

## **CHAPTER 1**

### **1. BACKGROUND OF THE STUDY**

#### **1.1 Introduction**

Land reform in South Africa has focused mainly on racially skewed land ownership more than on gender imbalances (RSA, 2008). According to (Lahiff, Maluleke, Manenzhe, and Wegerif, 2008), critical land reform should address issues of poverty alleviation through alternative economic opportunities. The location of this study has a high concentration of rural poverty. Reports show that there are a number of land reform projects that are taking place in Limpopo province. Borat and Kanbur, (2006) add that majority of rural dwellers are still living below poverty line, and the Vhembe District is no exception.

RSA, (2001) state that land reform programmes have evolved with attention being focused on issues of equality and particular attention has been paid to the interest of the rural poor, especially women, but in spite of the progress in land reform, Makhado Municipality in Vhembe District still faces big challenges in job creation, food security and gender imbalances in development. The role of women in farming is still inadequately acknowledged. Migration of men in search of work is high from Makhado Municipality in resource-poor areas and it is the women who bear the burden of food provision besides looking after the family hence Walker, (2001) confirms that involvement of women in land reform is inversely related to socio-economic conditions of the family.

Walker, (2005) indicates that women constitute nearly half of the world's total population. They are the co-builders of civilization yet they are underprivileged in many parts of the globe, especially in developing countries. The life of women is dominated by a patriarchal social system and such a system upholds a rigid division of labor that controls a women's mobility, as well as the roles and responsibilities she may take on. Traditionally, woman derives her status from her family and her primary role is the maintenance of that family as a social institution and economic entity. Most importantly, through childbearing and child rearing, she ensures the existence of succeeding generations hence Chen, (1989) adds that disparities exist between men and women in education, health, employment and income opportunities, and control over assets, personal security and participation in the development process. Despite various different national

and international programs aimed at increasing the standing of women, their status is still far below that hoped for by many.

There is increasing realization of the critical role of women in agriculture and of the fact that empowerment of women is necessary for bringing about sustainable development at a faster pace (Deer, 1994). The majority of poor people are women, and these women are overwhelmingly responsible for feeding hungry men and children as well as themselves. Despite this, these women are often the last to gain access to resources, training and financial loans (World Bank, 2002).

Dusing, (2002) argues that despite the fact that women are the world's principal food producers and providers, they remain invisible partners in development. A lack of available gender disaggregated data means that women's contribution to development, in particular, is poorly understood and their specific needs are too often ignored in development planning. But women's full potential in job creation, economic empowerment, and participation in decision making must be realized if the goal of the world food summit to halve the number of hungry people in the world by 2015 is to be achieved (FAO, 1984). Enhancing women's economic empowerment boosts both gender equality and; the wealth and well-being of nations. Capacity building targeted at women helps them increase their participation in land reform programmes and projects (Deore, 2001).

## **1.2 Problem statement**

The World Bank, (2001) identifies women empowerment both as a development objective in itself, and as a means to promote growth, reduces poverty and promotes better governance. Malhotra, Schuler and Boender, (2002) add that similar double underlying principles for supporting women's empowerment has been articulated in the policy statements put forth at several high level international conferences in the past decade. For example, the Beijing Platform for Action, the Millennium Declaration, and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), have added yet up to date neither the World Bank nor any other major development agency has developed a rigorous method for measuring and tracking changes in levels of women empowerment. In the absence of such measures, it is difficult for the international development community to be confident that their efforts to

empower women are succeeding and that the important Millennium Development Goal will be achieved.

Lahiff et al. (2008), indicate that South Africa's land reform programme has aimed to achieve multiple objectives, including redressing the historical racial imbalances in landholding, alleviating poverty and developing the rural economy. According to RSA (2007a), "the majority of beneficiaries receive no material benefit from restitution. The most striking finding from the case studies reveal that the majority of beneficiaries across all restitution projects reviewed have received little, if any, tangible benefit from restitution in the form of cash income or direct access to land". In most cases, a small sub-group of community members has benefited through access to employments, often as part of strategic partnership agreements and it appears that more highly educated members, and men, are most likely to reap these benefit.

Communal Property Associations (CPA) Act 28 of 1996 sets out the conditions under which restitution beneficiaries would "jointly acquire, hold and manage land" (Hall, 2003). CPA would run according to a constitution which defines individual and group rights; provide equal rights for women and "function in a transparent, accountable and democratic manner" (RSA, 1997b), But in practice, various CPA have deviated widely from the government's expectations and putting these principles in practice has proved challenging (Hall, 2003).

Gender policies and the established Gender Policy and Implementation Unit within the Department of Land Affairs have been tasked to promote gender equity in land reform, but this objective appears to be slow in being and there is little evaluation of the impact of land reform on gender relations between women and men in households and communities. Kornegay, (2000) reports that poverty is a major problem for women in South Africa and they are more likely to be unemployed or underemployed and (Walker, 2001) adds that in 1999, 36% of heads of household were reported to be females. The burden of poverty and unemployment falls unevenly on women and children.

Ngubane, (1999) indicates that another view is that women's employment remains either within traditional female occupations or within the domestic or farming sectors and often as casual workers in addition, women have minimum access to paid employment and are found in poorly paid domestic labour and micro-enterprises which do not offer job security and benefits or much

by way of legislative protection. Public opinions indicate that higher paying positions are reserved for men and socio-cultural dictates of all groups define women to be inferior to men and as such assign to them the positions of minors in both the public and private spheres of life. In the private spheres, women are less likely to lead in decision making.

Even in an era of dramatically changing management practices which increasingly sees black farm workers being trained as foremen and even managers, women remain largely excluded from this development. Because her work is seen as low status, unskilled labour, and it is valued in monetary terms well below the work of men (Shabodien, 2006).

Rahman and Naoroze, (2007) indicate that men traditionally dominate women in all spheres of life, with poor women in rural areas having the least power. Women have few rights, little choice about the course of their lives, very few opportunities to change their situation and they are mostly illiterate. Women are therefore disadvantaged and less empowered than men and this definitely limits the country's ability to achieve its full potential.

Even with much new legislation in South Africa, which protects the rights of female workers, there is little capacity to educate female workers and to enforce labour laws in rural employment situations. There is no enough capacity building targeting to women to help them increase their participation in land reform programs and projects.

### **1.3 Operational definitions**

#### **1.3.1 Land restitution**

It is the process of restoring land and providing other remedies to people dispossessed by racial discriminatory legislation and practices. It is aimed at restoring land rights or providing other equitable redress to those unfairly dispossessed of their rights after 19 June 1913 (the introduction of the Native Land Act 27 1913). Restitution is a right-based programme implemented in terms of section 25(7) of restitution of land rights Act 22 of 1994, of the constitution (RSA, 1997a).

### **1.3.2 Communal Property Association (CPA)**

Communal Property Association (CPA) is a legal entity which should be formed when communities of people want to keep and use land together as a group (RSA, 1997b). The core function of a CPA legal entity must be the holding of property in common trust and it must be registered in terms of the communal property Association Act 1996 ( Act no 28 of 1996 ). This arrangement enables groups of people to hold and manage their land jointly through a legal entity registered with the Department of Land Affairs. Beneficiaries of a restitution settlement claims organize themselves and form a legal entity known as Communal Property Association (CPA), for the purpose of transforming and registering their restored land (RSA, 2006).

### **1.3.3 Women Empowerment**

Women empowerment refers to providing the necessary rights and responsibilities to women in order to make them self-reliant. Women empowerment is the process of building capacities of women, creating an atmosphere which will enable them to fully utilize their creative potentials and gives women, the capacity to influence decision making process. It is about taking self-decision regarding education, participation, mobility, economic independency, public speaking, awareness and exercise of rights and political participation. Empowerment of women is an essential process in the transformation of gender relations because it addresses the structural and underlying causes of subordination and discrimination. For the purpose of this study woman empowerment will focus on economic empowerment, participation, capacity building and exercise of rights by women.

### **1.4 Aim of the study**

The aim of this study is to investigate the impact of land reform on women empowerment during the land restitution processes.

### **1.5 Objectives of the study**

The study achieved the following objectives:

1. To investigate the level of women's economic empowerment at Masakona Land Restitution project;

2. To investigate the extent of women's capacity building at Masakona Land Restitution project
3. To investigate the level of participation in decision-making by women at Masakona Land Restitution project
4. To investigate the level of knowledge of rights by women at Masakona Land Restitution project and
5. To investigate the challenges experienced by women at Masakona Land Restitution project

### **1.6 Research questions**

1. What is the level of women's economic empowerment at Masakona Land Restitution project?
2. What is the extent of women's capacity building at Masakona Land Restitution project?
3. What is the level of participation in decision-making by women at Masakona Land Restitution project?
4. What is the level of knowledge of rights by women at Masakona Land Restitution project?
5. What are the challenges experienced by women at Masakona Land Restitution project?

### **1.7 Unit(s) of analysis**

The units of analysis in this research are as follow;

1. Adult female employed beneficiaries of Masakona Masakona Land Restitution project
2. Communal Property Association (CPA) management committee members of Masakona Land Restitution project
3. Extension officers from the Department of Agriculture servicing the project.

## **1.8 Significance of the study**

The result of this research will give guidance to future implementation of women empowerment on land restitution projects, private sectors and other community projects.

## **1.9 Format of research report**

The format of this study is structured as follows:

Chapter 1 – comprise of background of the study, problem statement, operational definitions, aims, objectives of the study, research questions, unit of analysis, and significance of the study.

Chapter 2 – summaries the Literature review which is subdivided into background of land reform, women empowerment and the role of women in agriculture

Chapter 3 – describes the case study (Masakona land restitution)

Chapter 4 – explains the research methodology including population and sampling, data collection and data analysis.

Chapter 5 – present the research findings which are linked to the research aim, objectives and key research questions.

