

An Evaluation of the Impact of the Zimbabwe Land Reform Programme on Female Farm Workers: A Case Study of Nyabira in Mashonaland West Province

Anesu Ethel Magede¹, Andrew Mukono²

¹Zimbabwe Open University, Zimbabwe Open University Graduate, Zimbabwe

²PhD Candidate, Lecturer, Zimbabwe Open University, Zimbabwe

Abstract: *The study investigated the acknowledgement levels, attitudes and perceptions of people with regard to the impact of land redistribution on female farm workers on society and focused on the respondents that were drawn from Nyabira farming community in Mashonaland West Province. Both qualitative and quantitative approaches were used. Data was collected by means of interviews, documentary analysis procedures, focus group discussions and questionnaires from a total of 106 respondents out of a total population of 212. The sampling procedures used were the purposive sampling and simple random techniques. The study found out that social, political and economic barriers influenced the impact of land redistribution programmes. The study concludes that the endeavour to involve female farm workers in land redistribution programme is constrained by a number of challenges which range from poverty, effects of patriarchy, cultural, political to economic factors. However, the Zimbabwean people are aware of the detrimental effects associated with the exclusion of females in land redistribution programme. The study recommends that there is need for a collaborated approach from government and other stakeholders to actively engage in some strategies to help females meaningfully participate in these programmes. Further research in this area is highly recommended to continue advancing scholarship in this seemingly grey area.*

Keywords: Conflicts, Zimbabwean Land Reform Programme, Land question, female farm workers, Fast Track Land Reform

1. Introduction

Conflicts are a fact of life and part of our everyday existence. Often they lead to improved conditions. Conflicts arise from imbalances in communities, group organization or nations, for example, uneven distribution of wealth, unequal power sharing, discrimination, poverty among others. Land question has always been and remains at the core of Zimbabwe's political, economic and social development. Indeed, now as in the past, it remains the root of the political tension within the country and with the former colonial power, Britain. To this end, it is therefore the focus of this study to advance academic scholarship in this seemingly grey area to establish the conflicting effects of the aforementioned exercise had particularly on female farm workers.

In this research three farms in Nyabira area of Mashonaland West province in Zimbabwe were chosen as the main case. The researchers had a keen interest on establishing whether the land redistribution programme had any impact on female farm workers or not.

2. Background

According to Sachikonye (2002), most farm workers were initially migrant labour drawn from neighboring countries, with their wages, working and living conditions often poor. By the 1970, however the farm workers were indigenous black people, who at the start of the fast track reform constituted about 75 per cent of the farm work force. Although conditions on some farms improved in the 1990s,

they did not have security of tenure or adequate social safety nets on retirement. Female farm workers have ever remained a marginalized and vulnerable group in critical issues that concern their political and social rights. One of the areas they have negatively suffered concerns the area of land ownership. The so-called *commodification of women* have led to female farm workers believed to be people who cannot own something in their name, the females were given or accorded a second class status in society hence in land issues the treatment latter affected them negatively.

According to O'keeffe (2005), access to land is crucial to agricultural development and food security. It is of central concern in those economies where the agricultural sector contributes significantly to overall employment and Gross Domestic Product (GDP). In order to be productive, the agricultural worker's most basic need is to be able to access and use the land. Yet land security is often far from certain, being subject to cultural, social, economic and institutional factors. Moreover, these factors tend to alienate women disproportionately from exercising control over the land they work.

Sachikonye (2003), noted that prior to land redistribution, an estimated 320,000 to 350,000 farm workers were employed on commercial farms owned mostly by white numbering about 4,500. Their dependents numbered between 1.8 and 2 million (nearly 20 percent of the county's population. Both men and women commercial farm workers are subjected to some form of employment in the farms they lived. Gavi and Banda (2007) postulated that the agriculture sector was the largest formal employer in Zimbabwe's economy accounting to 26% of the total paid labour force. Most often agricultural

workers and labourers have not been favorably considered in and benefited by land reform processes, while this adds to their marginalization and it is also one of the reasons why land reform is not always successful in terms of poverty reduction.

Upon the institution of the land redistribution programmes social, economic and political lives of men and women were altered to the extent that in some cases both positive and negative effects were realized. The gendered nature of society from a Radical Feminist viewpoint posits that women are likely to be entrenched in the negative sides thus presenting them with a number of challenges. Land is regarded as a valuable resource, and world over its control has generated a lot of struggles. Marx in Ritzer (1996) postulates that land is a key valuable to the so-called means of production. To this effect, its control and subsequent ownership may be associated with class struggles and perpetual conflict.

