

INTEGRATED COMMUNITY DEVELOPMENT PLAN

FOR

**ADELAIDE AREA COMMITTEE
(NXUBA MUNICIPALITY)**

SEPTEMBER 2012



ECARP
East Cape Agricultural Research Project



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Acronyms

DoA – Department of Agriculture

DoE – Department of Education

DoH – Department of Health

DoL – Department of Labour

DRDLR – Department of Rural Development and Land Reform

ECARP – East Cape Agricultural Research Project

ESTA – Extension of Tenure Security Act

ICDP – Integrated Community Development Plan

IDP – Integrated Development Plan

ILO – International Labour Organisation

MoUs – Memorandums of Understanding

SURUDEC – Sustainable Rural Development for the Eastern Cape

UIF – Unemployment Insurance Fund

Vision

By 2017 farm workers and dwellers in Adelaide will be a developed and united community with a bright future.

Mission

Farm workers and dwellers in the Adelaide Area Committee aim to realise their vision through solidarity, co-operation and the sharing of ideas by all members of the community.

Foreword

The focus of the ICDP is around improved living and working conditions for farm workers and dwellers on commercial farming in the Adelaide area. It focuses on five strategic areas:

- Fair labour standards and decent work
- Secure tenure and living conditions
- Land access
- Access to basic services
- Participation in local development processes

Farm workers and dwellers in the Adelaide area wish to see evidence of local development in their area which will improve their overall living and working conditions. Farm workers and dwellers in the area will also use the Integrated Development Plan (ICDP) to lobby the relevant stakeholders to take the necessary steps are taken to ensure that this development takes place. Stakeholders already working with the community and those yet to be partners are invited to work with farm workers and dwellers to realise their vision for a developed community and living a healthier and better life.

The development of this document has been made possible with the support of the European Union (EU) through the Office of the Premier of the Eastern Cape under the Sustainable Rural Development in the Eastern Cape (SURUDEEC) programme.

This Integrated Development Plan (ICDP) has been developed and approved by the farm workers and dwellers of the Adelaide Area Committee:

Signed on.....

By.....

Signature.....
On behalf of Adelaide Area Committee

Preface

The purpose of the Integrated Community Development Plan (ICDP) for Adelaide Area Committee is to serve as a guide to growth and development of the community and assist the community to improve their overall quality of life, in particular their living and working conditions on commercial farms. Improvements to the quality of life revolve around enhancing social capital to access and lobby for measures that increase livelihoods and improve standards of living. The document clearly articulates the development needs of workers and dwellers in the area and will be used to lobby and advocate relevant stakeholders (government departments, local municipalities, farmers and farmers associations) to ensure that they are met. The document outlines the community's goals and recommendations with regards to the development needs of farm workers and dwellers, and issues which need to be incorporated in municipal, provincial and national rural development plans and strategies.

The ICDP will also assist farm workers and dwellers in evaluating development proposals from outside agents as well as in lobbying for financial assistance for development activities in their local community. This will ensure that farm workers and dwellers want to be active agents in development processes as opposed to being passive recipients.

This plan reflects in detail the overall vision workers and dwellers in the area have of their future. The document is not rigid but will be modified when need arises.

Executive Summary

The overall objective of the ICDP is to improve the livelihoods of farm workers and dwellers in Adelaide.

The specific objectives of the ICDP are:

- To ensure justice at work and in society and end all types of prejudice.
- To increase the level of trust and co-operation at an area level amongst farm workers and dwellers.
- To increase unity amongst farm workers and dwellers so that they can speak in one voice.

To achieve these objectives the ICDP will focus on the following areas:

1. ***Fair labour standards and decent work:*** Farm workers in Adelaide want to ensure that their labour rights as laid out by national and international statutes are upheld. This includes issues around the establishment of a living wage as opposed to a minimum wage, compensation for working overtime, paid maternity leave, freedom of association, health and safety, decent work, improved employer and employee relationships, etc.
2. ***Secure tenure and living conditions:*** Farm workers and dwellers do not have secure tenure rights on farms. Workers and dwellers continue to be exposed to unlawful evictions from farms. Living conditions on farms are very poor, with workers and dwellers lacking access to decent housing, water and electricity. As a result farm workers and dwellers also continue to generally live in conditions of abject poverty.
3. ***Land access:*** Despite the existence of land reform policies, land access by workers and dwellers, who constitute the landless and the poorest of the poor in rural areas is extremely limited. Access to land will provide farm workers and dwellers with multiple livelihood strategies beyond just dependence on wage labour. Workers and dwellers want to access land for cropping and rearing livestock in an agro-ecological manner, to build houses, schools, recreational facilities, etc
4. ***Access to basic services:*** Farm workers and dwellers have limited access to basic services like health care facilities, decent housing, clean water and sanitation, electricity, schools, recreational facilities, etc. A significant proportion of their income is spent on trying to access such services like schooling for their children in urban areas.
5. ***Participation in local development processes:*** Farm workers and dwellers have often been sidelined in local development processes. Policies, strategies and programmes are often put in place without engaging workers and dwellers on what they want to see happen. The local municipality IDP is urban biased and programmes for rural

areas does not speak to the needs of farm workers and dwellers. The ICDP provides a platform for engagement which allows rural communities to engage with various stakeholders at the local, provincial and national government levels around their development needs.

1. INTRODUCTION

Farm workers and dwellers on commercial farms in South Africa are an extremely vulnerable category of the rural populace. They are amongst the most impoverished groups. Although labour and tenure rights have been extended to the farming sector, farm workers and dwellers on commercial farms continue to live in abject poverty. This is due to a combination of factors such as selective compliance by employers to labour and tenure provisions as well as farm workers and dwellers often working in isolation of each other in attempting to improve their quality of life and enhance economic opportunities. Farm workers and dwellers in Adelaide have realised the importance of working together to push for an improvement in their quality of life. They wish to take ownership of this process and the development and implementation of their ICDP has provided the platform for farm workers and dwellers from different farms in the area to work together and push for an improvement in their livelihoods and the promotion of their socio-economic rights.