Chapter 6- concludes the report by reexamining the research objectives and offers recommendations based on the findings.

## **CHAPTER 2: LITERATURE REVIEW**

### **2.1 Background of land reform in South Africa**

South Africa has a history of colonisation and apartheid, which has resulted in the majority of black people being dispossessed of their land and creating imbalances in terms of land ownership patterns (RSA, 1997b). Thwala, (2003) adds that the Native Land Act passed in 1913 resulted in only 10% of the land being reserved for blacks.

The rural land reform programmes were clearly indicated in the policy document of the Rural Development Programme (RDP) in 1994 by stating that land is the most essential basic need for rural dweller and for development; and that the land policy must remove all forms of discrimination which prevent women from having access to land because thriving land redistribution programme must target women and any system that institutes, practices and has laws that discriminate against women's access to land must be reviewed and brought in line with National Policy (ANC, 1994).

The first step by newly elected democratically South African government in 1994 was to eradicate the Black Land Act, 1913 (Act No 27 of 1913). The White Paper on South African Land Policy was introduced in 1997 with aim of addressing the apartheid legacy by tackle land ownership patterns to contribute to economic development by giving households an opportunity to engage in productive land use and by increasing employment opportunities through greater investments (RSA, 1997a).

South Africa constitution (Act 106 of 1996, section 25) makes it imperative that the State take reasonable measures to ensure equitable land distribution and must take reasonable and any measures, within its available resources to foster conditions which enable citizens to gain access to land on an equitable basis (RSA, 1996). It is also indicated in the White Paper on South African Land Policy that its vision is to develop a land reform which promotes both equity and efficiency through a combined agrarian and industrial strategy in which land reform is a spark to the engine of growth (RSA, 1997a).

South Africa land reform programme has three sub- programmes namely, Land Restitution, Land Redistribution and Land Tenure (1997b).



### **2.1.1 Land Restitution**

Land restitution is the process of restoring land and providing other remedies to people dispossessed by racial discriminatory legislation and practices (RSA, 2004). It is aimed at restoring land rights or providing other equitable redress to those unfairly dispossessed of their rights after 19 June 1913 (the introduction of the Native Land Act 27 1913). Restitution is a right- based programme implemented in terms of section 25(7) restitution of land rights Act, 22 of 1994 of the constitution (RSA, 1997a).

Restitution need to address the legacy of forced removals, and promote the significance of land not only as an economic asset but also a consultative element of identity, culture, history and tradition. Restitution of Land Rights Act 22 of 1994 (Restitution Act) was one of the first pieces of legislation passed by the Government of National Unity which came into power after the 1994 elections. It gives effect to the constitutional provision that people unfairly disposed after 1913 are entitled either to restitution of land rights as solo owners to investigate claims from land restitution and to prepare them for settlement (Thwala, 2003).

Land claims court to adjudicate claims and make orders on the form of restitution or claims is expected to advance reconciliation and historical justice by undoing some of the legacies of dispossession and the social upheaval it had inflicted (RSA, 2004). However there is little basis on which to judge how successful these measures have been as confirmed by (Hall, 2004) adding that progress with restitution has commonly been measured by counting the number of claims that have been settled.

Beneficiaries of a restitution settlement claims organize themselves and form a legal entity known as Communal Property Association (CPA), for the purpose of transforming and registering their restored land (RSA, 2006).

Hall, (2004) indicates that almost 80,000 claims for restitution were lodged with the Commission on the Restitution of Land Rights, which was established by the Act to request and investigate claims for restitution and to prepare them for settlement. According to (Hall, 2004) by the end of August 2004, a cumulative total of 56 650 claims had been settled, resulting in the transfer of 810 292ha. The 2005 National Budget allocated greatly increased amounts to restitution over three-year period: R2.71bn in 2005/06 or an increase of 134%, R3.69bn in 2006/07 and R3.83bn

in 2007/08. Within the 56 650 claims settled and the increasing budget for restitution projects, what did women benefited when land returned to their households and how did the budget empowered them.

One area of the country in which numerous claims for restitution have been lodged and yet remain largely unsettled is in the far north of Limpopo province. Limpopo province has a population of 5.635 million people (Hall, 2004); almost half of the labor force of around 1.3m people is unemployed. Just over 3 000 white farmers own farms outside of the densely populated former homeland areas; they employ around 75 000 workers (Hall, 2004). Many of these white-owned farms are subject to claims for restitution around Levubu farms where Masakona is one of the restitution projects and the researcher would like to understand if the project created jobs for women who are project beneficiaries.

Kruger Real Estate, (2008) indicates that Restitution of Land Rights Act was passed in 1994 and the process works as follows: claims had to be registered with the land claims commissioner before 31<sup>st</sup> December 1998; the Commissioner should do the verification of the rightful claimants and validity of the claim; identify the beneficiaries and determine the extent of land claimed. The claim is then gazetted and no further development is allowed until the claim has been settled. The Commissioner then attempts to settle the claim through mediation. Settlement or outcome of a legitimate land claim could be in the form of the restoration of actual title to the claimants or the provision of alternate state owned land to the claimants and then finally the financial compensation is granted.

### **2.1.2 Communal Property Association (CPA).**

Communal Property Association (CPA) is a legal entity which should be formed when a group of people want to keep and use land together as a group (RSA, 1997a). The core function of a Communication Property Association legal entity must be the holding of property in common trust and it must be registered in terms of the communal property Association Act 1996 (Act no 28 of 1996). This arrangement enables groups of people to hold and manage their land jointly through a legal entity registered with the Department of Land Affairs. This implies that land restitution can be used as a tool to address gender inequality and land use rights.

Beneficiaries of a restitution settlement claims organise themselves and form a legal entity known as Communal Property Association (CPA), for the purpose of transforming and registering their restored land (RSA, 2006). CPA was also introduced by the government to address gender inequality (RSA, 1999). This requires a land holding group to draft a constitution which sets out rules governing access to and management of jointly owned land (RSA, 1997a). This entails that everybody including women should participate in the drafting of constitution to address gender inequality and land ownership.

While CPA itself owns the land, its members have procedural rights, for instance, to participate and vote at meetings and the CPA may also allocate substantive rights to individuals to use land and other resources (Hall, 2004). The researcher is interested in women participation in meetings and their rights. The Communal Property Association (Act 28 of 1998) was designed to help any group of people to legally buy, keep and use land together as a group. The CPA is made up of members who have rights, and these rights can be to live on the land, to use parts of the land and to use other property that the CPA owns (RSA, 2006).

### **2.1.3 Land Redistribution for Agricultural Development (LRAD)**

RSA, (1997a) indicates that Land Redistribution for Agricultural Development (LRAD) is a programme designed to provide grants to black South African Citizen to access land specifically for agricultural purposes. It is aimed at achieving fair distribution of land in South Africa. It has been based on willing seller- buyer approach with the government providing discretionary grant to enable black people to buy land. Initially redistribution targeted the poor, but over the years it has shifted to involve the provision of grants to any black people who wish to acquire land and it has put more emphasis on establishing a class of black commercial farmers.

### **2.1.4 Land Tenure**

Tenure reform provide those living on other people's land with a legally secure system of land holding or, especially in the case of farm dwellers, provide procedural rights to avoid arbitrary evictions (RSA, 2004).

## **2.2 Women empowerment**

A gender empowerment commission was established in April 1997. Its task was to make recommendations about laws, policies and programmes to government and to investigate inequality and commission research. Women in the rural and farm areas and in the informal settlements deserve special focus because of the previous socio-economic and cultural obstacles (RSA, 1999).

Kornegay, (2000) indicates that South Africa's definition of and goals towards achieving gender equality are guided by a vision of human rights which incorporate acceptance of equal and absolute rights of all women and men. This ideal is a fundamental rule under the Bill of Rights of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996). It emerged from a long period of struggle for a democratic society that respects and promotes the rights of all its citizens irrespective of race, gender, class, age, and disability on the Bill of Rights, Sections 9.1 to 9.4 (RSA, 1996).

RSA, (1999) states that communities preserve the values essentially for its identity and cultural integrity while on the other hand changing its social conditions, in support Goulet, (1995) comments that men control the land and the resources and income derived from land use. Between 2000 and 2002 the Department of Land Affairs and Gender Policy Implementation Unit jointly engaged in the Promoting of Women's Access to Land (PWAL) project to try to identify obstacles and opportunities to advantage women's rights to land. This is the challenge to be addressed in any new land reform interventions. Therefore, the imperatives of land reform demand that new paradigms should be binary in nature, that is, foster social cohesion and redress wrongs of the past including addressing gender inequalities.

### **2.2.1 Job creation**

Kornegay, (2000) indicates that poverty is a major problem for women in South Africa. Women constitutes 52.6% of the total population in South Africa and in 1999, 36% of heads of household were reported to be females as corresponded by UNISEF, (2008) analysis showing that children in female-headed households are more likely to experience hunger. Shabodien, (2006) further finds that a 2005 investigation conducted by Action Aid into the livelihoods of women farm workers in the Western Cape found that for the families of women workers, food security was

pervasive as women struggle to meet the basic nutritional needs of their families hence UNISEF, (2008) conclude that the burden of poverty and unemployment falls unevenly on women and children.

### **2.2.2 Economic empowerment**

Economic empowerment for women is fundamentally a human rights and social justice issue, but it is also important for poverty reduction, economic growth and human development. The economic empowerment of women contributes to poverty reduction for all: especially in low-income households, as it is vital for household survival. The promotion of women economic empowerment in land restitution projects facilitates the achievement of other important public policy goals such as economic growth, improved human development and reduces violence. It is the single most important factor contributing to equality between women and man. A specific focus on women is necessary given the reality that women comprise the majority of economically disadvantaged groups. The support for women economic empowerment as part of overall development programming is important (Sida, 2009).