Zunga (2003) has it that like other social groups, farm workers have been vulnerable to the HIV and AIDS epidemic. The prevalence rate among them in the 20-49 year age group is estimated at higher than 25 per cent. The consequences include a rise in the number of orphans and child-headed households. Extended family and nuclear family structures are under severe stress as households assets are drawn upon to treat people with AIDS-related sicknesses. Resources and home based care institutions for the sick are very limited. Constant food shortages mean poor nutrition for AIDS patients, among others.

Other vulnerable groups in the farm worker community include migrant workers and their descendants, women, the elderly, youth and children. Most migrant workers or their descendants have no communal homes, land or jobs to fall back on. There is no social safety net for the elderly and retired workers, or for women concentrated in secure and seasonal jobs

The Standard 10 October (2004) in their article entitled **“Farm Evictions Provoke Public Anger”** has it that the Fast Track Land Reform Programme has had numerous effects on the residential status of former farm workers, who had resided on their employer’s property for the greater part of their employment life. Some former farm workers have been forced to move off the farms to make way for new settlers, under either the A1 or A2 model while some are still resident on farms acquired under Fast Track Land Reform Programme, either as squatters or in agreement with the new owners. Those displaced in this manner are often stranded on the outskirts of the farms or they trek to the fast growing ‘informal settlements’ where social conditions are desperate, especially in areas where there were higher proportions of former farm workers perceived to be truly “foreign” migrant workers. Others with ties in the communal area have relocated there. The evidence of new informal settlements comprising former farm workers is either scattered or empirically elusive. A few former farm workers displaced by the resettlement programme have been re-employed in remaining Large Scale Commercial Farms (LSCF) and now reside on these properties. In addition The Sunday Mail of 24 June 2002 in their article entitled Farm Eviction Take

New twist argues that most farm workers (about 75%) are originally from communal areas within the districts and surrounding districts and most of those who did not secure employment or allocated land relocated to their communal areas.

Access to social services among the former farm workers has further deteriorated as a result of the Fast Track Land Reform (FTLR) programme, especially among those who have been displaced. A gap has been created since the resource endowed former white farmers contributed substantially to the provision of social services for their workers, and the Rural District Councils have been incapacitated by the absence of taxes from the Large Scale Commercial Farmers sector, since new farmers are not yet paying these taxes. According to Sachikonye (2003) the schooling rates have always been lowest in the farm worker community, even before the Fast Track Land Reform Programme. In 1997, only 59% of the children of farm workers attended primary school compared to 79% and 89% in the communal and urban areas respectively. Schooling rates have worsened since the Fast Track Land Reform Programme as there is an estimated primary school dropout rate ranging from 15% to 55% in Mashonaland (Sachikonye, 2003). The major reason for dropping out of school is the inability to pay school fees after the breadwinners lost their jobs. Furthermore, schools are sometimes located very far away from their new residential places of which the previous farmers used to provide transport. Health services and other community support systems that former employers provided have also tended to be disrupted by the Fast Track Land Reform Programme.

Kay (1997) postulates that in Indonesia land reforms also known as agrarian reform, through that can have a broader meaning is an often controversial alteration in the societal arrangements whereby a government administers the ownership and use of land. Land reform may consist of a government-initiated or government-backed property redistribution, generally of agricultural land or be part of an even more revolutionary program that may include forcible removal of an exist government that is seen to oppose such reforms. Throughout history, popular discontent with land-related institutions has been one of the most common factors in provoking revolutionary movements and other social upheavals. To those who work on the land, the landowner’s privilege of taking substantial portion in some cases half or even more of the production may seem unfair. Consequently, land reform most often refers to transfer of ownership from the more powerful to the less powerful, from a relatively small number of wealth owners with extensive land holdings to individual ownership by those who work the land. Such transfer of ownership may be with or without compensation; compensation may vary from token amounts to the full value of the land. In addition, there is paid agricultural labour under which someone works the land in exchange for money, payment in kind, or some combination of the two and various forms of collective ownership. The latter typically takes the form of membership in a cooperative, or shares in a corporation, which owns the land (typically by fee simple or its equivalent, but possibly under other arrangements).

