigenous people. They however stressed the need for a clear and transparent process that identified the needs of all stakeholders and supported the same to enable the continuous economic returns from the land.

Delegates to the conference noted that land reform needed to be carried out professionally so as to avoid environmental degradation. Again, reference was made to some incidences taking place in Zimbabwe.

Noted with concern was the limited information and data available regarding the farm working community. Organisations were noted to be giving generalised information on the situation. This was regarded as a major handicap, for it is difficult to influence policy if persons are not well informed and do not have data to support their assertions.

**Recommendations:**

That the governments implementing land reform should review their policies to ensure and include the rights of farm workers.

That governments should ensure that their land redistribution process is backed by capacity building and resources provision for the persons being resettled. This is to ensure productivity and prevent any environmental degradation.

That land reform be carried out under the rule of law of the respective countries and should avoid party politics that can promote corruption and tribalism.

That land reform should protect the cultural values of the people and consultation of key stakeholders in the process is paramount.

That organisations working in the sector, carry out research and document relevant information regarding the farm workers. This information is to be used of advocacy and lobbying in the region.
5.5 **FARM VISITS**

Some of the participants visited farms in the Goromonzi and Macheke areas to physically observe and relate some of the experiences they had shared with the Zimbabweans about the plight of farm workers. Below are the observations of the participants.

**Goromonzi**

Generally the participants were impressed by the developments at the farm. The participants made the following observations.

- **Issues of citizenship:** most of the farm workers were non-Zimbabweans and were not full citizens of Zimbabwe.
- **Wages:** although the wages were within the stipulated rates by government (i.e. Z$1 800 per month) these could not cater for the basic needs of the workers especially with spiralling costs of living and harsh economic conditions characterising Zimbabwe.
- **Occupation Health:** Use of chemicals without adequate protective clothing seemed rampant
- **Social Problems:** Young girls were observed loitering around the farms. Although some of them attended the farm school and those nearby, it was common to have the girls sent back from school due to lack of payments of school fees. This made them easy targets of child labour
- **Division of Labour:** More women were observed in the grading shades rather than in the fields. Most of the women did not seem to have a voice as the manager answered most of the questions from the participants. Some participants observed that women were usually placed in certain labour tasks because they were paid less. The participants urged farmers to change attitudes towards the feminisation of women’s work. The managers and supervisors were men not women. Although it was explained that the farm was an equal opportunity employer the participants questioned this assertion.

**Macheke Farm Visit (Farm One)**

The following observations were made:

- **Wages:** Participants noted that the wages of the farm workers could not sustain a family as the wage was not a living wage
- **Workers committees:** These were non existent, raising questions of representation of workers grievances to the employer and vice versa. Unions were urged to look into the issue
- **Feminisation of Labour:** Women worked in the sheds grading flowers whilst the men were in the fields. The managers and supervisors were all males raising questions about the claims of equal opportunity for both males and females. Generally women were not free to speak to the visitors leaving the manger and the supervisors speaking on their behalf.
- **Child Labour:** Many children especially young girls were loitering leaving them to be targets of child abuse as labourers or as sex victims.
- **Living conditions:** The accommodation at the farm was good but there was need to improve the toilets

**Macheke Farm Visit (Farm Two)**

- **Housing Facilities:** The accommodation was good
- **Recreational Facilities:** A nursery school for the farm children were in existence. There were no recreational facilities for women
• **Security of Tenure:** Some of the farm workers were not permanent employees and some commuted from the surrounding areas

• **Performance Bonuses:** These applied to the farm managers only

• **Burial Rights:** The Farm had a cemetery where the workers buried their children with adults buried in their respective rural homes

• **School Fees Scheme:** The farmer contributed 70% of school fees for Secondary School children

• **Farmer/Community Relations:** the farmer had good working relations with the land occupiers led by the war veterans, the rural people in the surrounding communities. The farmer was also engaging with the community on how best to tackle the issue of landlessness through land redistribution

**General observations**

• The Farm Community Trust was commended for their work within farming communities and how they were encouraging farmers to move away from the paternalistic master-servant relationship to a relationship which stressed a community of purpose between the farmer-farm workers and the surrounding communities.