Kornegay, (2000) states that women's employment remains either within traditional female occupations or within the domestic or farming sectors all too often as casual workers. Women have low access to paid employment and are found in poorly paid domestic labour and micro-enterprises which do not offer job security and benefits as concur by Shabodien, (2006) that in farms, the women's position is usually determined by her relationship to a male farm worker. For the most part, women are engaged in farm labour as the wife or girlfriend of a male worker. Blumberg, (2008) adds that these feudal labour practices are never formally written into contracts, there is an established pattern of labour engagement where certain, mostly higher paying positions, are reserved for men. Just as is the case for women's reproductive labour, her labour on the farm is valued less than that of men and generally don't hold a high status within the agricultural hierarchy.

Shabodien, 2006 also adds that those women workers are restricted to the lower status functions on working environment and are discriminated against both in the terms of her employment, as well as the type of work she will be able to do. Even in an era of dramatically changing management practices which increasingly sees black workers being trained as foremen and even

managers, women remain largely excluded from this development. Because her work is seen as low status, unskilled labour, it is valued in monetary terms well below the work of men.

Kornegay, (2000) states that women constitute the poorest group in South Africa and are more likely to be unemployed or underemployed; hence Shabodien, (2006) says that most women are excluded from decision-making; sexual harassment and abuse are common experiences for women workers; the incidence of single parenting amongst women is high, with few mothers receiving maintenance from the father of the child.

### **2.2.3 Participation**

Kornegay, (2000) indicates that statistical data on ordinary public and independent school enrolment in 1999 shows that girls constitute just over half (50.6%) of all learners. The statistics further showed that 17% of African women aged 20 years and older had received no formal education compared to 12% of African men. 58% of the illiterate aged 20 years and older are women.

Anzia, (2009) states that according to United Nations statistics, South Africa, of all African regions today, has the highest percentage of children who are given greater access to education at the primary level. Children attending school at the primary level go from 96% to 70% at the secondary level, then on to a drastic drop of 7% participation at the college level hence (UNICEF, 2008) also reported that despite improvements from a new South Africa democracy in 1994 which improved many economic conditions, education is still out of reach due to poverty, 25.2 % unemployment rate and women only count 23% of all managerial positions.

Kornegay, (2000) indicated the role of women in agricultural sector is likely to be labourers. There is not enough capacity building targeted at women to help them increase their participation in land reform programmes and projects. There should be equal participation and empowerment in land reform; and formalisation processes and measures to empowerment, such as education and information are required to ensure real and meaningful participation (Ikda, Hellum, Kaarhus, and Benjaminsen, 2005).

#### **2.2.4 Women rights**

Kornegay, (2000) indicated that women's rights are part and parcel of human rights as enshrined in the Bill of Rights of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996). It emerged from a long period of struggle for a democratic society that respects and promotes the rights of all its citizens irrespective of race, gender, class, age, disability (RSA, 1996).

Sloan, (2009) also adds that since 1994, a plethora of new legislation has been passed which protects the labour rights of farm and rural workers. But there is little capacity to educate rural workers and to enforce labour laws in rural employment situations. So the reality is that the majority of farm workers do not have practical access to basic conditions of employment, employment equity, minimum wages and outstanding process; consequently Shabodien, (2006) expresses that the obstacles facing farm women in particular in realizing their rights in law include: lack of knowledge on the part of farm women about their existing rights in laws, lack of necessary socio-economic support systems to enable rights access, and weak government monitoring and enforcement capacity.

Abdoesalaam, (2003) states that the right to union in agricultural sector has been legalized since 1993 but farm workers remain the least organised labour sector in South Africa today, with the lowest percentage of unionised workers in any sector.

Malhotra, et al., (2002) conclude that empowerment and poverty applies to women and it is important to acknowledge that women's empowerment encompasses some unique additional elements. This means that efforts at empowering women must be especially mindful of the implication of broader policy action at the working environment. It can, thus, be inferred that if, you empower woman, you empower community.

#### **2.3 The role of women in agriculture**

Walker, (2003) and Fortman, (1998) state that land provides an excellent vehicle for readdressing gender imbalances in land access and land ownership, therefore in improving the lives of rural women and the household they may support. Land will serve as a means of creating opportunities to enable women to develop in numerous sphere of life, therefore giving them independent economic status.

Walker, (2003) states that land reform programme was launched in 1994/1995 and featured prominently as one of the basic needs of people. Lahiff et al. (2008), indicate that South Africa's land reform programme has aimed to achieve multiple objectives, including redressing the historical racial imbalances in landholding, alleviating poverty and developing the rural economy. South Africa has signed various international conventions and declarations aimed at advancing the rights of women: CEDAW (Committee on the Elimination of Discrimination Against Women), International Convention on Economic, Social, and Cultural Rights; Protocol to the African Charter on Human and Peoples Rights on the Rights of Women (Walker, 2005).

In the annual report of the Commission on Restitution of Land Rights 2006/2007, the Chief land claims commissioner of South Africa Mr Thozamile Gwanya indicates that 'the report is dedicated to rural women with the concern that most of the land and agrarian reform programmes do not priorities the beneficiation of women despite the fact that they are the most and best settlers of the land, mobilizers of the resources for family sustenance and providers of house hold security'. The report financial year recorded that not less than 40% of the restitution beneficiaries are female headed household (RSA, 2007) consequently during the budget speech 2007/08 Minister of Agriculture, Xingwana said that 'women in agriculture and rural development and many other women in South Africa, are the spearhead at the forefront of the struggle to combats poverty and hunger (RSA, 2008) therefore RSA, (2007) states that accelerated access to land for women is required to create an enabling environment for women to access, own, control, and use and manage land and to support production.

## **2.4 Challenges faced by women**

### **2.4.1. Violence**

Kornegay, (2000) states that violence against women remains a serious problem in South African society as well as other forms of physical and psychological abuses of women are evidence. It will continue to be a major challenge especially as it is compounded by its interrelation with poverty and HIV/AIDS as defined by Chaudhuri, (2004) that "sexual harassment includes such unwelcome sexually determined behaviour whether directly, a demand or request for sexual favours; and any other unwelcome physical, verbal or non verbal conduct of sexual nature". It is also confirmed by Walker, (2001) that sexual harassment in the workplace continues to be a



common occurrence, typically perpetrated by a person in a position of authority; the majority of women does not take action or lodge an official complaint for fear of being dismissed, losing their reputation or facing hostility or social stigma in the workplace.

Sexual harassment was reported fact-finding survey on women workers and was short-listed as one of the top five finalists under the Women's Rights, Security and Development hence International Labour Rights Forum, (2009) conclude that women farm workers are particularly vulnerable group and are subject to low wages, high levels of job insecurity, poor living conditions and limited access to health and legal services

Shabodien, (2006) states that attributable to low nutritional levels, exposure to pesticides and limited access to health care services, the general health of farm workers is poor. Chaudhuri, (2004) adds that employers should provide a safe working environment to their women employees and include both preventive and remedial measures to make the work environment safe for women employees.

#### **2.4.2 Access to information**

Walker, (2005) indicate that the level of mobilization among rural women in support of their rights is very low. Women are active in local organisations and clubs such as church, burial society, saving clubs, sewing clubs, crafts groups ect. For mutual support and these forums could be used for the issues of land rights for women could be taken up.

Onsrud, et al., (2006) elaborate that despite the fact that women making up to the majority of the poor and are some of the people with the most desperate need for resources, they face more obstacles than men when trying to gain access to an especially valued resource, land. Lack of documentation causes women to lose formal recognition for their work and lack union membership, and makes them unable to gain the full benefits of their rights as South African citizens. Policy also hinders women's ability to gain access to land, as even if they have documents policy that would allow them to own title to the land; families headed by women are less likely to meet the beneficiary requirements specified by land reform programmes. Traditional inheritance practices also hinder women's ability to obtain land in rural areas.

### **2.4.3 Access to financial services.**

The Gender Policy Framework (GPF) established guidelines to take actions to remedy the historical legacy by defining new terms of reference for interacting with each other in both private and public spheres and by proposing and recommending on institutional framework that facilitates equal access to goods and services for both women and men. GPF attempts to ensure that the process of achieving gender equality is the centre of the transformation process within all structure, institution, government programmes and civil society (RSA, 2004).

Onsrud et al., (2006) indicate that in addition to being subject to discrimination or even violence because of their physical attributes, lacking political representation and having unequal economic opportunities, women are predominantly landless. If they do not lack a physical home, they may lack a legal title to the land they live on and without that legal document, obtaining credit or formally securing any investment for land is near impossible. The landless have to cope with economic marginalisation, social exclusion, and dangerous living conditions. Inequality breeds greater disparities, and women are continually affected by interrelated historical actions and engrained cultural conditions that have created specific impasses for their efforts to attain a desired quality of life.

RSA, (2005) strongly confirmed that there are no title deeds for women and making lack of security to loan money for the development of land. “Whenever you want to expand you must consult the owner making it very difficult for rural women. Rural women are tired of working for somebody, we want to be managers. We want management skills, financial skills, marketing and project management skills. Women want ownership, institution of learning, management, membership to associations, equipments and finance”.

Onsrud et al. (2006) stated that once land is obtained, the work done and profit made from land is either cooperatively managed or in a traditional view delegated by the male. Because men are considered as the head of the family, it is common for men to make decisions that affect the entire family, including regarding the use of money. Because the family is considered a single unit, the need for titling in a women’s name is not seen as a necessity. If men have total legal and actual control over the family’s farm, a wife is left with very little in case of their separation or death of her spouse. Not having a title endangers her use of the land and ability to obtain credit.