1.1 Current working and living conditions on farms

Whilst the agricultural sector in South Africa is considered a key driver of the economy, the working and living conditions of people working and living on farms remain very poor. The government of South Africa in its New Growth Path (2010) highlights that the agricultural sector is important for economic development, as it has the potential for job creation and poverty reduction. However, the sector is currently characterised by high unemployment, poverty and unequal relations between farmers and farm workers and dwellers. This is a result of the lack of collective bargaining power for farm workers, which leaves them powerless and with no choice but to continue to work and live under poor conditions.

Farm workers on commercial farms work in difficult and dangerous conditions, yet the sub-sector pays one of the lowest minimum wage rates. The current monthly minimum wage is set at R1 503.90. Working conditions on farms are characterised by the lack of grievance procedures and unilateral and arbitrary decisions being made by farm owners against workers. The high levels of unemployment in the sector have also been caused by the increase in the casualisation of labour. This has been common in the citrus sub-sector with Mather and Greenburg (2003) noting that over half the workforce in the sector was employed on a seasonal or casual basis. Casual and seasonal workers have very little job security, lower income and no benefits, and ultimately very bad living and working conditions. Unemployment and underemployment in this sector adds further to the problems of high unemployment and poverty in South Africa.

Since 1994 there has been legislature has been enacted to improve working conditions on farms, culminating in the introduction of the Sectoral Determination for the Agricultural sector and the minimum wage. However, the New Growth Path recognises that in order for agriculture to fulfil this potential there is need for the restructuring of commercial agriculture to ensure that there are better relationships between employers and employees. There is need

for the creation of labour conditions that cater for the socially acceptable needs and standards of living for all. Employment in the sector should be characterised by jobs that enhance a ‘person’s dignity, well being and development as a human being’ (ILO, 2011). Essentially this requires a shift from the minimum wage to that of a ‘living wage’, the creation of decent jobs and fair labour practices. Current minimum wage rates in the sector are set very low and poverty and vulnerability among farm workers are further compounded by the fact that social services hardly reach farming areas. Farm workers have to use the little money they earn to access services like primary health care and education for their children in urban areas.

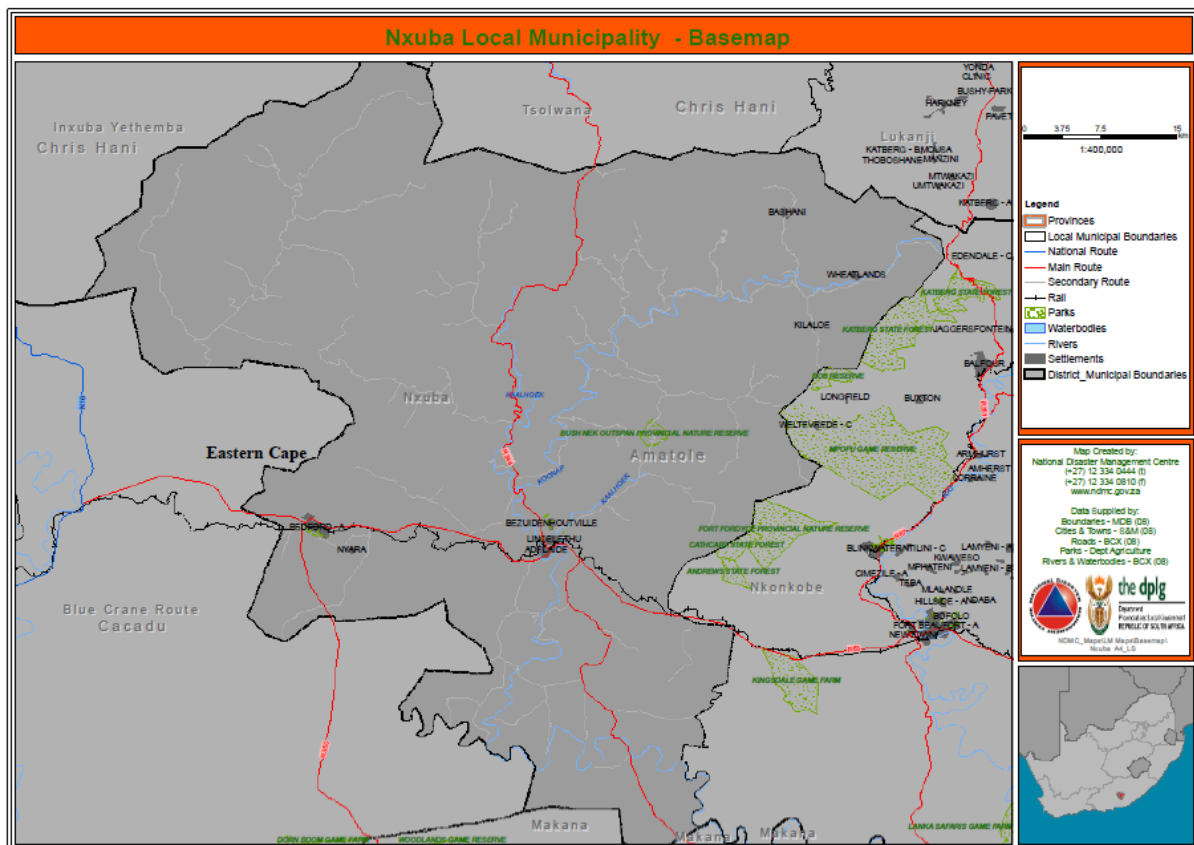
Labour inspections are central to the realisation of decent work; fair labour practices and sustainable development (Piore and Schrank, 2008). Substantially increasing the number of inspections that take place and increasing the number of enterprises that are inspected can go a long way towards creating an environment where decent work and fair labour standards can be realised. The state should ensure that the labour legislation is implemented and complied with. Farm workers must also be supported and encouraged so as to self-enforce labour rights.