In the same vein www.nyu.edu postulates that additionally there are, and have been well-defined systems where neither land nor the houses people live in are their personal property and this is called Statere in Scandinavia. The peasants or rural agricultural workers who are usually the intended primary beneficiaries of a land reform may be, prior to the reform, members of failing collectives, owners of inadequate small plots of land, paid labourers, sharecroppers serfs, even slaves or effectively enslaved by debt bondage.

According to Lyne and Darroch (2003) agricultural labour has not been considered stakeholders in land reform in spite of the fact that land is of critical importance for poor people's livelihoods. It provides income and employment for the larger majority of people in developing countries. More than 79 percent of the world's poor people live and work in agricultural and agriculture related activities. Lyne and Darroch (2003) further say that land also has historic and spiritual significance, with control over land bound up with ethnic identity, political and economic power. Land issues can be heavily gendered patrilineal systems dominate, with land and/or property rights held and transferred through men. It is no surprise then that the poorest people tend to be landless. For this group especially labour is often the only asset they possess and access to labour markets is crucial as their only source of income.

According to Makanga (2009), South Africa has been slow to redistribute land; and more than two million farm workers have been evicted from their homes in the past decade. On 28 March 2009 women from South Africa's three Cape provinces marched to parliament in Cape Town to denounce the country's "slow and unbalanced" land redistribution programme. The protesters said if they are not given greater access to land, they will not vote in the country's April 22 elections. The impact of inadequate access to land is also felt on commercial farms where gender-based discrimination is rife. Women are denied benefits enjoyed by male workers. Equal remuneration is still a dream. On private farms, millions of former workers and their families face severe tenure insecurity and lack of basic facilities. Today, South Africa has one of the most unequal distribution of income in the world, with income and quality of life being strongly correlated with race, location and gender (May 2000).

Claassens (2003) posits that the commercial agricultural sector provides permanent jobs to about 640,000 people. Another 300,000 or more derive incomes from agriculture through seasonal, casual and contract work. Agriculture is the sector that provides the largest number of jobs in South Africa (Statistics South Africa, 1996). The Centre for Rural Legal Studies CRLS) has found that, in the Western Cape, every farm worker's income supports another five people's livelihoods. The ratio of income earner to dependents is probably higher elsewhere in the country and is likely to rise further with the progression of the AIDS epidemic.

In concurrence to the above, farm workers rank as the poorest people in South Africa in terms of many development indicators, including cash income, education levels and nutritional status. Andrew et al (2003) has it that the average cash wage received by farm workers is less than R600 a month. Farm workers, on average, have less

education than other groups, including rural unemployed people. One out of every three children who grow up on a farm is stunted from malnutrition. Most farm workers live on the farms on which they work and are provided with housing, the quality of which is in most cases very poor. In certain pockets, largely in KwaZulu-Natal, Mpumalanga and the Northern Provinces, the practice of labour tenancy continues to exist, by which farm workers gain access to land as part of their remuneration for their labour. Most farm workers, though, have no access to or control over land for cultivation or grazing purposes. For farm workers and farm dwellers, the democratization process in the 1990s raised expectations of rural development, increased job opportunities, better wages and working conditions and access to land.

In Namibia according to Deininger and Binswanger (2006) while the social order was inherited from the apartheid days of South African rule, nearly eighteen years after Independence at the current land reform pace the process will take a hundred years to complete. The political reality of Namibia democracy is that the Government must meet a popular demand for land reform in a timely way: it cannot wait 100 years without losing its own legitimacy. While the Affirmative Action Loan Scheme (AALS) may solve a small part of the problem of black land ownership, it cannot be a substitute for Land reform because it does nothing to ameliorate poverty or to meet the legitimate political demands of nearly one million poor blacks. Furthermore Mayson (2004) says that attempts have been made at market-led land redistribution in Namibia since independence in 1990. Not only is there great inequality in land ownership, but the distribution of land is highly skewed in favour of Namibians of European descent. The results have been disappointing, and there is mounting pressure for more state-directed land reform.

According to www.basis.wisc.edu the government has bought only 209 out of a possible 6000 commercial farms for resettlement purpose on the willing buyer, willing seller principle, at a cost of well over N\$200 million. It may be that a little over 9000 people are actually resettled on these farms, but the record keeping is so poor that the actual numbers cannot be determined. Many resettled people have already left the rural poverty of the resettled farms, and more leave every day.