#### **2.4.4 Access to markets**

Women agricultural producers provide high percentage of agricultural labour and produce more percentage of domestic food consumption, but generally produce on land that is less productive and yield small. This is because they lack access to agricultural inputs and few opportunities to market their products. The agreement and understanding is that improving women in agriculture access to productive resources is vital to sustain development (Bachelet, 2011)

Haider, (2011) states that women across the region have less access to resources than men. Resources such as land, education, livestock, technology, and financial services. Haider further states that if women would have the same resources as men, this could raise the total agricultural output and reduce the number of hungry people in the world by 12-17 percent. Some of the impacts of limited access to resources on women in agriculture are:

- Inability to purchase value adding technology
- Inability to expand their enterprise because of lack of capital
- Inability to produce quality product because of cheaper or poor quality inputs
- Inability to store their products for later sales when prices improve, because of urgent need of cash
- Pressure to sell to low prices in local markets because of lack of funds for packaging and transport (IFA,2000)

However the solution is to remove barrier to access financial assistance to women for better empowerment and economic development.

#### **2.4.5 Women as head of household**

Walker, (2005) indicated that, when a women is the head of a household; or is the only adult or when she has only daughters, her household is seen as a weak one, this is because she has no male helper to hold the right to land, and no resident male adult to speak for her in public proceedings, under these circumstances she may find those strong neighbouring households

encroach on her arable land. Women in these circumstances are often given title protection or assistance by their husband's relatives. They may be driven to give up their land and have to marry again or return to their parent's home, if their parents or brothers are still alive and willing to accommodate them.

Cross and Hornby, (2002) indicate that, the most disadvantaged category of women headed household is that of single mothers with children. If they are not actually in the process of marrying the father of their children, women in this category are not considered to be heads of proper families and are not usually seen as eligible for land rights. Although single women do receive land in some rural districts, as soon as demand for land rises, pressure on the system tends to squeeze out women's claims returning them to marginality.

Although they are a very large demographic category, single mothers are unlikely to obtain land at all unless they live in the peri-urban periphery, where rates of formal marriage appear to be relatively low. Again women's claims have tended to be squeezed out over time (RSA, 2001). In addition, a woman without male relatives to help her will have difficulty in presenting her case in a public forum, whether in neighbourhood arbitration, to local headmen or to tribal court meeting (Walker, 2003).

Onsrud et al., (2006) show that women make 52 percent of South African population and their culturally defined gender roles mandate that they are responsible for acting as their family's nurture, the well being of women is essential to the well being of South Africa's population. Society often expects women to make sure their children and husband are provided for, even during difficult times. Their roles as a mother dictate that they are responsible for managing the varying resources available to them to provide for their family. Cultural perception for women's duty as mothers ensures households survival, the existence of at least one parent for children.

Griffin, Rahman, and Ickowitz, (2002) add that successful land reforms contributed to rapid economic growth, a more equal distribution of land leads subsequently to faster growth and rapid growth increases the livelihood that a rural redistributive land reform will help reduce rural and even urban poverty. Analysis carried out by the World Bank in 2005 of 73 countries between 1960 and 2000, shows that those with more equitable initial land distribution achieved growth rates two to three times greater than those where land distribution was less equitable (Griffin, et

al., 2002). Onsrud, et al. (2006) add that women right to land do not affect them only; these rights create a much bigger impact because women held responsibility for maintaining their families' survival. Because of these responsibilities, land ownership is very important to women.

#### **2.4.6 Access to land and ownership**

The Black Administration Act 38 of 1927 and the Development Trust and Land Act 18 of 1936 establish land rights through the issuing of the permission to occupy (PTO). So women were unable to hold independent or permanent ownership. Rural women do not own land, but they work daily on land. Land is owned by chief, councils, or trustee makes it very difficult for the women to do any developments (RSA, 2005).

Previously, the law gave African women fewer rights than men. The laws showed that women access to land depend on their relationships with men. Those men spent most of their years in urban areas while the women worked the land .The pass laws were abolished in 1986, but the legacy of past restrictions remains the same for many women. Customary law gave women few inheritance and property rights, so when the man dies the women can lose both money and accesses to land (RSA, 1999).

Ogendo, (2006) indicates that in India, Nepal and Thailand for example, fewer than 10 percent of women farmers own land in their own rights, While in Kenya, where women provide 70 percent of agricultural labour, only one percent of them own land hence women's land reform interests are often ignored because it is assumed that they are not interested in farming .When lease commonage land is provided; women are seldom taken as priorities in the applications. Land reform for women's interest must be especially prioritised (RSA, 1997a).

Cross and Hornby, (2002) indicate that it is only male heads of household who have been formally allocated land rights and hold full citizenship rights within their communities. The redistribution programme provided grants to house hold, which in turn pooled their grants with other households to purchase land under legal entities, including trust and Community Property Associations (CPA), in which women often become invisible among beneficiary group hence Hall, (2004) states that it is the responsibility of the parliament to ensure that marginalized groups, including women benefit equally from land reform. Parliament must ensure that the government develops comprehensive target with regard to the acquisition of land by women.

Werner (2008), land property rights are not end in the themselves but a means for better livelihood for women and their families. If women are not economically capable of sustaining their livelihoods, they will not be able to maintain their land property.

#### **2.4.7 Social position**

Restitution of Land Rights Act 22 of 1994 aims to restore land rights to those who had access to land before. Restitution may disadvantage women as they had not traditionally owned land therefore women's rights to land and other resources continue to be determined by their marital status, by the laws of inheritance and divorce and institutions embedded with local perceptions (Hilhorst, 2000).

Cross & Hornby, (2002) suggest that if land reform aims to change social relations, indicators should include that: women have independent control over land, the sexual division of labour is challenged, and women are represented in structures and actively participate in decision making. Walker (2003) is concerned that traditional institutes' remains a sticking point or obstacle for rural women hence Onsrud, Paixao and Nichols, (2006) further indicate that inequities caused by engrained and interconnected societal hierarchies have long kept South African women at a repressive social, political and economic disadvantaged.

Cross and Hornby, (2002), add that land rights are tied to men-husband, fathers or brothers in which when crises arise such as divorce, separation or death of husband, women's lives are left extremely vulnerable to eviction or loss of access to resources.

#### **2.5 Affirmative Action and Opportunities**

Walker, (2001) indicates that to address the issues of patriarchal household which place women in marginal and vulnerable positions, land policy and legislation should take the individual, not the household as its unit of analysis. Land policy and legislation need to seek mechanisms to protect and extent the rights of women within household.

Ikdah, et al., (2005), indicate that there should be non discriminatory access to land and protection of land rights through formal or informal laws, norms and practices that formally disadvantage women in comparison to men. These standards should apply in the public and private sector, market, state and family in land transitions. Criteria and measures for non-

discrimination, formalisation and registration must be carefully assessed to avoid direct and indirect discrimination. Whichever the model the state chooses for land reform; the non discriminatory principle must apply. There should be equal participation and empowerment in land reform and formalisation processes and measures to empowerment, such as education and information are required to ensure real and meaningful participation.

South Africa has signed various international conventions and declarations aimed at advancing the rights of women: CEDAW, International Convention on Economic, Social, and Cultural Rights; Protocol to the African Charter on Human and Peoples Rights on the Rights of Women. Article 2.7 of the CEDAW indicate that all state parties to take all appropriate measures including legislation to modify and abolish existing laws, regulations, customs, practices which discriminate against women and to modify all social and cultural conduct based on inferiority, superiority, of other sexes or stereotype roles (CEDAW, 2007).

RSA, (2005) indicate that reaching land redistribution targets was mainstreamed to the gender unit to ensure that strategic issues that would have an impact on women's access to land are developed to form part of the National land reform implementation strategy and to monitor the contribution of land reform projects towards women's empowerment.

Large step has been taken to ensure participation of women in land reform process. Land deeds now have to be issued with the name of both a wife and husband. Programmes have been put into place that targets women for land reform tenure titles, land redistribution and support services and credit. Department of Land Affairs (DLA) establish Gender Unit 1996 aimed at creating an enabling environment for women to access, own, control, use, and manage land (RSA, 1997b).

The white paper on South African land policy indicates the guiding principles for DLA to actively promote the principle of gender equity. Including mechanisms for ensuring women's full and equal participation in decision making, communication strategies, gender sensitive, methodologies in project planning, legislative reform, training, collaboration with NGOs and other government structures and compliance with international commitments on gender equity (RSA, 1997a). Shift from household to individual in selection beneficiary allowed women to secure independent rights in land, free of family and male control (RSA, 1997a).

Cross and Hornby, (2002), argued that although Land Redistribution for Agricultural Development did not erect formal policy barriers for poor women, the programme had not successfully addressed questions of how to target the poor women in general and poor rural women in particular. Bill of rights of the Constitution of the Republic of SA, 1996 Act 108 of 1996 promotes and respect the rights of all the citizens irrespective of race, gender, class, age, disability, etc.(RSA, 1996)

The Gender Policy Framework (GPF) established guidelines to take actions to remedy the historical legacy by defining new terms of reference for interacting with each other in both private and public spheres and by proposing and recommending on institutional framework that facilitates equal access to goods and services for both women and men. GPF attempts to ensure that the process of achieving gender equality is not the centre of the transformation process within all structure, institution, government programmes and civil society (RSA, 1999).

RSA, (1997b) states that Women's National Coalition was launched to influence the transition at the National level in the attempt to educate, empower and mobilise women at the grassroots level and to collect women's demands. There is a programme called Promoting Women's Access to Land (PWAL) founded in early 2000 based on analysis of the problems confronting land reform with the vision for change and strategies to promote women's land rights. The programme is led by National Land Committee and Department of Agriculture (DLA). PWAL seeks to respond to the specific problems and challenges to achieving gender equality in land and agrarian reform projects and processes.

RSA, (2007a) indicate the principles of gender equity and obstacles to the programmes' efforts to promote women's access to land are identified, including that women often become invisible among beneficiary groups, no special efforts were made to target women as beneficiaries, or to ensure that this translated into their increased access to and control over the land, monitoring tools which sought to assess the gender impact merely counted the extent of their actual benefit. There is gap between policy commitment to gender equity and implementation outcomes were traced to the lack of second tier policy tools.