• Within the spirit of community of purpose, delegates observed that it was important to ensure that there was transparency in the operations of the farm. The organisations working with farm communities were urged to include economic literacy in their awareness for farm workers so that they were aware of labour inputs, benefits, profits and losses.
5.6 **WAY FORWARD**

The delegates having explored in detail the individual country situations and challenges facing farm workers and them as organisations representing farm workers, made a comittement to continue with activities that would uplift the standard of living of the farm workers. To enable this, the delegates identified two areas that they would have to considered so as to enhance their activities, these were:

- Networking and linkages
- Advocacy and lobbying

**Networking/Linkages:** Strategic networking was singled out as a critical element in the above process of trying to address the issues related to farm workers. This was emphasised due to the fact that the issues were not limited to one country, but the fact that the farm workers are coming from the different countries and thus there is interdependence. For example the threatened expulsion of 16 000 farm workers of Zimbabwean origin from South Africa will have a great impact on Zimbabwean families and the displacement of farm workers taking place on farms in Zimbabwe will impact heavily on Malawi, Mozambique and Zambia. This interdependence means that the countries have to join forces in addressing the questions from a regional perspective. Bodies like the SADC and SATUC were identified as key entry points to regional strategies.

**Advocacy and Lobbying:** The delegates realised that there was a lot of ground to be covered in regards to addressing issues and that this could not be carried out by one group, thus the need for NGOs and farm worker Unions to join hands to address the issues related to farm workers and thereafter lobby government, parliamentarians, farmers and all relevant SADC bodies for a change in policy.

**Action:** To address the above situation, the delegates divided themselves into groups based on the kind of organisation. i.e. NGOs and Unions and in the above groups deliberated on how to take the process forward. The NGOs agreed to start a regional network that would concentrate on highlighting and addressing issues related to the farm workers and the Union agreed on a strategic way of collaborating. The results of the following deliberations are annexed in this report.
Annex 1


Introduction

Delegates from seven SADC countries met in Harare to attend the Southern African Regional Conference on Farm Workers Human Rights and Security from the 10th to the 14th of September 2001. The conference noted with concern that:

- Farm workers constituted a significant proportion (10 – 20%) of the population of individual SADC countries, but they continue to marginalised and excluded from mainstream development throughout the region
- Farm workers constitute the most vulnerable group and live in abject poverty despite their important role to the economic development of the region

In light of the above observations and concerns, the delegates recommended that:

National Governments should ensure that the living and working conditions and security of farm worker communities is acted upon and improved

Weak Labour Legislation

The Conference expressed concern that despite the fact that most SADC countries are party to the International Labour Organisations conventions to protect all wage employees there still exist:

- Discriminatory labour laws that marginalise farm workers throughout the region
- Weak legislative and policy provisions that do not protect farm workers

Delegates therefore call upon national Governments and SADC to put in place legislation and policies that protect and benefit Farm Workers.

CITIZENSHIP Rights

The delegates noted with concern that:

The majority of farm workers in the region are third or forth generation migrants from neighbouring countries and contributed immensely to the economy of their host countries, but they are still considered as foreigners in these countries.

Delegates therefore call on member states to extend citizenship rights to the affected farm workers.
Basic Human Rights

Delegates noted that Farm Workers in all SADC countries do not enjoy the same basic human rights as their counterparts. National Governments consider farm Workers as second class citizens.

Delegates therefore call upon civil society, the Private Sector and other relevant stakeholders to strengthen national and regional bodies in articulating the human rights of farm workers.

Women (Female) Farm Workers/dwellers

Delegates noted with concern the vulnerability of female farm workers and call upon Governments, civil society, and the Private Sector to develop programmes, activities and polices to protect the female farm workers from poverty and oppression.