Deininger and Binswanger (2006) urge that they do not doubt the honest intentions of the Ministry of Lands and Resettlement, nor does any responsible party oppose land reform in Namibia as a necessity to counter the legacy of colonialism and apartheid. Even the Namibia Agricultural Union, the organized voice of the commercial farmers, officially supports land reform. To oppose it would be both reactionary and politically suicidal. The reasons for expropriation were questioned, as the farm workers hardly benefited, let alone being resettled on their former working place.

As Vink and Kirsten (2006) posit that of the first farm to be expropriated, they was a dispute between labourers and the farm owners. The farm workers were resettled on some parts of the farm, but were left without equipment or

funding. In other parts of the country the farm workers are still waiting to be resettled, living in limbo, surviving on their meager pensions. Land expropriation will have an adverse impact on the lives of farm workers and their families, who will be both displaced and impoverished if the programme proceeds as presently planned. Kleinbooi (2004) has it that the changeover of commercial land from white into African hands is a slow process. In 1991 there were about six thousand commercial farms in Namibia covering about 36 million hectares.

According to Sachikonye (2003) in many countries, women constitute a larger portion of the economically active population engaged in agriculture. However, in many parts of the world, women have little or no access to resources such as land, credit and extension services. In Zimbabwe, in the same vein the land owning rights have been culturally skewed towards the masculine domain, thus females were conservatively sidelined. Meena (1992) is of the view that gender inequalities are reinforced by custom. One may suggest that the land redistribution exercise was informed by the liberal view which equated with males and females at the same footing contrary to the proposition of the Radical view which is founded on the axiom of the male dominance or patriarchy (Mayson, 2003). The land redistribution thus was viewed subjectively in its attempts to capacitate and empower women in general. Farm workers were also at the receiving end due to various factors. Simple put women's rights are affected by a great variety of norms, including international instruments and national legislation. Moreover, women's rights are affected by customary law, which is widely applied in the rural areas of Africa, the Asia Pacific region and Latin America, especially in those regions inhabited by indigenous communities. Also, the exercise of women's rights is affected by entrenched cultural attitudes and perceptions, often internalized by women themselves.

The Standard dated 15 August 2004 in their article entitled, **"The Current Status of Commercial farm Workers"**, stated that by the beginning of 2003, only about 100,000 farm workers, a third of the original workforce, were still employed on the farms and plantations. This researcher is in concurrent with the above proponent that most often agricultural workers and labourers have not been favourably considered in and benefited by land reform processes, and this adds to their marginalization and it is also one of the reasons why land reform is not always successful in terms of fair land redistribution and poverty reduction. Against this background, it followed that there was need to carry out a study so that the circumstances surrounding female farm workers with regard to land redistribution was established. This research was prompted with the above background and focused on the Nyabira female farm workers to establish their status after the fast track land redistribution exercise that was carried out in Zimbabwe.

3. Conceptual Framework

This study has been largely informed with Modernization theory.

3.1 Modernization Theory

The modernization theory takes its roots from the functionalist perspective. It is based on the assumption that in order to develop, the Third World countries *must look west* and copy western models of development (Leedy, 1985). In this view they regard development as an evolutionary and gradual process. As observed by Sanderson (1991), the modernization theorists argue that in Third World countries there is lack of development caused by internal deficiencies like the lack of proper values linked to the emancipation of women through actively involving them in land redistribution programmes. This becomes an important issue in society. To the modernization theory, education is an important aspect in diffusing some Western values that are compatible with development. As such, the issue of land redistribution requires some educative mechanisms in order to effectively implement the contemporary strategies at society's disposal.

In concurrence with the above Oppenheim (1992), postulates that Modernization Theory refers to the transformation which takes place when a traditional or pre-modern society changes to such an extent that new forms of technology organizational or social characteristics of advanced society appears. Encompassing many different disciplines as it seeks to explain how society progresses, what variables affect that progress, and how societies can react to that progress. In this regard Female farm workers were not supposed to be left behind in the land redistribution exercise as it was meant for society to progress. In addition the feminist theory is understood in the context of gender relations. As such Odetole and Ademola (1985) are of the view that this body of theories seek to strike a balance between men and women in various areas and however, recognizes the existence of some forms of discrimination in favour of males. In this respect a number of offshoots theories like Radical, Marxist, Liberal and Black feminists have come in support of this body of theory though emphasis on peculiar issues. Radical feminism acknowledges that patriarchy (male dominance) is the major cause of gender imbalances in society (Kirby et al 2000). In this view, the family is perceived as the most exploitative institution through its insistence on patriarchal domination (rule by men). In this respect, the issue of land redistribution form a radical feminist part of view would tend to favour males than females.