RSA, (2008) said that Section 22 (2) of the Communal Land Rights Act, 2004 (Act no. 11 of 2004) state that all members are afforded a fair opportunity to participate the decision-making



processes of the community and it should be fair, democratic and inclusive decision making processes and further indicate that there is in direct or indirect discrimination against any prospective or existing member of the community and from the following ground: race, gender, sex, pregnancy, marital status, ethnic or social origin.

RSA, (1999) states that communities preserve the values essentially for its identity and cultural integrity while on the other hand changing its social conditions hence Goulet, (1995) adds that the new land policy is aimed at eliminating discrimination against women's land rights and to promote gender equality in access to land (CEDAW). Putting the principles in practice has proved challenging. Gender policies and the established Gender Policy and Implementation Unit within the Department of Land Affairs have been tasked to promote gender equity in land reform, but this objective appears to be slow and there is little evaluation of the impact of land reform on gender relations between women and men in households and communities. Men control the land and the resources and income derived from land use.

Between 2000 and 2002 the Department of Land Affairs and Gender Policy Implementation Unit jointly engaged in the Promoting Women's Access to Land (PWAL) project to try to identify obstacles and opportunities to advantage women's rights to land the project demonstrated that a legalistic approach to addressing gender discrimination has had limited effect and that the tenure and inheritance practices constitute long term barriers to realising gender equity .It called for innovations in policy and approaches to implementation (RSA, 2004).

The programme will ensure that women participate in order to meet its international commitments in terms of the Beijing Platform for Action (1995) and the Committee on the Convention of Elimination of all forms of Discrimination against Women (1996), indicating that adult individual can apply grants in their own right rather than as members of the households. Women can apply for grants to acquire land individually (Walker, 2003).

## **CHAPTER 3: DESCRIPTION OF THE CASE STUDY**

### **3.1. Location of the study area**

Levubu is one of the finest farmland in South Africa. It is situated south of old Venda homeland in Limpopo province, South Africa. The study was conducted in Masakona land restitution farms within Levubu farms in Makhado municipality, Vhembe District in the Limpopo province of South Africa. The study area is situated in the North-Eastern section of the Limpopo province and is 42 kilometers from Louis Trichardt. Masakona land restitution is divided into eight farms. The farms produce subtropical fruits such as guava, avocado, macadamia and oranges. Rainfall ranges between 700 mm and 900 mm per annum. Temperature can go as high as 36 degrees Celsius in summer and drop to 15 degrees Celsius in winter.

### **3.2 History of Masakona community**

According to Ramudzuli, (2001) the Masakona community was one of the Luvuvhu river valley communities forcibly removed from their land by the South African government between 1920 and 1940. The name Luvuvhu means 'the river full of hippopotamus'. Europeans changed the name Luvuvhu into Levubu and the valley is known today as Levubu. The land controlled by Masakona was bordered on the east by the Luvhungwe river and in the north there was a grazing area bordering the Mugwada community (Entabeni). In the south, the demarcation was the present Makhado/Thohoyandou road.

The arrival of Europeans in Venda and their attempt at declaring the Luvuvhu river valley a white area posed a threat to the Levubu communities. Thovhele Mphephu resisted the Europeans' attempts at declaring Luvuvhu a white area. He objected to the removal and argued that it would affect families adversely since they would be scattered all over and it will constitute a crisis for the members of the community. The Luvuvhu river valley was scheduled as a white area in terms of section 2 of the Land Act, No.27 of 1913. Irrigation scheme and forestry, led to the seizure of Luvuvhu river valley from the Masakona, Ravele, Ratombo, Mashau, Makatu, Matidze, Mukwevho and Davhana communities. These communities were forcibly removed to make way for settlers.

The process of removing Levbu communities commenced in 1921 and they were moved to Ha-Mashau while some were taken to Ha-Tshivhasa. The final removal of the Masakona community took place in 1936 when the government decided to establish a European Irrigation. The Masakona community was expected to move to Mauluma which resembled a desert amongst other reaching consequences, people were no longer able to make sleeping mats and clay, a valuable material for the making of cooking pots was also unavailable. They were now forced to buy these articles from other communities (Ramudzuli, 2001).

### **3.3 Land claim Process**

The Masakona community submitted claims to the Land Claims Commission according to Restitution of Land Rights Act 22 of 1994 in terms of section 25(7) of the constitution to get their land back. They formed a land claims committee and lodged a land claim with the Commission on Restitution of Land Rights (CRLR). The claim had to be registered with land claims commissioner before 31<sup>st</sup> December 1998. The commissioner did the verification of the rightful claimants, verification of the validity of the claim, identification of the beneficiaries and determined the extent of land claimed. The claim is then gazetted and at this point no further development is allowed until the claim has been settled.

### **3.4 Communal Property Association (CPA)**

CPA is a legal entity and must hold property in common trust and it must be registered in terms of the Communal Property Association Act 1996 (Act no 28 of 1996). This arrangement enables groups of people to hold and manage their land jointly through a legal entity registered with the Department of Land Affairs. Beneficiaries of restitution claims organise themselves for the purpose of transforming and registering their restored land (RSA, 2006). Masakona land restitution registered beneficiaries are +800. They formed a legal entity called CPA. Masakona CPA has nine members which according to their constitution, hold for five years, then the committee re-elected. The beneficiaries formed an operating company called Sharp Move Trading 150 (Pty) Ltd for the running of the business of which Masakona CPA has 100% share holding. The business plan was not available by the time study was conducted. Ultimately, the CPA aims to address poverty, unemployment and other socio-economic needs of its members.

An elected committee is supposed to run the affairs of Masakona CPA, and was initially made up of nine members who are democratically elected after every five years.

### **3.5 Economic activities**

There are eight farms constituting Masakona land restitution project, namely Ha-Mmphaphada Junior, Theron, Picard bottom, Picard top, Wilgan, Portion 155, Paul Smith, and Portion 5. The total hectares is 345.2. The farm income is generated from subtropical fruits production subdivided into: avocado (54.9 hectares), banana (123.3 hectares), Guava (42.8 hectares), macadamia (58.2 hectares), and oranges (66 hectares). Around 80% of its produce is exported earning large amount of foreign currency. Farming practices are intensive, requiring considerable expertise.

## **CHAPTER 4: RESEARCH METHODOLOGY**

### **4.1 Description of the study area**

The study was conducted in Levubu farms (Masakona land restitution farms) within Makhado municipality, Vhembe District in the Limpopo province of South Africa. The study area is situated in the North-Eastern section of Limpopo province and is 42 kilometers from Louis Trichardt. Masakona land restitution is divided into eight farms. The farms produce subtropical fruits such as guava, avocado, macadamia, and oranges. Rainfall ranges between 700 mm and 900 mm per annum. Temperature reaches 36 degrees Celsius in summer and drop to 15 degrees Celsius in winter.

### **4.2 Research design**

Fouche and De Vos (2002) define research design as a plan or blueprint of how a researcher intends conducting a research. The purpose of the study was to investigate the impact of land reform on women empowerment at Masakona Land Restitution project in Makhado Municipality of the Vhembe District. A qualitative research method was used to collect data from employed women beneficiaries. The conversation of the open-ended questions into yes/no results in the generation of quantitative information (frequencies and percentages) which was used to evaluate and interpret results from this, an essential qualitative study. Thus reducing the questions to yes/no dichotomous questions enabled the researcher to extend the norms of quantitative research to this qualitative inquiry.

### **4.3 Pilot study**

According to Strydom (2002; 201) a pilot study is one way in which a prospective researcher can orientate him/herself to the project of study. The researcher tested the questionnaire on a small subsample of 20 women in the study area of Masakona land restitution project and checked whether there was any need for major modification in terms of the questions and length of the questionnaire. The questionnaire was then modified as a result of feedback from this test. The pilot test was conducted to determine the reliability of the components of the survey. The longest time to complete the questionnaire was estimated at 40-45 minutes. The clarity of the questionnaire was further improved by a review of the responses from the employed women of

the study area. Selected participants for pre-testing were not part of the final sample size of 50 employed women of Masakona land restitution project.

#### **4.4 Population**

Grinnell (1993:118-119) defines population as the totality of persons or objects with which a study is concerned. The population of this study was limited to the employed women of Masakona land restitution project at Makhado municipality, Limpopo province, South Africa. According to Masakona Communal Property Association (CPA) there are eight farms under Masakona land restitution project and the total number of employees is 183, of which 96 were employed women and 87 were employed males. A list of all employed beneficiaries was obtainable from the CPA human resource section and 96 employed female beneficiaries of Masakona land restitution project were the target population of the study. To get a holistic view, a sample was drawn from all eight farms.

#### **4.5 Sampling**

According to Strydom and Venter (2002;198) sampling means taking a portion of a population and sample means a small portion of the total set of objects, events or persons that together comprise the subject of the study. From each farm, eight (8) employed women were randomly selected and interviewed. Simple random sampling was used because it provides a sample with a smaller sampling error and each element of the frame has an equal probability of selection.

A list of 96 employed women beneficiaries was drawn and assigned a code number for each individual; and then at random by a blind folded person, 50 code numbers were selected from a table of numbers, giving each individual an equal chance to be selected for inclusion in the study. In this way a sufficiently random sample of general population becomes representative of the larger whole. The total sampling size was 50 (sample size) divide by 96 (total population of employed women) and multiplied by hundred to obtain 52 percentage.  $50/96 \times 100 = 52\%$  sample size.