HIV/AIDS

Delegates expressed concern at the extent and impact of HIV/AIDS in the farm communities and the inadequate resources available to these communities.

Delegates call upon Governments in the region:

- to put in place policies, legislation and programmes that provide farm workers and their families with free/ subsidised access to treatment.
- To sponsor extensive education campaigns on HIV/AIDS in farm communities to influence behaviour and attitude change.

Child Labour and Child Abuse

Delegates expressed concern at the increase in the use of child labour and child abuse throughout the region despite the fact that the SADC member states are party to the Charter on the Rights of the Child. Delegates were also concerned about the absence of clear legislation and policies to punish the perpetrators of such acts.

Delegates called upon governments in the region, Labour Federations, civil society and community groups to lobby and advocate for legislation to protect the rights of the child in line with the provisions of the Charter on the Rights of the Child.

Globalization and the Plight of Farm Workers

Delegates noted with concern the negative impact of globalization caused by some of the agricultural and trade agreements, which have further marginalised the farm-workers. The delegates call upon SADC Governments to develop policies legislation, programs and activities, that seek to protect and cushion the poor in general and farm-workers in particular against the negative effects of globalization.
Debt Cancellation

Delegates call upon the SADC governments to intensify the campaign for the existing debt cancellation and compensation for colonial injustices and to channel funds towards the improvement of social services infrastructure especially in farm communities.

Xenophobia

Delegates note with concern the growing xenophobia in the region and its effects on farm-workers. Delegates further note that xenophobia runs counter to the principles and ideals of African Renaissance. The delegates call upon all national governments throughout the SADC region to put in place, laws, policies and programs to eliminate all forms of discrimination especially against farm workers. Furthermore delegates call upon the SADC summit to expedite the move for a fully-fledged regional community with SADC citizenship.

Farm Workers and Land Reform

The conference acknowledges the historical injustices in terms of land disposition in the region, and the various governments’ attempts to address them. However, delegates note with concern the systematic exclusion of farm workers from the process of land reform and land redistribution. Delegates therefore call upon all SADC governments: to implement transparent and gender sensitive land reform programs and ensure that the farm-workers are considered for resettlement under the land reform programs.

Furthermore delegates condemn the abuse of farm-workers political, social and economic rights by political parties, governments, and farm owners especially during land redistribution exercises. Delegates call upon all national governments to protect and promote the human rights of farm workers in line with the various international conventions they are party to.

CONCLUSION

Regional Summit

Delegates call for the holding of a regional Summit comprising governments, farm-worker representatives and supporting civic society organizations where issues of the plight of farm-workers could be discussed and governments make undertakings on dealing with the plight of the farm-workers human rights and security.
Annex 2

THE PROPOSED NGO NETWORK ON FARM WORKER RIGHTS

After intense discussions among NGOs who attended the above workshop, below are proposals on how the process and information generated during the week can be taken forward.

Proposal: That a network be formed that would bring together organizations in the region concerned with issues related to farm workers

Membership: It would be open to NGOs in the region working and interested in issues related to farm workers

AIM: The aim of the network is to facilitate a process were NGOs in the region and working on issues related to farm workers could meet and share ideas. The network would enhance and add the voice of farm workers' issues into regional debate especially in the current period where the region is going through a process of land reform.

Legal status: In an effort not to duplicate other existing structures, the team agreed to form an interim committee composed of two representatives from each country in the SADC. The interim committee will serve for an initial 9 months, and would report to a similar forum in June 2002.

Linkages: The first meeting of NGOs recognizes the fact that there exist regional networks on land and poverty forum, which may have similar objectives. The interim committee would therefore find out as much information as possible on the operations of the same and see how the above networks' specific issues would be accommodated, if the same is not possible, then the proposed network would forge ahead with activities being spearheaded by the interim committee.

Host Institution: FCTZ would in the initial nine months play host to the network and a review will be considered in June 2002.