The wages earned by farm workers must also be linked to a multi-sectoral approach to dealing with poverty and inequalities. This will ensure that the minimum or living wage is not looked at as a cure to all the ills of the sector. Wage income is not enough for farm workers to decent livelihoods, and whilst fair labour standards are important so as to make employment conditions more humane and sustainable, jobs alone are no guarantee to escape poverty. Rural households should not have to rely on wages alone to improve their livelihoods. To further compliment the drive towards decent work and fair labour standards on farms, government needs to reassess and restructure its overall rural development and current land reform programme. Land reform if designed and implemented suitably can also be used to improve the lives of farm workers and dwellers, giving them secure tenure conditions and an opportunity to enhance their livelihoods and their productive capacity in the workplace. Farm workers and dwellers also face continued threats of eviction and insecure tenure on farms, and illegal evictions still take place on farms despite legislation like ESTA being in place. Workers and dwellers need to be provided with enough land to set up homes, for their livestock and for them to grow crops. This will allow them to engage in multiple livelihood strategies beyond just engaging in wage labour.

1.2 Background to area

Adelaide area is located within the Sundays River Valley Municipal area which falls under the Amathole District Municipal area. Nxuba Local Municipality covers an area of 2,749.45km² and constitutes 11.66 per cent of the Amathole District. The physical area is characterised by three distinctive settlement and land use patterns, consisting of two urban centres; rural hinterland, comprising of privately owned farms where most of the farming activities take place; and high lying hinterland which is mainly characterized by mountainous terrain and hills.

Figure 1: Nxuba Municipality Map



The population in 2007 was estimated at 21 467, of which 51.5 per cent is female. The largest concentration of people is found in Adelaide. The economy is based on social services, and government spending, with very strong roots in the agriculture sector. The unemployment rate in the municipality is very high. Nxuba Local Municipality’s unemployment rate is estimated to be 69%. The agricultural sector however accounts for the majority of specified jobs (20.6%) and this is closely followed by the community and public sector with 17.6%.

The high unemployment rate accounts for the high poverty levels in the area. Poverty levels within Nxuba Local Municipality are 75.9% which is higher than the Provincial and District norm.

1.3 Population

There are currently no reliable statistics on the number of farm workers and dwellers in the Adelaide area. Nonetheless, ECARP works with nine farms in the area as part of its farm committee programme. Table 1 below indicates that a total of 242 farm dwellers live on the five farms. Of the 242 farm dwellers, 87 or 36 per cent are adult females, 89 or 36.8 per cent are adult males and 66 or 27.2 per cent are children aged 15 years and below.

Table 1: Number of dwellers on the five farms

Number of people residing on farms	242
Number of females residing on farms	87
Number of males residing on farms	89
Number of children residing on farms	66
Number of households on the farms	67

There are differences in terms of the number of farm dwellers living on each farm. As Table 2 indicates, the number of farm dwellers living on the nine farms ranges from seven to 47. This is an average of 48.4 farm dwellers per farm.

Table 2: Population according to individual farms

Farm	Number of dwellers
Farm 1	7
Farm 2	12
Farm 3	21
Farm 4	23
Farm 5	28
Farm 6	24
Farm 7	35
Farm 8	45
Farm 9	47

1.4 Household size

There are 67 households across the nine farms and the average household size is 3.6 people per household. However there are variations between farms in terms of the number of dwellers and the number of households. As Table 3 shows, in terms of average number of people per household, this ranges from 2 to 7.

Table 3: Number of dwellers on the nine farms

Farm	No. of dwellers	No. of households	Average per household
Farm 1	7	1	7
Farm 2	12	6	2
Farm 3	21	5	4.2
Farm 4	23	9	2.6
Farm 5	28	9	3.1
Farm 6	24	8	3
Farm 7	35	8	3.4
Farm 8	45	10	4.5
Farm 9	47	11	4.3

1.5 Household income levels

Employment on farms is a major source of income and livelihoods. A total of 122 workers are employed on the nine farms. The majority of those employed are men with a total of 66 of them employed compared to 56 of their female counterparts. This gender disparity is also reflected in the manner in which men and women are employed. Fifty-nine male workers are employed on a full-time-basis compared to 23 of the female workers. In terms of percentages 89.3 per cent of male workers are employed on a full-time basis compared to 41.1 per cent of females.

Table 4: Employment on the six farms

Status of employment	Number of workers							
	Male			Female			Total	
	Total	% of male workers	% of the workforce	Total	% of female workers	% of the workforce	Total	%
Full-time	59	89.3	48.4	23	41.1	18.9	82	67.2
Part-time	0	0	0	11	19.6	9	11	9
Casual	5	7.6	4.1	4	7.1	3.3	9	7.4
Seasonal	2	3	1.6	18	32.1	14.8	20	16.4
Total number of workers	66	100	55.1	56	100	45.9	122	100

ECARP is currently conducting research on the implementation of the sectoral determination for the farm worker sector in different parts of the Eastern Cape. The research also covers the wages that workers are getting. In the Adelaide area 40 farm workers have been interviewed. Table 5 below shows wage levels for the 40 farm workers. Six workers get paid between R250.00 and R550.00 per month, four workers earned between R930.00 and R1 000.00 per

month, and 15 workers took home wages ranging from R1 100.00 to R1 375.94 per month. Only one worker was getting paid above R2 000.00 a month. These wages are for the period March 2011 to February 2012.