#### **4.6 Data collection**

In order to collect the data required for the study, a structured questionnaire was developed. According to Delport (2002) a questionnaire is a set of questions on form, which is completed by respondents with regards to a research project and it can consists of open – or close ended

questions. An interview is a data collection technique that involves oral questioning of respondents, either individually or as a group. The researcher used interview as a method of data collection technique on face to face oral questioning of individual respondent using structured questionnaire. Answers to the questions during an interview were recorded by writing them down during the interview.

**Sources of data collection used for the purpose of this research were:**

- Primary data collected from the targeted fifty (50) employed female beneficiaries of Masakona land restitution project during the months of September to December, 2009 by means of face-to-face interviews using a structured questionnaire.
- Other sources of data were also collected through interview schedule discussion with Communal Property Association (CPA) management committee members of Masakona land restitution project, and extension officers servicing the project from Limpopo Department of Agriculture.
- Secondary data were collected from book, research reports, journals, and case studies.

**4.7 Data analysis**

Data analysis as defined by Rubin et al (1993) as a process through which data is manipulated for the purpose of answering the research questions. Descriptive statistics was used to analyse the data. The statistical package for social science (SPSS) and excel computer programs were used for entering the data collected. Frequencies and percentages were used to organize and summarize data collected from the respondents. Tables were used also to summarize the data collected.

**4.8 Ethical issues**

Strydom (2002) states that it is important to obtain consent from the participants and participants must be legally and psychologically competent to give consent. The researcher prepared the respondents by addressing them before the interview commenced and made them aware of the study and what it entailed. It was explained to them that they are at liberty to participate if they wish to do so and / or withdraw from the investigation at any time. This consent ensured that the respondents had full knowledge of the study and the level of cooperation is required from them, whilst also resolving issues of confusion.

Strydom (2002) adds that the ethical privacy refers to 'individual right to decide when, where, to whom, and to what extent his/her believes and behaviour will be revealed and confidentiality refers to agreement between persons that limit other's access to information'. Anonymity means that no one including the researcher should be able to identify the respondent after the research project is completed. The researcher assured respondents that there is no information will be identified by their names and also informed the respondent that the research will write and submit research report to the University and that there is a possibility of publication.



## **CHAPTER 5: RESEARCH FINDINGS AND DISCUSSIONS**

### **5.1 Introduction**

McMillan and Schumacher, (2006) define data analysis as a process of organizing and categorizing data into patterns in an inductive way. This process involves the coding, categorizing and the interpretation of data in order to provide explanations important and relevant to data gathered.

The population of the study comprised of 50 employed female beneficiaries of Masakona land restitution project. The main purpose of this study was to investigate the impact of land reform on women empowerment in Masakona land restitution project, at Makhado Municipality Vhembe District, Limpopo Province. The specific objectives were to investigate economic empowerment, capacity building, participation, knowledge of rights of women and challenges experienced by women at Masakona land restitution project.

These chapters will presents discussions on the findings of the data collected data from employed female beneficiaries of Masakona land restitution project through face to face structured interview using a questionnaire, data collected through interview schedule from Communal Property Association (CPA) management committee members of Masakona land restitution project and data collected from extension officer servicing the project. The purpose of the study was to investigate and answer the following research questions:

1. What is the level of women's economic empowerment at Masakona land restitution project?
2. What is the extent of women's capacity building at Masakona land restitution project?
3. What is the level of participation in decision-making by women at Masakona land restitution project?
4. What is the level of knowledge of rights of women at the work place at Masakona land restitution project?
5. What are the challenges experienced by women at the work place in Masakona land restitution project?

This study was qualitative in type with no intention to generalize the findings. For simplicity, the analysis was confined to the generation of basic statistics of frequencies and proportions.

## 5.2. Demographic information of the respondents

**Table 1: Age of the respondents**

Age in years	Frequency	Percentage
18 – 35yrs	16	32
36 – and above	34	68
Total	50	100

The above table indicates that 32 percent of the respondents were women falling under youth category between age 18 and 35. The table also shows that 68 percent of the respondents were women falling under adult category of age 36 and above. The results may also imply that these adult women were in the retirement stage and may have spent most of their lives living in rural and traditional living conditions which may impair their participation and involvement in issues of women empowerment because of patriarchy. Patriarchy is a social system whereby the role of the male is supreme as the main figure of authority. This means that in a family, a father has authority over women, children and property. This implies the dominance of males and subordination of women. Young women may have difficulties in rising issues of women empowerment because they are the minority.

**Table 2: Marital status of the respondents**

Marital status	Frequency	Percentage
Single	38	76
Married	12	24
Total	50	100

The population of the study composed of employed female beneficiaries of Masakona land restitution project. The above table shows that 76 percent of women working at Masakona land restitution farms were single. Single women for the purpose of this study include divorced and widowed women. These results indicate respondents' high levels of responsibilities and hence they are likely to depend on their current employment for survival. Only 24 percent of the respondents were married.

**Table 3: Number of persons per household**

<b>Number of persons per house hold</b>	<b>Frequency</b>	<b>Percentage</b>
2-4	8	16
5-7	30	60
8 and above	12	24
Total	50	100

Table 3 shows that 60 percent of the respondents' households have five to seven members. These results imply that with such high number of members in the household, livelihood of the family require reasonable income. 24 percent indicate that their households have two to four members.

**Table 4: Head of the household of respondents**

<b>Head of house hold</b>	<b>Frequency</b>	<b>Percentage</b>
Male	12	24
Female	38	76
Total	50	100

The above table indicates that 76 percent of the respondents' head of households were females and only 24 percent of the respondents' head of households were males. These results show that the majority of women at Masakona land restitution project are head of household and may imply that the burden of poverty falls on women.

**Table 5: Educational background of the respondents**

<b>Educational background</b>	<b>Frequency</b>	<b>Percentage</b>
No formal education	30	60
Grade 1-7	16	32
Grade 8-12	4	8
Tertiary	0	0
Total	50	100

Table 5 above shows that 60 percent of the respondents had no formal education, 32 percent had grade 1-7 level of education; and then education level decreased dramatically to 8 percent at

grade 8-12, and nobody from the respondents had tertiary education. These results show that the majority of the women at Masakona land restitution project might not be able to read and write; and without formal education participation and decision-making by women may not be effective and women empowerment may be affected. Education boosts self confidence and self esteem for an individual in order for her to stand firm and raise her voice, otherwise, decisions may be taken on their behalf. Dissemination of information on issues of women empowerment may also be affected by the high number of illiterate women at Masakona land restitution project.

### 5.3 Economic Empowerment

**Table 6: Employment status**

<b>Employment status</b>	<b>Frequency</b>	<b>Percentage</b>
Permanent	12	24
Temporary	38	76
Total	50	100

The above table shows that 76 percent of the respondents were temporarily employed and only 24 percent of the respondents were permanently employed. These results show that there were not enough permanent jobs created for women at Masakona land restitution project. This results show that Masakona land restitution project has no impact on the economic empowerment and socio-economic conditions of women. Because these women are temporarily employed, their jobs may end at any given time thus their economic empowerment and socio-economic conditions may be impaired.

**Table 7: Positions of post occupied by the respondents**

<b>Positions of post</b>	<b>Frequency</b>	<b>Percentage</b>
General worker	49	98
Supervisor	1	2
Manager	0	0
Other positions	0	0
Total	50	100

The Table above indicates the positions occupied by female workers at Masakona land restitution project. 98 percent of the respondents occupied general worker positions at work and

their duties were planting crops, weeding, chemical application, harvesting and packaging of fruits. Only 2 percent of the respondents were supervisors. There were no females occupying manager's position from the respondents and these results may mean that women at Masakona land restitution project were not empowered in allocation of posts. This women had no formal education and this can affect their to occupy managers positions

**Table 8: Monthly income of the respondents**

<b>Range of income in Rand per month</b>	<b>Frequency</b>	<b>Percentage</b>
501-1300	49	98
1301-12300	1	2
2301- and above	0	0
Total	50	100

The above Table shows that 98 percent of the respondents earn between R501.00 to R1300.00 and only 2 percent of the respondents earn between R1301.00 to R12300.00. During the interview almost all respondents viewed their income as poor. These results mean that women are not economically empowered at Masakona land restitution project.

**Table 9: Other sources of income**

<b>Other sources of income</b>	<b>Frequency</b>	<b>Percentage</b>
Grants	15	30
Part-time job	11	22
None	24	48
Total	50	100

The above Table indicates that 48 percent of the respondents depend only at their wage income and 30 percent supplement their monthly income with social grants that people qualify to receive in South Africa. Because most of the women at Masakona land restitution project are in their middle ages, child grants may end at any given time as children qualifies only up to the age of 14 years old and full dependency will fall on women's salary. Only 22 percent of the respondents have part time job.

**Table 10: Range of family income by respondents**

<b>Family income in Rand per month</b>	<b>Frequency</b>	<b>Percentage</b>
501-1300	24	48
1301-2300	18	36
2301- and above	8	16
Total	50	100

The family income for the purpose of this study means the total amount of money received in the household considering all sources of income in the family from each individual, even grants. Table 10 shows that 48 percent of the respondents' total family income ranges between R501-R1300; this may be concluded that forty eight percent of women working at Masakona land restitution farms solely depend on their monthly income wage to support the family. The above table also shows that 36 percent of the respondents' total family income ranges between R1301-R2300 per month including all sources of family income, even social grants. 16 percent of the respondents' total family monthly income was R2301 and above.

#### **5.4. Capacity Building**

**Table 11: Training received by respondents**

<b>Training received</b>	<b>Frequency</b>	<b>Percentage</b>
Packaging fruits	27	54
Chemical applications	18	36
Occupational Health and Safety (OHS)	3	6
Human resource	2	4
Total	50	100

The Table above indicates that 54 percent of the respondents were trained in packaging of fruits and 36 percent were trained in chemicals application. 6 percent were trained in issues of health and safety and only 4 percent were trained in human resource. Packaging of fruits and chemicals applications require knowledge of health and safety but the results show that very few employees were trained in Occupational Health and Safety (OHS). There was no training on issues of women empowerment at Masakona land restitution farms. These results imply that at Masakona land restitution farms, the role of women is likely to be labourers and that there is not enough

capacity building targeted at women to help them increase their participation in issues of women empowerment.