On the other hand, the Marxist Feminist argues that gender imbalances are caused by capitalism (Ritzer 1996). This means that differential ownership of means of production among people on the basis of capital power may cause gender imbalance. In view of land redistribution, it may follow that the elite in farms are likely to benefit as opposed to the poor. However, socialist feminism according to Hubbard (1989:312), acknowledges that both capitalism and patriarchy are at the core of causing unfair land redistribution protocols and procedures. The black feminism places a racial angle to the issue of land. As Hooks in Haralambos and Holborn (2000) argues that the ideas of black women are suppressed. In this view the female farm workers needs may be undermined with regard to land redistribution. The liberal feminists argue that both men and

women are equally harmed with the disparities in society. The liberal feminists would propose addressing the imbalance using reforms. This is the basis upon which various land reform acts are crafted along. As Sachikonye (2003) would point out, there is need to seek some brick by brick approaches to addressing gender woes.

The interactionist theory was founded by G.H.Mead who postulated that in society meanings are generated as people interact and these meanings are relative and subjective in nature (Haralambos and Holborn, 2004). In this view it can be argued that in society social meanings are attached to social phenomenon and this from the interactionist theory may lead to some form of labeling. Walton and Young (1998) argue that the labeling effect may develop a self-fulfilling prophecy. Thus, it would imply that the idea of land redistribution may be perceived differently in society. Others may regard it as an emancipatory tool on the female farm workers where as others may reject it through influence of patriarchal beliefs ingrained in our traditional customary practices. On the issue of involvement and subsequent impact of land redistribution on female farm workers, both positive and negative impacts can be registered.

Marxist theory as observed by and Haralambos (2000) offers a radical alternative to functionalism. Marxist theory begins with the simple observation that, in order to survive, humans must produce food and material objects. According to Karl Marx, society is punctuated by class struggles rather than consensus as put forward by functionalist. The origin of class struggles emanate from the means of production (land, capital which is wealth and labour.) In most cases men are the owners of the means of production. In view of land redistribution, female farm workers did not gain anything.

4. Methodology

In order to gather as much data as possible both qualitative and quantitative research approaches were employed. The main respondents were female farm workers, beneficiaries and non-beneficiaries as well as others who are males and administrators and employees of the Ministry of responsible for Land issues. Data was collected through questionnaires and in-depth interviews from participants. There was also detailed documentary analysis of documents. Secondary data, that is, newspapers, desktop research, publications were also used. In this respect, questionnaires were designed to generate objective responses from respondents. This quantitative data was further analyzed and responses calculated as percentage indexes.

5. Findings

It was established that the land redistribution programme has an instrumental role in the promotion of sustainable development in the country. The results of the investigations comprehensively affirmed this. Although other respondents had certain perceptions, the general consensus was that the land redistribution acts as a panacea to the problems women face and particularly those that affect their social, economic and political development respectively. The various life skills that the female farm workers receive as a result of their involvement in these programmes would assist them in

making informed decisions and responsible choices in life. The land redistribution programme was also hailed for its attempt to cover critical issues with regard to emancipation of females in general. The female farm workers confirmed and confessed that they have seen and rated their participation as a worthwhile undertaking and should in turn be taken as a developmental issue in the mainstream of agricultural production. The study came out with findings similar to those by Gruinseit et al.(1997) in which land redistribution programme was described as having an instrumental role and standing as a "powerful bullet" for the combating of poverty. The study also established that the spatial scope of male land redistribution programme was tailor-made to address and favour the males and this came as a result of some cultural overtones. The policy seemed to be more inclined towards glorifying patriarchy; hence a significant number of female farm workers were technically left out.

Cultural beliefs are central to the lives of people across various societies. Respondents felt that some cultures are segregate women's active participation hence it will influence the land redistribution policy. It emerged that some religious beliefs were greatly against designing a land redistribution policy that treats males and females as equal partners. The findings corroborate Ezewu's (1983) observations that culture as an index of social identity has an impact on the day to day live experiences of a people. In this respect, it varies from place to place hence may dictate the way people may view and interpret certain issues in society.