Table 5: Income levels of farm workers

Wage levels	Number of workers
R250.00 - R550.00	6
R930.00 - R1 000.00	4
R1 100.00 - R1 375.94	15
R1 390.00 - R1 600.00	9
R1 631.25-R1 700.00	5
R2 720.00	1
n/a	3
Total	40

2. PLANNING APPROACH TO DEVELOPING THE ICDP

Farm workers and dwellers worked in partnership with the East Cape Agricultural Research Project (ECARP) in the development of their ICDP. ECARP's role was mainly to provide logistical and administrative support and create an enabling environment for workers and dwellers to discuss extensively and plan around their ICDP.

The planning focused on working from where the community was currently at, and identifying and mobilising community assets they could use immediately to gain control over their lives. Conventional approaches to developing development strategies focus on needs and problems ignoring the assets and resources that communities already have. Assessing and strengthening the skills, knowledge and resources workers and dwellers currently had was important to ensure that meaningful change would come about in the community, through the efforts of the community and not necessarily through outside agents. Workers and dwellers therefore were encouraged to be the agents of this change, and to develop the ICDP to articulate the changes they wanted to see.

Key to the development of the ICDPs was the need for representative and democratic community structures. In this case the planning was mainly facilitated through the farm and area committee structures already established in the Adelaide area. The farm committees are made up of farm workers and dwellers living and working on a farm. The farm committees in a common geographical location then combine to form the area committee.

It was important that at both the farm and area levels that farm workers and dwellers consolidated on and strengthened their understanding and practice of democracy and equality. Farm and area committees were therefore strengthened through the development of Codes of Good Practice and Memorandums of Understanding (MoUs) which outlined how the farm

and area committees would function and the principles and values they would uphold to ensure participation by all members. This was done to ensure that the processes to develop the ICDP were inclusive and took into consideration the views and needs of the various individuals making up the farm and area committees. This ensured the formulation of development strategies that benefitted the community as a whole as opposed to particular individuals.



Farm workers and dwellers in Adelaide discussing and signing their MoUs

As the ICDP for Adelaide centres on the need to harness social and human assets, farm and area committees also went through a process of asset mapping to identify the resources immediately available to them which they could use to develop and implement their ICDP. The livelihoods of farm workers and dwellers are extremely precarious and as such was reflected in their limited access to or control over assets such as physical (i.e. clinics, houses), natural (land) and financial capital (savings, wages, livestock). The asset mapping process was important in that it helped area committees to identify and see how they would further augment their social capital, which is a key asset for the development and implementation of their ICDP. The process further emphasised to farm workers and dwellers the importance of their collective groupings and structures and importance of the involvement of all categories of workers and dwellers on farms towards the development of the ICDP.



Farm workers and dwellers identifying their assets

Workers and dwellers then reviewed current legislature and national and local municipality development processes to begin to identify gaps or issues which they wanted to raise in their ICDP. They reflected on current labour, tenure and land reform legislation and the extent to which it addresses the challenges they continue to face in ensuring a secure livelihood. They also had workshops around equality and on ecological and environmental aspects of sustainable development. It was important for communities to ensure that their development plans were socially and ecologically sustainable. For example in the case of land access for cropping and livestock, workers and dwellers in the area agreed on the need to use agro-ecological farming practices to ensure that future generations also benefit from finite resources like land. In light of climate change, workers and dwellers also wanted to ensure that their carbon footprint remained very small.

Workers and dwellers in the area then engaged with local municipality officials from Nxuba Municipality and stakeholders from various government departments around the challenges they face in their living and working conditions on farms. The engagements further highlighted to workers and dwellers as well as to government and municipal officials the limited extent to which the development needs of farm workers and dwellers have been addressed. The process also helped farm workers and dwellers to improve their capacity to understand how government structures operate and gave them confidence to engage with government structures.

Engagements were also attempted with commercial farmers through their local and provincial farmers associations. Whilst workers and dwellers through their farm committees engage and negotiate with farmers at the individual farm level, the proposed engagement with farmers at the area level attempted to ensure even and widespread development in the area.

The final processes around the development of the ICDP involved workers and dwellers meeting first at the farm and then at the area level to develop their farm plans and their ICDP. The vision, mission and strategic objectives of the ICDP were developed collectively.

3. KEY PRINCIPLES GUIDING THE DEVELOPMENT AND IMPLEMENTATION OF THE ICDP

Throughout the development of the ICDP the following principles were upheld in the various processes and discussions workers and dwellers undertook. These principles are also important for the successful implementation of the ICDP.

- **Respect**

Farm workers and dwellers will work together to ensure that they respect each other's views and opinions. When discussing issues, emphasis is placed on ensuring that the views of farm workers and dwellers, men and women; the young and the old carry the same weight, in order to that everyone is free to express their views.

- **Transparency and accountability**

Regular feedback to all members of the area committee is important to ensure that workers and dwellers on the ground are aware of what the committee is doing, and progress in the development of the ICDP. Members of the executive structures need to have been given the mandate, by workers and dwellers in the area to carry out activities on behalf of the community. All members of the area community must therefore be honest and trustworthy.

- **Equality**

Farm workers and dwellers in the area committee are equal regardless of age, gender, employment status, etc. Members of the committee who are elected into leadership positions are not superior to the rest of the members and should not use their powers as a form of dictatorship. They will ensure that principles of democracy are upheld and everyone is involved in decision making and in the formulation of ideas to be incorporated into the ICDP. Members of the collective will learn from each other and respect each other's views.

- **Collective responsibility**

Every member of the area committee and community is responsible for the development of the area. It is not the responsibility of those in leadership alone. This collective responsibility also extends to taking care of the physical environment, and ensuring that the benefits enjoyed currently are enjoyed by future generations, for example when workers and dwellers access land, they will use agro-ecological farming methods to maintain the quality of the land. To ensure that community members take ownership of their development processes they must be actively involved in the planning and implementation of development strategies.