**Table 12: Method of training offered to respondents**

<b>Method of training offered</b>	<b>Frequency</b>	<b>Percentage</b>
In-service training	42	84
Formal training	8	16
Total	50	100

The above Table indicates that 84 percent of the respondents received training on the farms through in- service training. Only 16 percent of the respondents received formal training. The in-service training offered may mean that there was no awarding of accredited certificates after training to employees because training was done practically on the farms and it may connote that the method of training offered by Masakona land restitution project does not empower women to search for other jobs that offer higher positions because there was no certificates awarded.

**Table 13: Training needed by the respondents**

<b>Training needed</b>	<b>Frequency</b>	<b>Percentage</b>
Supervisor skills	19	38
Financial management	16	32
Farm management	8	16
Marketing skills	6	14
Total	50	100

The above Table indicates the types of training that the respondents need if training was to be offered by Masakona land restitution project. The Table above shows that 38 percent of the respondents needed training on supervisory skills. 32 percent of the respondents required training in financial management. Respondents also wanted training on farm management and marketing skills as denoted by 16 and 14 percent respectively.

From the results, it may be concluded that skills assessment is necessary to identify the skills scarcity so that training should be offered according to the requirements of the employees. It can

also be assumed that women at Masakona land restitution are interested in becoming supervisors, may be because of salary increase or maybe they want their voice to be heard when they are at management level.

### 5.5 Participation

Masakona land restitution project has workers' committee whose members are elected by all employees. There are seven members in the workers committee, and they hold meetings monthly as indicated by the respondents during the interview. There were only two females in the workers' committee.

**Table 14: Positions occupied by female members in the workers committee**

<b>Positions occupied by female members</b>	<b>Frequency</b>	<b>Percentage</b>
Chairperson	0	0
Deputy chairperson	0	0
Secretary	0	0
Vice secretary	0	0
Treasury	0	0
Additional member	50	100
Total	50	100

The above Table represents the positions held by female members in the workers' committee. The Table shows that 100 percent of the respondents indicate that females in the workers' committee are just additional members. These results imply that if women hold minor positions in the structures, there is a high possibility that there is no participation of women at a higher management level and that issues of women empowerment are unlikely be considered, hence decisions may be taken on their behalf. There is no participation of women at management level, at Masakona land restitution project showing that overall women were not sufficiently empowered in the operation of this project.



## 5.6. Rights of women at the work place

**Table 15: Knowledge of women's rights at the work place**

<b>Knowledge of women's rights</b>	<b>Frequency</b>	<b>Percentage</b>
Aware	8	16
Not aware	42	84
Total	50	100

The Table above shows that 84 percent of the respondents were not aware of the rights of women at the work place, whilst only 16 percent claim to know the rights of women in the work place. These results mean that there was no awareness of rights of women at the work place by Masakona land restitution management resulting in the lack of knowledge on the part of women about their existing rights in laws. This also reflects on how women were disempowered.

**Table 16: Types of benefits needed by women at Masakona land restitution project**

<b>Types of benefits needed</b>	<b>Frequency</b>	<b>Percentage</b>
Workers union	25	50
Maternity leave	17	34
Medical aid	6	12
Bursary	2	4
Total	50	100

The Table above indicates that 50 percent of the respondents needed to join workers union and 34 percent of the respondents needed maternity leave benefits. The Table also shows that 12 percent of respondents needed support on the provision of medical aid and only 4 percent needed provision of bursaries. These results indicate that women need employer to implement benefits such as permit employees to join workers union and provision of maternity leave at Masakona land restitution project. There is a need for intervention by South African department of Labour on the awareness of rights of women to Masakona land restitution management.

## 5.7 Challenges faced by women at Masakona restitution project

Challenges of the respondents were considered important in establishing the general view of women empowerment. Challenges were generally mentioned by respondents, and then prioritized according to the percentage of respondents.

**Table 17: Challenges faced by women at Masakona land restitution**

<b>Challenges facing women on restitution farm</b>	<b>Frequency</b>	<b>Percentage</b>
Lack of assistance when injured or sick on duty	13	26
Sexual harassment	11	22
Threats in meetings not talk or will be fired	8	16
Use of strong language by supervisors	6	12
Lack of payment when working overtime	6	12
Lack of protective clothing	6	12
Total	50	100

The table above shows that 26 percent of the respondents raise challenges of lack of assistance when injured or sick on duty. The above Table also highlights that 22 percent of the respondents were complaining of sexual harassment by male supervisors in the farms. 16 percent of the respondents stated that male supervisors threatened women when they speak in meetings. 12 percent of the women raised the following as challenges: use of strong language when talking to women by male supervisor; lack of payment when working overtime and lack of provision of protective clothing by the management.

Some women indicated that if the supervisors know the family background, they always refer to the poor background of the family and threaten to fire the women. There is no women empowerment on issues of sexual harassment. There is a need by Masakona land restitution management to intervene by training supervisors on issues of women rights and consequences thereof. There is an exposure to pesticides and limited access to health care services, the general health of farm workers is poor at Masakona land restitution farms.

## **5.8 Findings from interview schedule**

### **5.8.1 Inputs from Masakona CPA management committee members**

#### **5.8.1.1 Economic Empowerment**

Masakona land restitution project employed 183 beneficiaries of whom 96 were women and this statistics were confirmed during interviews with Communal Property Association (CPA) management committee members in the human resource department, hence gender balance during employment of the beneficiaries was considered. The overall statistics from the data

collected from CPA management committee members indicate that there was one female supervisor compared to seven male supervisors. CPA also confirmed that there was a female manager, two male managers and one male general manager. The CPA management indicated that women's lack of self esteem prevented them from being in supervisor and management positions. There is no women empowerment when it comes to placing women at management level at Masakona land restitution project.

#### **5.8.1.2. Capacity building**

CPA management committee agreed during the interview that there was no awarding of accredited certificate after training employees because training was done practically on the farms through in-service training. KPMG firm offered training to CPA members on financial management, bookkeeping and the drawing of financial statements. Trainings offered to some of the beneficiaries were on tractor maintenance, Occupational Health and Safety (OHS), Safety in the use of insecticides, spraying programme and grading and packing of fruits. Some in-service training on planting, weeding, harvesting chemical applications were offered by employees who had been working in the farms before the land reform.

#### **5.8.1.3. Participation**

Masakona land restitution project formed Communal Property Association (CPA) which is a legal entity registered in terms of the Communal Property Association Act 1996 (Act no 28 of 1996). Masakona CPA is composed of nine members of which four members are females and they hold positions of vice secretary, and three additional members; and this information was collect from CPA management committee during the interview. Women hold minor positions in structures at Masakona land restitution project.

Masakona land restitution project had workers' committee elected by all employees and comprised of seven members and they hold meetings monthly. There are only two females in the workers committee and they hold positions of additional members. CPA also added that there are seven male supervisors and one female supervisor in the farms. From the findings, women are not visible in all structures at Masakona land restitution project and this may be a concern that issues relating to women may be overlooked if women are not represented at top management level. If land reform aims to empower women, indicators should include that they are represented

in structures by occupying major positions such as chairperson, secretary and treasury; and should actively participate in decision making.

#### **5.8.1.4. Rights of women**

CPA indicated that there is not enough money to pay for maternity leave. They also agreed that there were no workshops or awareness creation about the rights of women at Masakona land restitution project. CPA indicated that workers unions are not allowed on the farms because management is afraid that unions cause problems of strike on the farms.

#### **5.8.1.5. Challenges experienced by women at Masakona land restitution farm**

CPA commented that sexual harassments were reported most often by women and indicated that the procedure is for the victim to deal with the issue by reporting the case to the police, CPA does not interfere. CPA added that women sometimes fight over men while working on the farms. The CPA added that supervisors were never trained on issues of women empowerment and rights of women. The association also indicated that there is no money to pay for overtime work and people are compensated with fruits after working overtime and that there is a shortage of finance to purchase protective clothing.

### **5.8.2 Inputs from Extension officers from the Department of Agriculture who are servicing the project**

#### **5.8.2.1. Economic empowerment**

The extension officers indicated that more jobs need to be created because there is a shortage of farm labourers especially during harvest and packaging time. Extension office also adds that there are seasonal casual workers during planting, harvest and packaging time.

#### **5.8.2.2. Capacity building**

The extension officers indicated that there were 18 people trained in pack house management, export market and application of chemicals and the training was provided by the Department of Agriculture, Limpopo province.

### **5.8.2.3. Participation**

Extension officers indicated that women participate in the election of workers' committee. He further highlights that there are only two females represented on the board of directors of Masakona Sharp Move LTD/PTY.

### **5.8.2.4. Rights of women**

The extension officers added that there are many complaints by female workers on issues of protective clothing and lack of support when injured or sick on duty.

## **CHAPTER 6: CONCLUSIONS AND RECOMMENDATIONS**

### **6.1. Introduction**

The main purpose of the study was to investigate the impact of land reform on women empowerment at Masakona land restitution project.

### **6.2 Conclusions**

The conclusion is based on research findings and is focused on economic empowerment, capacity building, participation, rights by women and challenges experienced by women at the work place.

#### **6.2.1. Economic empowerment**

Almost all the respondents were temporarily employed and earning between R501.00 to R1300.00 with an average of 4 years of working experience in the farms. The majorities of women at Masakona land restitution farm were single mothers and were reported to be head of the households. The salary that these women were earning can be viewed as poor because most households were reported to be composed, on an average, of seven persons, surviving on total family income of less than R2300.00 per month. Almost all the respondents occupied positions of general labourers. There was only one female supervisor and one female manager at Masakona land restitution project. These findings may be concluded that as women at Masakona land restitution project are not economically empowered through the restitution project.