The study established that there are a myriad of challenges that constrain the female farm workers involvement in land redistribution programmes. These range from social, economic, technological and political challenges. In some cases, the females are segregated by technical ways and they may fail to overcome the challenges particularly when they are not politically empowered. However, the findings pointed to the fact that there are vast prospects with regard addressing the challenges. Of late, liberal reform has been at the core of addressing the challenges. The availability of various stakeholders is key to the prospects at female farm workers' disposal. the involvement of civil society and government agencies in facilitating increased access to land redistribution is viewed from the findings as grand prospect and opportunity The global packages and other internationally initiated programs for female emancipation that are associated with globalization are by no means regarded as prospects in the context of positively promoting females' participation in land redistribution processes. Through globalization other practices that were viewed as alien to customary conventions are now accepted.

There was a general consensus among respondents that education can lead to attitudinal change process hence the women will realize their fullest potential in this area. The majority of the respondents stressed that there is need to train female farm workers and engage them in capacity building workshop so that they are in a position to handle this issues linked to land redistribution. They maintained that female farm workers were not very much confident, forthcoming and enthusiastic in participating in these critical issues hence the need for educative programmes. The

emerging theme was that, "female farm workers are very hesitant and shy to participate in land redistribution." Against this backdrop respondents felt that critical issues in the area would be overlooked hence this would have a negative impact on success of land distribution programme. To counter this there is need to champion a deconstruction process that will provide opportunities for voluntary active participation through adopting motivational techniques like providing some incentives on female farm workers. In another dimension, female farm workers who engage in land redistribution must not be exposed to very stringent conditions or some form of strict collateral security that may act as a screening device that perpetuate their continued exclusion.

6. Discussion And Analysis

It was found that hundred percent (100%) of the respondents agreed that the involvement of female farm workers in the land redistribution programmes has a positive impact on development. Based on the findings it can be concluded that the involvement of female farm workers is at the core of any land redistribution programme. This confirms observations by Annan (2005) that the subsequent empowerment of females is key to the success of any developmental undertaking. This supports studies by Dickens and Hubberman (2009) that in a cross sectional study the pivotal role of females was regarded as the nerve of agricultural and economic development. Todaro (1993) is of the view that development is a multi-dimensional concept which can be realized through promoting gender equity.

The study established that ninety percent (90%) of the respondents agreed that there are factors that affect women's participation in the land redistribution. They reflected that political, social, cultural and economic factors play a pivotal role in affecting their participation in a negative manner. These findings confirm observations by Bakers (2001) that in a number of societies the active participation of females is constrained by some economic, social and cultural variables. Therefore the need to back their involvement remains the basis upon which quality land redistribution programmes are achieved.

The study revealed that sixty percent (60%) of the respondents indicated that there are policies that promote the participation of women in land redistribution programmes. Based on the findings it can be concluded that without policies there will be no sound land redistribution programmes. This confirms observations by Kirby (2000) that with policies that promote the involvement females in various social issues, there is shared vision and goals focused towards the sustainable development in society. The failure by policies that are compatible with current trends may affirm assertions by Sanderson (1991) that in Third World countries there are internal deficiencies e.g. Lack of viable policy to promote gender equity. Such internal deficiencies are by no means possible threats to the participation of female farm workers on land redistribution programmes.

To this end, it can be concluded that the land redistribution programmes cannot be effective without resources. The findings confirm observations by Wilson (1987) who

suggests that female farm workers require financial and materials support if their meaningful participation in land redistribution programmes is to be realized at all cost. The issue with regards female s' confidence affirms the conclusion by Jongwe (2005) that despite the policies and support rendered to females in society, to facilitate their ascendancy on the social ladder and subsequent attainment of gender equity in resources' allocation, a significant number of females still lack the confidence, hence this stifles their development.

The study established that fifty percent (50%) of the respondents agreed that there are strategies that can be proposed to motivate female farm workers' participation in the land redistribution. Based on the findings it can be concluded that the community's support on female farm workers would create a strong foundation upon which the various forms of development in the community school can build. The contemporary approaches to Gender and Development(GAD) may seem to support or augment these named strategies in that they insist on a paradigm shift from mere involvement without addressing the key issues of empowerment.