- **Integrity and honesty**

All the members of the area committee should be honest to each other. When meetings are held, minutes of decisions taken will be made available to all members. Even when the executive structures meet, all members will get the minutes or a report back that reflects exactly what the meeting was about.

- **Non-partisanship**

The area committee is not affiliated to any political party, even if members belong to different political parties. The community will also engage with a cross-section of stakeholders who have an understanding and interest in the planned development of their area.

- **Gender equity**

Farm workers and dwellers in the area committee will treat each other with respect regardless of whether they are male or female. The area committee will discourage gender stereotypes

whereby men discriminate against women, for example, views that women are incapable of doing highly skilled jobs.

- **Environmental sustainability**

To ensure that future generations also benefit, sustainable uses of farm land will be adopted and agro-ecological farming techniques will be used so as not to harm the environment. Farm workers and dwellers will ensure that they do not contribute towards carbon emissions, and will look for alternative strategies and ways to ensure that they have access to resources such as water, electricity and housing.

4. STAKEHOLDER ANALYSIS MATRIX

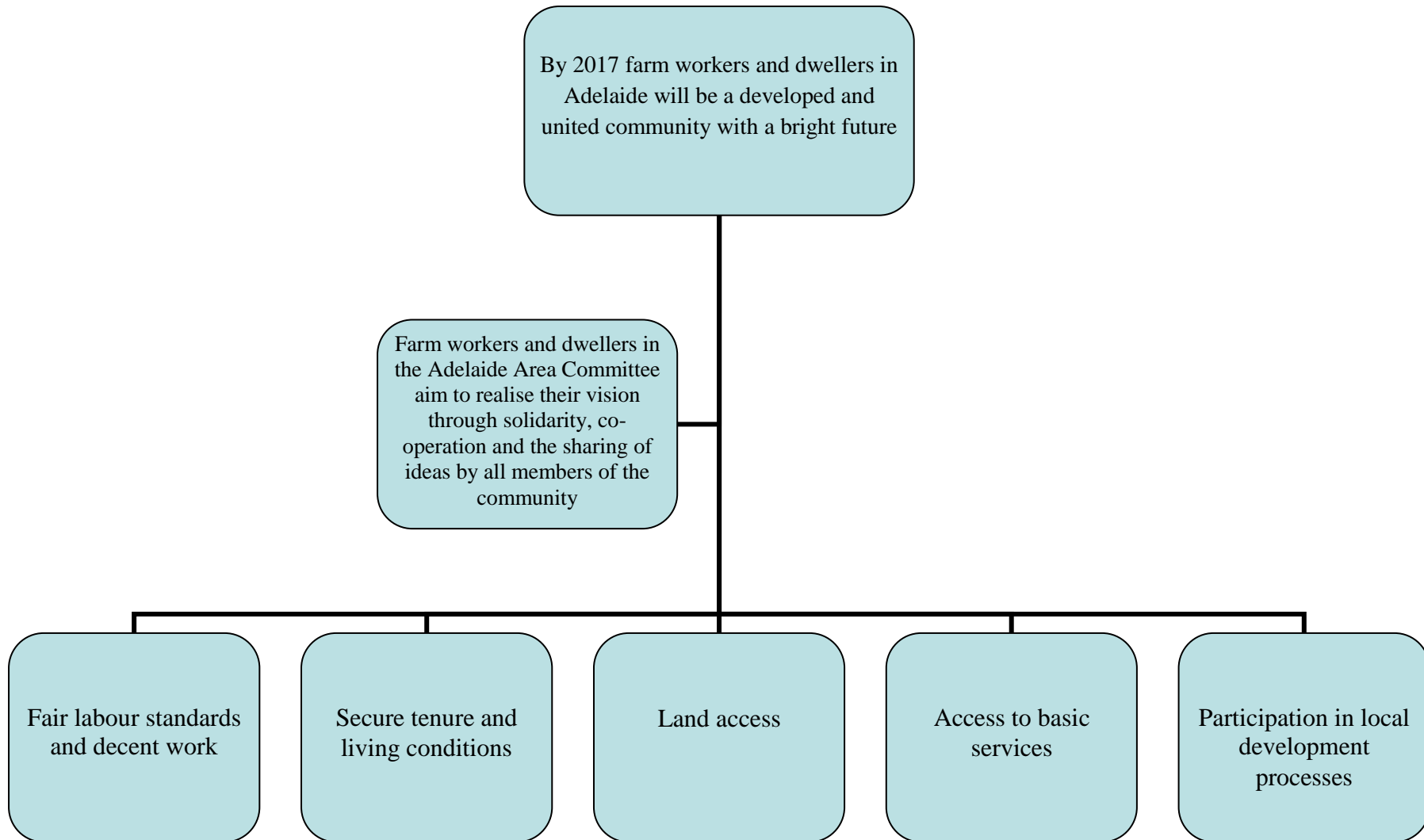
Members of the Adelaide Area Committee identified key stakeholders necessary for the implementation of their development.