TOR’S FOR

Committee:

- Draw up a Policy Paper on the status of farm workers in the region.
- Fund raise for the Forum meeting and other related activities
- Develop a draft programme of action to be circulated to forum members with the report.
- Come up with specific campaign programmes and draw up issues affecting farm workers, this will include
  - sensitize governments on issues affecting farm workers
issues of illegal immigrants/ issues of citizenship
issues on tenure
need to put issues through SATUC
mainstreaming gender in the campaign programme
Social grants and people accessing pensions for e.g. Zimbabwe farm workers
Education of farm works
Issues of land reform and how workers can be part of the reform program - they should be recognised as a constituency

Mandate: That the steering committee would after consultation, represent the views of the other members in the regional bodies.

**Interim Committee**

**Zimbabwe**  
Godfrey Magaramombe  
Farm Community Trust of Zimbabwe  
Rose Mujati  
Kushanda Pre-schools

**Zambia**  
Mukalya Mwangala  
Civic Education Association  
Henry Machina  
National Land Alliance

**South Africa**  
Andile Mgxitama  
National Land Committee  
Maria Nonyana  
Centre for Applied Legal Studies

**Swaziland**  
Michael Maphanga  
Lutheran Development Services  
Winston Shongwe  
Africa Cooperative Action Trust

**Lesotho**  
Sekhonyana Tsekelo  
Lesotho Link  
Tsehlo Moshe  
Lesotho Council of NGOs

**Namibia**  
Wolfgang Werner  
Namibia Economic Policy Research Unit

**Malawi:**  
Godfrey to follow up

**Mozambique**  
Amade Sua  
UNAC

**Botswana**  
Godfrey to follow up
Annex 3

ROLE OF UNIONS

The Unions meeting agreed to the formation of a Steering Committee that would ensure that unions working with the farm communities were heard and recognised throughout the region. The following were recommendations on the role of Unions in networking and lobbying

**Mandate of the Steering Committee:**

- Drafting of the Southern African Federation of Agricultural Workers Unions Constitution
- Plan for a conference of Trade Unions within the Agricultural Sectors in the region in 2002
- Draft a work plan to be circulated to members on the steps towards the implementation of the plan for the formation of the Federation of Agricultural Workers Unions
- Steering Committee to meet during late November or early December to review progress on the activities towards the establishment of the Union
- Steering Committee to engage governments and civil society organisations about the formation of the Union
- Steering Committee to lobby SATUC for the representation of farm workers through the respective Agricultural Farm Workers Unions

**Composition of the Steering Committee:** Two delegates were selected from each of the SADC countries some of the names were

- Chair - Namibia
- V. Chair - Zimbabwe
- Namibia - Angula and Hendricks
- Zambia - F. Kuveya
- South Africa - Wayne Jordaan (tasked to find out how to include all Provinces in S.A. not represented in the conference)
- Mozambique - Amadi
- Zimbabwe - C. Marange and Getrude, Gift Muti as alternate
- Malawi - Sandram
- Swaziland/Lesotho - To advise names of representatives

All the countries were urged to submit the full details of their Steering Committee members to the FCTZ Executive Director who will communicate with the Chairperson of the Committee.

The Unions undertook to ensure gender balance in the membership of the Steering Committee as well as the Southern African Federation of Agricultural Workers Unions once this is formed.
## ANNEXURE 4 - PARTICIPANTS LIST

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<td>YASINI Lucy</td>
<td>ZBC Radio 4</td>
<td>Producer/Presenter</td>
<td>Box 9048, Mbare, Harare, Zimbabwe</td>
<td></td>
</tr>
<tr>
<td>ZUZE Jealous</td>
<td>Umu Farm</td>
<td>Farm Worker</td>
<td>Box 36, Glendale, Zimbabwe</td>
<td>075-339161/339292</td>
</tr>
<tr>
<td>ZVIGADZA Shepherd</td>
<td>ZERO</td>
<td>Information Officer</td>
<td>Box 5338, Harare, Zimbabwe</td>
<td>7910-339161/339292</td>
</tr>
</tbody>
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