Involvement of women in land restitutions should be related to improvement in the socio-economic conditions of the family by creating permanent jobs for alleviating poverty, hunger eradication and developing the rural economy. Women's employment at Masakona land restitution project remains either within traditional female occupations of being farm labourers and as casual workers. Women at Masakona land restitution project are seen as inferior to men and they are assigned to junior positions hence women were less likely to lead operations in decision-making. Higher paying positions are reserved for men at Masakona land restitution project; even in a period of significantly changing management practices which increasingly sees black farm workers being trained as foremen and even managers, women at Masakona land restitution project remain largely excluded from this development.

### **6.2.2. Capacity building**

Training was offered on the farms through in- service training and there was no awarding of accredited certificate after training to employees because training was done practically in the farms. The majority of the respondents were not properly trained in supervisory skills, first aid skills and crop production skills. Most women had no formal education; they were single mothers; head of households, yet the Masakona land restitution farm provided them with skills that are not recognized. If the project could collapse, these women will become housewives and add burden to the government for support of their families.

It can be concluded that women will not be able to search for another job elsewhere because they are not employable without proof of skills they have acquired. Other than looking for new job, accredited certificate could assist them to improve from being farm labourer to other high paying positions that are occupied by males. It may be concluded that women empowerment through capacity building was not considered at Masakona land restitution project.

### **6.2.3. Participation**

The research revealed that women at Masakona land restitution project are not fully participating in management structures. There were eight supervisors in the farms, but only one is female supervisor compared to seven male supervisors. Masakona land restitution project formed Communal Property Association (CPA) which is a legal entity registered in terms of the Communal Property Association Act 1996 (Act no 28 of 1996). Masakona CPA is composed of nine members; one member is a female and holds the position of additional member.

Masakona land restitution project also has workers' committee comprised of seven members wherein there are only two females who are just additional members. It may be concluded that, women at Masakona land restitution project are not participating in decision-making processes and they are not raising their voices because they were not represented in the top management structures. If land reform aims to change social relations-in women, indicators should include women having independent control over decision-making; women should be represented in structures and actively participate in development, and women should be informed about opportunities and press for greater self-sufficiency and power in these areas.

#### **6.2.4. Rights of women**

The research concluded that the rights of women at Masakona land restitution project are not protected. The majority of respondents were not aware of the rights of women at the work place. It is very surprising that in South Africa today there are still women who do not know their rights and also women who could not exercise their rights. They had no rights to join unions, maternity leave, protective clothing and safe working environment at Masakona land restitution project. Conclusions may be that there are obstacles facing farm women in particular in accessing their rights in law: Lack of knowledge of existing rights in laws, lack of necessary socio-economic support systems to enable rights access, and weak government monitoring and enforcement capacity are some of the negative issues. Right to unionization in agriculture has been legalized since 1993 and farm workers at Masakona land restitution project remain without organised labour union. Rights of women at Masakona land restitution project are not seen as important and there were no plans in place indicating the need for awareness despite wrongs like sexual harassment that women complained about.

#### **6.2.5. Challenges faced by women at Masakona land restitution farm**

Women at Masakona land restitution had many challenges such as: sexually harassment, use of strong language by male supervisors and lack of assistant when injured on duty. It may be concluded that women farm workers are particularly vulnerable group and are subject to low wages, high levels of job insecurity, poor living conditions and limited access to health and legal services. Sexual harassment and violence is typically suffered in silence by women because they may experience deep fears of losing their job, or fear law enforcement and some women may not know their legal rights. Some employers and supervisors use these fears and these conditions to exert power and control over women. This means that women are not only one of the most vulnerable populations to sexual violence, but they are the least likely to report it. There were hardly any trainings and capacity building for women on issues of rights of women.

### **6.3. Recommendations**

#### **6.3.1 Economic empowerment**

- Women should be permanently registered at work to offer job security.



- Mentorship programmes should be put in place to encourage and support women to advance to leadership positions.

### **6.3.2 Capacity building**

- Adult basic education and training at the workplace should be introduced to upgrade the education level of women.
- Recognized accredited certificates should be issued after training to employees.

### **6.3.3 Participation**

- Women must be placed in management positions such as farm management and financial management to encourage their participation in decision-making.
- Department of Agriculture and Land Affairs should introduce monitoring and evaluation programmes to put into effect strategies to strengthen women's participation on committee structures and board of directors' structures.

### **6.3.4 Rights of women**

- All affected stakeholders of the project should participate in gender-sensitisation programmes/workshops.
- Workshops on issues of women's rights should be planned, organized and conducted to women, supervisors and management.
- Results indicate there is a need for awareness campaigns on the rights of women at Masakona land restitution projects

### **6.3.5. Challenges faced by women at Masakona land restitution farm**

- All employees including supervisors should be trained on issues regarding misconduct and sexual harassment.
- A provision should be made for women to can access counseling and/or talk to social workers and relevant representatives when the need arises.
- The provision of Occupational Health and Safety services in the work place

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## ANNEXTURE: QUESTIONNAIRE

An investigation into the impact of land reform on women empowerment with reference to Masakona land restitution project at Makhado municipality, Limpopo province.

DATE .....

### SECTION A: 1. DEMOGRAPHIC INFORMATION

#### 1.1 Respondent characteristics

1.1.1 Are you a beneficiary of Masakona Land Restitution Settlement Project?

yes	1
no	2

1.1.2 Marital Status of respondent.

<b>marital status</b>	<b>code</b>
Single	1
Married	2
Divorced	3
Widow	4

1.1.3 Which of the following language do you speak?

<b>language speak</b>	<b>code</b>
English	1
Venda	2
Tsonga	3
Sotho/Pedi	4
Africans	5

1.1.4 Please indicate your age

<b>Age in years</b>	<b>code</b>
18 – 30yrs	1
31 – 40yrs	2
41 – 50yrs	3
51 – and above	4

## 1.2 Beneficiary household characteristics

1.2.1 Number of people in the household

--

1.2.2. Gender of people in the household

Male	1
Female	2

1.2.3. Who is the head of household?

Male	1
Female	2

## SECTION B: 2. Job creation:

1.1. When was the land transferred to your community?

<b>Period employed in the farms</b>	<b>code</b>
less than 1 year	1
1-4 years	2
5-8 years	3
more than 8 years	4
I don't know	5

2.2. Are you employed?

yes	1
no	2

2.3. If yes, where?

<b>Place of employment</b>	<b>code</b>
private	1
restitution farms	2
other	3

2.4. How long were you employed in the restitution farm?

<b>number of years employed in the farm</b>	<b>code</b>
less than 1 year	1
2-3 years	2
4 years and above	3
I don't know	4
none	5
Total	50

2.5. If employed in the restitution farm, which position do you hold?.....

2.6. Are you employed permanently or temporarily?

yes	1
no	2

2.7. Is there any member of your household employed through restitution programme?

yes	1
no	2

2.8. If yes please indicate the gender of member(s) of your household employed in the farm?

male	1
female	2

### **Section C: 3. Economic empowerment**

3.1. Range your income if employed in the farm?

<b>Range of income in Rand per month</b>	<b>code</b>
501-1300	1
1301-12300	2
2301- and above	3

3.2. How do you rate your monthly income?

<b>rate monthly income</b>	<b>code</b>
poor	1
fair	2
good	3
better	4

3.3 Do you think females working at Masakona restitution farm are at the same level of income as your opposite gender?

<b>income comparison with males</b>	<b>Frequency</b>
yes	1
no	2
I don't know	3

3.4 Are there female supervisors in the farm?

yes	1
no	2

3.5. If yes, Please indicate the number

3.6. What is your family monthly income?

<b>family income in Rand per month</b>	<b>code</b>
501-1300	1
1301-12300	2
2301- and above	3

#### **SECTION D. 4 CAPACITY BUILDING**

4.1 What is your educational background?

<b>Educational background</b>	<b>code</b>
no formal education	1
Grade 1-5	2
Grade 6-9	3
Grade 10-12	4
Tertiary	5

4.2. Which skills do you have?.....

4.3. How did you acquire skills?

<b>Skills acquired</b>	<b>code</b>
In-formal training	1
Formal training	2

4.4. Do you receive training in the farm?

yes	1
no	2

4.5. If yes, when last did you receive training?

Last time training was received	code
Less than 6 months ago	1
6-12 months ago	2
More than 12 months ago	3
I don't know	4

4.6. Which other training do you need?.....

**SECTION E: 5. Support Services:**

5.1 Do you receive any support services as a beneficiary in the farm?

yes	1
no	2

5.2. If yes, specify kind of support services received.....

5.3. Indicate other individual support service you wish to have.....

5.4. Do you know benefits of women in the workplace?

yes	1
no	2

5.5. What benefits do you receive in the in the work place?.....

**SECTION F: 6. Participation**

6.1. Do you hold meetings?

yes	1
no	2

6.2. If yes, how often?

meetings	code
daily	1
weekly	2
fortnight	3
monthly	4
annually	5
none	6

6.3. Do you have workers' committee/ structure in Masakona restitution farms?

yes	1
no	2

6.4. How are committees elected?.....

**SECTION G: 7. Decision making**

7.1 How many members are there in the Communal Property Association (CPA)

7.2 Indicate the number of Female members in the CPA.

7.3 Which positions are occupied by female CPA members?

<b>Positions occupied by female members</b>	<b>code</b>
Chairperson	1
Deputy chairperson	2
Secretary	3
Vice secretary	4
Treasury	5
Additional member	6

7.4 Do you see the importance of including women within the CPA?

yes	1
no	2

7.5. If yes, why do you think it is importance?.....

7.6. What are the challenges facing woman in Masakona restitution?

.....

5.7. What are the possible solutions?

.....