Stakeholder	Mandate	Potential role
Department of Labour (DoL)	Implementation and enforcement of labour rights Protection of vulnerable workers	<ul style="list-style-type: none"> • To conduct inspections on farms, ensuring that working conditions are acceptable and fair and workers are getting fair wages. • To create conditions for employment generation. • To provide farm workers and dwellers with opportunities for skills development.
Department of Health (DoH)	Provision of health services	<ul style="list-style-type: none"> • To provide mobile clinics and ensure that they are properly equipped with medication and visit farms regularly with a medical practitioner on board.
Department of Education (DoE)	Provision of education and training	<ul style="list-style-type: none"> • To ensure schools have the necessary material and equipment (e.g. books, stationary, and desks) on time. • To provide safe and reliable scholar transport, to build proper schools (from crèche to high schools) in the local area, and to hire qualified teachers. • To provide training to School Governing Body members so that they can effectively run their local schools.
Department of Roads and Transport	Provision of proper roads and transport facilities to communities	<ul style="list-style-type: none"> • To fix and build roads, and through this create jobs for the local community.
Nxuba Municipality	To provide basic services to all in Nxuba Municipality	<ul style="list-style-type: none"> • To extend basic services to farm workers and

		<p>dwellers (Sanitation, housing, primary health care, housing, electricity)</p> <ul style="list-style-type: none"> • To ensuring participative development processes through regular meetings with the councillor and building satellite offices closer to farms so that farm workers and dwellers can be engaged with regarding rural development. • Providing information on local job and business opportunities and creating conditions that allow rural communities to be employed or start their own businesses.
Department of Home Affairs	Registration of births, deaths and provision of identity documents	<ul style="list-style-type: none"> • Provide mobile offices that will visit farming areas at least once every quarter. • Protect farm workers and dwellers from identity theft.
Department of Social Development	Facilitate human development	<ul style="list-style-type: none"> • Assist in fighting against abuse of women and children (but not leave out abused men). • Ensure that social development services reach all farms. • To engage in farm visits at least once a quarter to assess the needs of farm workers and dwellers.
Department of Safety and Security (Police)	Safety and security in the area	<ul style="list-style-type: none"> • To ensure access to justice by farm workers and dwellers. • To respond timeously to crimes committed on farms. • To work with communities to set up police forums in different areas.
Department of Rural	To facilitate land transfers	<ul style="list-style-type: none"> • To buy land for farm

Development and Land Reform (DRDLR)	and ensure tenure security for farm workers and dwellers	workers and dwellers. <ul style="list-style-type: none"> • To protect farm workers and dwellers from illegal evictions, ensure that there is tenure security
Department of Recreation, Arts and Culture	Recreation	<ul style="list-style-type: none"> • Bring sport and recreation to farming areas

5. STRATEGIC DEVELOPEMNT



6. STRATEGIC OBJECTIVES

The five key strategic areas of the ICDP for Adelaide Area Committee

STRATEGIC FOCUS AREA	OBJECTIVES
Fair labour standards and decent work	<ul style="list-style-type: none"> • Improved and dignified working conditions. • Workers are paid better and earn a living wage as opposed to a minimum wage. • To improve the health and safety standards in the work place. • Employers and employees have improved working relationships.
Secure tenure and living conditions	<ul style="list-style-type: none"> • Farm workers and dwellers have secure tenure and are not illegally evicted on farms where they live. • Farm workers and dwellers to get free legal advice, when they are threatened with eviction on farms.
Land access	<ul style="list-style-type: none"> • Farm workers and dwellers have access to their own land and have secure tenure. • Workers and dwellers have access to land for housing, crop production and for their livestock. • Workers and dwellers have access to land to build proper and safe schools for children from pre-primary up to high school level and to build recreational facilities.
Access to basic services	<ul style="list-style-type: none"> • Farm workers and dwellers have improved livelihoods and health through access to clean water and sanitation, roads, and electricity. • Building and maintenance of farm roads to open job opportunities for farm dwellers.
Participation in local development processes	<ul style="list-style-type: none"> • Farm workers and dwellers are consulted with regards to local development plans in their area. • Farm workers and dwellers have chances and opportunities to start and develop their own small business to improve local development growth • Government services are more accessible to the wider community on farms.

6.1 Fair labour standards and decent work

Working conditions on commercial farms in Adelaide continue to be very bad. Given that agriculture plays an important role in the area, there is a need to improve relationships between farmers and workers as well as ensure that workers have dignified working conditions. Minimum wage rates are set very low, and there is a need for all stakeholders in the agricultural sector to look towards workers earning a living wage as opposed to a minimum wage. The work done by farm workers and the conditions under which they work under should enhance their quality of life in order for them to be productive. However working conditions on farms are still embedded in the previous political dispensation and workers have very little room for negotiation and interaction with farmers on how to improve the circumstances under which they work.

6.2 Secure tenure and living conditions

Tenure security for farm workers and dwellers continues to be precarious despite legislation around the rights of dwellers and the processes for their eviction. The Extension of Tenure Security Act 91997) (ESTA) is ineffective in preventing unlawful evictions and in promoting tenure security, land ownership and sustained livelihoods for workers and dwellers. Living conditions on farms remain very poor.



Housing conditions on farms in Adelaide Area

Current legislature and policy is very vague with regards to who is responsible for ensuring that workers have access to decent housing and basic services like water and electricity. Farmers do not feel it is their responsibility to provide services that would normally be provided to government, whilst government departments do not have the mandate to provide these services on private property. Farm workers and dwellers in the area will advocate for the revision of ESTA and for a more concerted and multi-sectoral approach towards improved living conditions on farms.

6.3 Land access

The livelihoods of farm workers and dwellers are highly dependent on income from wage labour, with very few alternative livelihood strategies. Farm workers and dwellers access to land offers alternative livelihood strategies, secure tenure and a means to enhance their food security. Rural communities must have access to land for housing, crop production and for grazing. In order to ensure that the land is sustainably used, workers and dwellers in Adelaide will make use of agro-ecological farming practices to ensure that the land they use also benefits future generations and that the produce they grow is fresh, healthy and nutritious. Access to land also offers workers and dwellers the opportunity for the development of schools and recreational facilities in their local areas to further improve their quality of life.