It was found out that fifty percent (50%) of the respondents indicated that cultural beliefs hinder the active participation of female farm workers in land redistribution programme. Dowling and Osborne (1994) have observed that it is through interaction within the community that females will eventually lose the zeal to participate in the land redistribution process. Meena (1992) is of the view that gender inequities are reinforced by custom. To this effect culture as a way of life of a people may determine the interactions of females to the extent that their aspirations are hindered.

The study also revealed that thirty-six percent (36%) of the respondents disagreed with the view that patriarchy is major cause of women segregation in land redistribution process. Sixty-four percent (64%) of the respondents agreed with the view. Based on the findings it can be concluded that patriarchy (male dominance) any form of suppression from males has a negative effect on female farm workers involvement in the land redistribution process. This confirms claims by Firestone in Giddens (1995) that male dominance /patriarchy is a threat to females' emancipation in all horizons. To Firestone, males sexually exploit females and this is the basis for constraining female farm workers active participation. To this end, the need for more liberal policies that neutralize patriarchy becomes critical. O'Donnell (1992) is of the view that there is need for more liberal reform from a liberal feminist viewpoint. This entails the need to adopt incremental/brick by brick approaches in addressing gender imbalances. These findings confirm observations by Fisher, (2009) that the elimination of some form of discrimination based on patriarchal skewedness will lead to some form of equitable empowerment. In this context, this will promote the female farm workers' participation in the land redistribution arena.

The study established that ninety-six percent (96%) of the respondents indicated that the Gender Policy in Zimbabwe is not an effective strategy to counter challenges faced by

female farm workers with regard land redistribution issues. Based on the findings it can be deduced that the Gender Policy in Zimbabwe is not an effective strategy to counter challenges faced by female farm workers with regard land redistribution issues. Some cultural variables have continued to cast their shadows on this issue of land redistribution, hence constraining the policies that can be formulated with the aim of promoting equitable distribution of the so-called means of production (land, labour and wealth).

The findings revealed that seventy-eight percent (78%) indicated that the white females do not face similar challenges when compared to their black counterparts in land redistribution issues. On the other dimension, twenty-two percent (22%) agreed that the experiences of the white female are similar to those of the black females when it comes to land redistribution. Based on the findings it can be concluded that the experiences of the black female farm workers are always different from their white counterparts. This affirms assertions by Hooks in Haralambos and Holborn (1995) that the black women's views are undermined and they are always subjected to some form of discrimination when compared to their female counterparts. To this end, The Black feminists maintain that in order to understand the experiences these two classes undergo one has to consider race, social class and gender as critical variables. The fact that the white females have had increased access and opportunity to education has provided them with some advantages in that some of the cultural constrains were deconstructed and demystified as well (Anderson and Taylor, 2002). Against this backdrop it can be strongly emphasized that the female farm worker 'access to land redistribution programmes have ever been constrained by racial, social class and gender overtones, hence worsening their situations. The interplay of these key drives will in a way have a negative impact in the manner the black female farm workers will perceive this programme.

The study established that one hundred percent (100%) of the respondents indicated that the challenges faced by female farm workers in land redistribution exercise cannot be addressed without the assistance and support of other stakeholders. There symbiotic link between communities, other public and private organizations were highlighted to be central in supporting female farm workers active involvement in land redistribution issues. This was viewed as the threshold for the attainment of overall sustainable development that is in the area of social, agricultural, economic and political development respectively.

Based on the findings it can be concluded that the stakeholders' involvement embraces a comprehensive vision towards *land redistribution* process. The symbiotic or umbilical link will aid to the attainment of quality land redistribution programmes. This corroborates with assertions by Durkheim that the various systems theory is the basis upon which coordination between various stakeholders rely on, hence the involvement of stakeholders will facilitate some form of interdependence among various stake holders. This will improve the welfare of the female farm workers with regard land redistribution processes.

It was established that ninety-eight percent (98%) of the respondents indicated that labelling of female farm workers in land redistribution exercises has negative effects. The findings corroborate with assertions by Palen (2000) that when individuals meet in society they are likely to attach relative and subjective meanings to social happenings and this leads to self-fulfilling prophecy. The study revealed that eighty percent (80%) of the respondents indicated that political challenges affect the female farm workers involvement in the land redistribution programmes.

