









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. Sivannandann(1991) notes if imperialism is the highest stage of capitalism, it follows that globalization is the highest sage 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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