6.4 Access to basic services

Farm workers and dwellers have very limited access to basic services on farms. Whilst government departments and local municipalities have programmes to provide services like housing, water, electricity, health services, schools and decent roads to people in urban areas, the same is not available to farm workers and dwellers. This is linked once again to aspects of the private property clause in the constitution and the lack of clear policy by government around how to ensure services get to rural communities on commercial farms. Workers and dwellers in Adelaide, want to have access to these services, however this should be done in a sustainable and environmentally sustainable manner, for example electricity could be sourced through solar energy. Whilst the initial cost to set up solar energy is high, solar energy does not damage the environment and over time this initial cost is recovered in the savings made by not using power from the main grid. At the same time the current means of generating electricity are not sufficient to meet the demands of consumers and damage the environment through carbon emissions. Farm workers and dwellers in the area do not want their development to have a negative impact on the environment.

6.5 Participation in local development processes

Farm workers and dwellers in Adelaide see their participation in local development processes as key to ensuring that the strategic objectives of their ICDPs are met. Whilst the local municipality IDP recognises the importance of agriculture as an economic sector, very little is said about enhancing the lives of people who work and live on farms. At the same time public consultations on what should be included in the IDPs often leave out farm workers and dwellers and as a result programmes and plans to bring services to local people are biased towards urban dwellers. Rural communities on farms will therefore want to play a more active in the development of their IDPs to ensure that their development needs are met and services are more accessible for the wider community on farms. Workers and dwellers want to see a more conducive environment that would allow them to also start up and develop their own businesses, thereby increasing their contribution to the local economy.

7. ACTION PLAN

FOCUS AREA 1: Fair labour standards and decent work

Objectives

- Improved and dignified working conditions.
- Workers are paid better and earn a living wage as opposed to a minimum wage.
- To improve the health and safety standards in the work place.
- Employers and employees have improved working relationships.

Activity	Objective /Impact	Indicator	Target (timeframe)
1. Engage the DoL to ensure that regular labour inspections are taking place on farms.	<ul style="list-style-type: none"> • To ensure that farmers are complying with labour legislation 	<ul style="list-style-type: none"> • DoL inspectors regularly visit farms and engage both workers and farmers on the working conditions on farms. • Where violations are picked up, the DoL puts in place the necessary follow up procedures and mechanisms. 	On-going process starting from 2012
2. Farm workers and dwellers negotiate with employers for the living wages as opposed to the minimum wage	<ul style="list-style-type: none"> • To ensure at least all categories of workers are paid a living wage 	<ul style="list-style-type: none"> • Workers earn more than the minimum wage and this is reflected on their payslips. 	Starting from March 2012 when new minimum wage is set. To be assessed annually when the minimum wage increases.
3. All farm workers are that qualify are registered for Unemployment Insurance Fund (UIF)	<ul style="list-style-type: none"> • To ensure that every farm worker, who is entitled to be registered for UIF is registered. 	<ul style="list-style-type: none"> • UIF deductions and registration is reflected on workers' payslips. • When the DoL finds that workers are not registered, they ensure it is done immediately. 	December 2012
4. Farm workers and dwellers work with employers to ensure that the work place is a happy and safe environment	<ul style="list-style-type: none"> • To ensure that workers work in a safe environment. 	<ul style="list-style-type: none"> • Workers are able to regularly meet with their employers and negotiate around problems affecting them. • Decrease in the number of work related injuries. • Workers are part of the process when labour inspections are done on the farm. • Workers have freedom of association and the right to elect their own worker 	On-going process starting from 2012

		representatives.	
5. Workers who are members of provident funds are made aware about the rules and regulations about the fund.	<ul style="list-style-type: none"> To ensure that every member of a provident are well informed about the provisions of the fund. 	<ul style="list-style-type: none"> Workers are able to make informed decisions regarding becoming part of a provident fund. 	On-going process starting from 2012

FOCUS AREA 2: Improved tenure and living conditions

Objectives

- Farm workers and dwellers have secure tenure and are not illegally evicted on farms where they live.
- Farm workers and dwellers to get free legal advice, when they are threatened with eviction on farms.

Activity	Objective /Impact	Indicator	Target (timeframe)
1. Illegal evictions on farms are stopped.	<ul style="list-style-type: none"> • To secure tenure of farm workers and dwellers, and ensure that they are not unlawfully evicted. 	<ul style="list-style-type: none"> • Decrease in the number of evictions on farms. • DRDLR deal with cases of farmers who illegally evict farm workers and dwellers. • Improved and easier mechanisms which workers and dwellers can use to report and address tenure disputes. 	On-going process starting from 2012
2. Facilitate easy access for workers and dwellers on farms.	<ul style="list-style-type: none"> • To ensure that there is proper access into and out of the farm for farm workers and dwellers. 	<ul style="list-style-type: none"> • Workers and dwellers have access to gate keys. • Farmers are opening gates to ensure that labour inspectors can come in to carry out inspections on farms. 	December 2012
3. Embark on campaign for the revision of ESTA so that it is strengthened to promote the rights and transform their poor quality of life on farms.	<ul style="list-style-type: none"> • For farm dwellers to have improved living conditions on farms 	<ul style="list-style-type: none"> • Farmers are making concerted efforts to improve living conditions on farms. • DRDLR and other government departments have developed policy and mechanisms to ensure decent housing and access to basic services on farms 	On-going process starting from 2012
4. Farm workers and dwellers who are evicted from farms have access to land	<ul style="list-style-type: none"> • For evicted farm workers and dwellers to have access land and alternative livelihood strategies 	<ul style="list-style-type: none"> • Farm workers and dwellers have access to land for housing, cropping and grazing 	On-going process starting from 2013

FOCUS AREA 3: Land access

Objectives

- Farm workers and dwellers have access to their own land and have secure tenure.
- Workers and dwellers have access to land for housing, crop production and for their livestock.
- Workers and dwellers have access to land to build proper and safe schools for children from pre-primary up to high school level and to build recreational facilities.