Based on the findings it can be concluded that due to political challenges the female farm workers' comprehensive involvement in the land redistribution programme may be negatively impacted. This confirms observations by Marx in Ritzer, (1996) that political issues are quite pivotal in determining the outlook of programmes in society as he argues that economic and political issues are inseparable. The findings revealed that seventy-percent (76%) of the respondents agreed that globalization can reduce the challenges faced by female farm workers in land redistribution undertakings.

Based on the findings it can be concluded that globalization has both negative and positive benefits on the female farm workers because at some point when global gender reforms are proposed females will benefit. In extreme cases the global trends are associated with some form of negative effects. Sivandann(1991) notes if imperialism is the highest stage of capitalism, it follows that globalization is the highest stage of imperialism. To this end, it follows that globalization may have some negative effects that may constrain the female farm workers efforts in land redistribution programmes

Following recommendations by Chisaka and Vakalisa (2003) the findings from the interview method were presented thematically with emerging or recurring themes identified. Substantiating evidence in form of people's real words were also given since it was a qualitative inquiry (Frankel and Wallen 1996). To this end fictitious names (not real names are used to conceal identify.

Based on the above views, it can be concluded that female farm workers are facing some challenges in their involvement in land redistribution programmes. However, people have an appreciation of the need for female involvement in land redistribution programmes. The findings may seem to be consistent with what was obtained through the questionnaire method. However, it can be concluded that a number of challenges that affect the effectiveness of land redistribution lies directly or indirectly with the negative attitudes held by different people in society particularly about the role of females. The fact that community appreciates the need to collaborate with the stakeholders is worth appreciating. This however confirms the functionalist's view that society has interdependent parts that must work together and meet the societal basic needs or functional prerequisites (Meena 1992).

7. Conclusions And Recommendations

The study concludes that female farm workers studied appreciate the fundamental role played by land redistribution programme. They further acknowledge its positive impact in combating poverty among the females which is ever accused of taking a female face 'Feminisation of poverty'. The results show that the implementation of land redistribution programme has been negatively affected by both social and economic problems at both provincial and national level. If these challenges are addressed, the results show that there may be evidence to suggest that the land redistribution programme among the female farm workers would thus be effective.

The study further concludes that the land redistribution programme on female farm workers remains the fulcrum upon which efforts to promote sustainable development rests upon. The results indicated that challenges faced female farm workers ultimately require a prescription in the form of collaborative engagement by various key stakeholders. The study concludes that the percentages allocated for female farm workers with regards land redistribution in the country need to be increased. To complement this female farm workers' involvement requires a comprehensive approach where it is seriously considered across cultures and political divide at national level. The issue of resources needs to be greatly considered for the effective implementation of land redistribution programme. Existing land policies and literature that systematically excludes female farm workers require rigorous reviews and constant editing to meet the ever changing socio-cultural lives of the citizens. By and large, the study concludes that the effective implementation of land redistribution programme requires a collective engagement among Government, private and public organisations and civil society to refine the citizens' perceptions in an attempt to combat the high prevalence of poverty and promote sustainable development.

The following are recommendations offered with respect to the effective implementation of land redistribution programme on female farm workers in an attempt to improve its effectiveness in combating poverty and promoting all-encompassing development. There is need for a collaborative approach where various stakeholders would actively disseminate information on land redistribution to the citizens. Citizens must be staff-developed, trained or exposed to some land redistribution workshops as key stakeholders so as to share their expectations in order to put constructive input in the mainstream of agricultural development.

Land redistribution strategies must effectively recognize the current needs and interests of the various groups of people in society regardless of gender. Equitable redistribution approach is highly recommended. Land redistribution programme on female farm workers must be supported by user-friendly material resources in the form of "up to date" literature, policies and textbooks. In turn, the human resources to implement this programme must receive some training. Preferably full-time land redistribution experts who target female farm workers must be appointed. In line with the dynamic aspect of land redistribution and ownership

issues, the study recommends that in-servicing of land officers and female farm workers remains the fulcrum upon which the success and quality of land redistribution programme rest. Workshops and seminars must therefore be intensified so as to continue to offer the personnel the chance to cross-pollinate views with regard the effective implementation of land redistribution programme.

Principal administrators must effectively monitor and evaluate the implementation of land redistribution programmes. This study principally recommends the need for a wider research on a wider scope to establish if some of the findings raised in this study can be generalized.

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