Activity	Objective /Impact	Indicator	Target (timeframe)
1. Facilitate land ownership for farm workers and dwellers.	<ul style="list-style-type: none"> • Distribute land to farm workers and dwellers. 	<ul style="list-style-type: none"> • Increase in the number of farm workers and dwellers owning land. • Farm workers and dwellers using land to produce crops and rear livestock in a sustainable manner. • There is a decrease in the in the number of ‘outside beneficiaries’ accessing land through land reform in the respective areas and land is given to local people. 	On-going process starting from 2013
2. Land be made available for housing, clinics and schools for farm workers and dwellers	<ul style="list-style-type: none"> • Land access and sustainable rural development which meets the needs of farm workers and dwellers 	<ul style="list-style-type: none"> • DRDLR and other relevant government departments like Agriculture, Human Settlements, Public Works, and local municipalities are developing and implementing strategies for sustainable rural development and land use. 	On-going process starting from 2013

FOCUS AREA 4: Access to basic services

Objectives

- Farm workers and dwellers have improved livelihoods and health through access to clean water and sanitation, roads, and electricity.
- Building and maintenance of farm roads to open job opportunities for farm dwellers.

Activity	Objective /Impact	Indicator	Target (timeframe)
1. Provision of water electricity and sanitation	<ul style="list-style-type: none"> • To ensure access to purified water. • Access to electricity and proper sanitation. 	<ul style="list-style-type: none"> • All workers and dwellers, have access to water through a tanks or taps. • Decrease in the number of cases relating to water borne diseases. • Households have access to electricity from sustainable energy sources such as solar or wind. 	On-going process starting from 2013
2. Provision of decent housing	<ul style="list-style-type: none"> • For workers to have access to housing 	<ul style="list-style-type: none"> • Workers are provided with decent housing on either farms or land allocated to them through land reform. 	On-going process starting from 2013
3. Access to health services	<ul style="list-style-type: none"> • To provide health care services on farms. • To ensure the workers and dwellers are equipped with knowledge and skills to deal with health related matters. 	<ul style="list-style-type: none"> • Engagement with DoH officials to develop a strategy on how health services to rural areas can be improved. • Mobile clinic visiting farms at least twice a month. • Immediate access to doctors in the mobile clinics. • More staff is employed to run the mobile clinics more effectively. • Provide basic health care training to workers and dwellers. 	<p>December 2012</p> <p>December 2012</p> <p>December 2012</p> <p>On-going process starting from 2013</p>
4. Access to safety and security services	<ul style="list-style-type: none"> • Provide a safe environment farm workers and dwellers. 	<ul style="list-style-type: none"> • Speedy response from the Police when called to farms. • Police forum established in the area. • Reduction in cases of theft, domestic violence, drug and alcohol abuse 	On-going process starting from 2013

		on farms	
5. Access to services provided by the Department of Social Development	<ul style="list-style-type: none"> • Ensure workers and dwellers have access to social services. 	<ul style="list-style-type: none"> • An increase in the number of children and adults accessing social grants. 	On-going process starting from 2013
6. Access to services provided by the Department of Home Affairs	<ul style="list-style-type: none"> • Ensure workers and dwellers have the necessary documentation and paper work. 	<ul style="list-style-type: none"> • Increase in the number of new born and child registrations. • Increase in the number of workers and dwellers having identity documents. • Increase in marriage registrations. 	On-going process starting from 2013
7. Access to education facilities	<ul style="list-style-type: none"> • Children of farm workers and dwellers have access to decent education within their local areas. 	<ul style="list-style-type: none"> • Meetings are held between education officials and farm workers to discuss problems in children accessing schools. • Children on farms are provided with safe and reliable transport to and from school. • DoE pays service providers responsible for school transport on time. • Local schools are build which allows children on farms easier access to education. 	On-going process starting from 2013

FOCUS AREA 5: Participation in Local Development processes

Objectives

- Farm workers and dwellers are consulted with regards to local development plans in their area.
- Farm workers and dwellers have chances and opportunities to start and develop their own small business to improve local development growth.
- Government services are more accessible to the wider community on farms.

Activity	Objective /Impact	Indicator	Target (timeframe)
1. Facilitate a process for farm workers and dwellers to participate in IDP discussions.	To ensure farm workers and dwellers views are incorporated in the IDPs.	<ul style="list-style-type: none"> • Ward councillors to be more visible on farms and prioritise farm workers and dwellers needs. • Farm workers and dwellers needs are reflected in the IDPs. • Municipality budget allocations include farm workers and dwellers development needs. • Farm dwellers are given job opportunities in their area. 	December 2012 and on-going throughout 2013
2. Local employment opportunities are created which make use of local people.	Farm workers and dwellers are actively involved in local development processes.	<ul style="list-style-type: none"> • Members of community are employed on Department of Public Works programmes in the area. • Farm workers and dwellers have businesses which are contributing to local development in Nxuba Municipality. 	On-going process starting from 2013

8. IMPLEMENTATION PLAN, MONITORING AND EVALUATION PLAN

- There should be clear and constant communication between farm and area committee members so that everyone in a particular area understands what is contained in the ICDP document.
- Once the document is drafted and finalised it needs to be presented to different government departments.
- There should be quarterly review meetings to monitor what are the different departments are doing with regard to the issues that are contained in the ICDP document. These departments should also be part of the quarterly review meetings so that they can explain what is happening.
- The area committee member should also ensure that they communicate with ECARP about any development that is taking place in the area so that they can be able to align those developments with what they put into their ICDP.
- If nothing is happening at all with regard to what farm workers and dwellers have put down in the ICDP, collectives will take alternative steps to have their issues addressed, for example, they will march to the offices of the government departments and again present their needs to these departments and demand a way forward in addressing the concerns raised in the ICDP.

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