
Farm Community Trust of Zimbabwe

Report

Of the Workshop on Housing and Tenure
Security for Farm Workers in Newly
Resettled Areas

For the Parliamentary Portfolio Committee
on Lands and Agriculture

Held At

Troutbeck Inn, Nyanga
14-16 October 2005

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Annex

Annex 1 Workshop Presentations

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ACRONYMS

AIAS.....	African Institute of Agrarian Studies
CEO.....	Chief Executive Officer
CRD.....	Centre for Rural Development
ESTA.....	Extension of Security of Tenure
FCTZ.....	Farm Community Trust of Zimbabwe
FW.....	Farm Worker
FTRLP.....	Fast Track Land Reform Programme
GAPWUZ.....	General Agriculture and Plantation Workers Union of Zimbabwe
IDS.....	Institute of Development Studies
LRP	Land Reform Programme
LSCF.....	Large Scale Commercial Farm
MP.....	Member of Parliament
NEC for Agriculture.....	National Employment Council for Agriculture
NSSA.....	National Social Security Authority
PA.....	Provincial Administrator
RDC.....	Rural District Council
RUP.....	Rural and Urban Planning
UNDP.....	United Nations Development Programme

UZ.....University of Zimbabwe

VIDCO.....Village Development Committee

WADCO.....Ward Development Committee

ZANU PF.....Zimbabwe African Union Patriotic Front

Background of Farm Community Trust of Zimbabwe

The Farm Community Trust of Zimbabwe was established in 1996.

Vision

To grow and develop into an effective and efficient, responsive, dynamic and respected local non-governmental organisation that implements demand driven sustainable livelihood programmes benefiting vulnerable groups in former large-scale commercial farming areas and rural informal settlements.

Mission Statement

To facilitate the provision of social services and sustainable livelihood programmes through participatory and gender sensitive approaches aimed at empowering vulnerable communities in former large-scale commercial farming areas and rural informal settlements.

Objectives

- To improve the quality of life of vulnerable groups in former large-scale commercial farming areas and rural informal settlements
- To address the immediate relief, recovery and social protection needs of vulnerable groups in former large-scale commercial farming areas and rural informal settlements
- To lobby for the rights and improvement of the welfare of vulnerable groups in former large-scale commercial farming areas and rural informal settlements.

Executive Summary

Farm Community Trust of Zimbabwe (FCTZ) is a registered local non-governmental organization PVO number 3/99. FCTZ major objective is to improve the quality of life of vulnerable groups in former large-scale commercial farming areas and rural informal settlements. The organisation is operational in the four provinces of, Mashonaland East, West, Central and Manicaland.

FCTZ promotes the livelihoods of vulnerable people living in former large-scale commercial farming areas and rural informal settlements through facilitation of community development, communication, and advocacy and lobbying those who can facilitate change. To achieve this goal, FCTZ implements several programmes including: Research, Advocacy and Lobby; Sustainable Livelihoods; Early Childhood Education and Care (ECEC); Health; HIV and AIDS; Basic Education; Gender and Microfinance.

Since its inception, FCTZ has seen Advocacy and Lobby as central in achieving its main objective of improving the welfare of vulnerable groups in former large-scale commercial farming communities. The objective of the FCTZ Advocacy and Lobby programme is to raise awareness on vulnerable groups in target areas in particular to sensitize policy

makers, local authorities and other stakeholders who in turn influence favorable policies on vulnerable groups.

FCTZ has identified Parliamentary Committees as critical to the attainment of its objectives. The organisation has in the past worked closely with, the Parliamentary Portfolio Committee on Public Service Labour and Social Welfare and has engaged its members through farm tours, workshops and meetings. In October 2005, FCTZ engaged the Parliamentary Portfolio Committee on Lands and Agriculture on issues of access to housing and security of tenure for vulnerable groups in former large-scale commercial farming areas.

The central issue in Zimbabwe since independence has been the resolution of the land question. At independence the land question had three major components: unequal and inequitable land distribution: insecurity of tenure, and unsustainable and sub optimal land use. (Government of Zimbabwe 1998)

While the benefits of land reform in terms of a more equitable distribution of land and an easing on pressures on communal areas have been discussed at length, relatively little attention has been paid to the land needs of those who have been working and living on the commercial farms. Farm workers live with pronounced insecurity about their future. By reason of their origin and biography most have little access to extended family, “safety nets” and have no claim to land in the communal areas.¹ They have been extremely dependent upon their employers to satisfy their basic needs, to an extent unlike any other group of employees in Zimbabwe.

The absence of tenure security meant that the right to residency on a farm was tied to the employment status of the individual. Loss of employment would automatically mean loss of right to reside on the farm.

FCTZ believes that as we now enter into the consolidation and productive phase of the land reform programme, it is imperative that we address the issue of tenure security for the farm worker community. It is against this background that FCTZ held a workshop to discuss the various policy options to address the issue of housing and security of tenure for farm worker communities in newly resettled areas between 14 and 15 October 2005.

FCTZ, together with other stakeholders including farmer and farm worker organizations, relevant government departments, RDCs, members of the media and other NGOs made presentations to the Parliament Portfolio Committee on Lands and Agriculture during the workshop. The workshop, which was held at Troutbeck Inn in Nyanga came up with a number of recommendations as a way forward on the issue of housing and tenure security for farm worker communities.

The workshop concluded that farm workers constituted communities whose livelihoods were dependent on the commercial farm owner prior to and after the Land Reform

¹ Research carried out by Famine Early Warning Systems, Farm Community Trust of Zimbabwe and the Agriculture Labour Bureau in 1998 indicated that only 40% of permanent (male) farm workers maintain a rural home.

Programme. The farm worker communities were therefore considered the most vulnerable group residing in these areas. The workshop also noted the need to address the security of tenure of new farmers to create an enabling environment for employment creation.

The following is a summary of the recommendations made the by the workshop:

- Government should provide security of tenure for farm workers through the establishment of rural service centers
- Government should allocate land to those farm workers who want to farm
- Government should speed up procedures for conferring security of tenure for new farmers
- The right to residency on a farm or any form of housing should not be tied to the employment status of a farm worker
- The government should consider using NSSA funds to launch a housing scheme for farm worker communities
- RDCs should designate rural service centres which would provide residential accommodation for farm workers and other service providers in newly resettled areas
- There is need to establish a quota system for the allocation of land to farm worker communities
- Government should support new farmers to generate employment for the already experienced labour force
- Each district in the country should come up with a skills register of farm workers to facilitate the employment of farm workers and link them to farmers
- Under utilized land should be made available for farm worker resettlement.
- There is need to carry out educational meetings and workshops on birth registration procedures with the farm worker community and the Registrar General's Office to encourage registration of the communities.

DAY 1

Introductions

The Deputy Director of Farm Community Trust of Zimbabwe welcomed and introduced all the participants.

Workshop Objectives

- To discuss the situation of housing and security of tenure for vulnerable groups in former large scale commercial farming areas with policy-makers, local authorities and other stakeholders
- To discuss various policy options available to address the issue.

- To come up with recommendations on the way forward.

Official Opening

Hon. G. Shoko, MP for Budiro officially opened the workshop on behalf of the Chairperson of the Portfolio Committee on Lands and Agriculture who was unable to attend.

It was pointed out that the workshop was timely since it coincided with preparations for the current agricultural season and the Committee's concerns with the underutilization of land.

It was reiterated that the Committee valued engagement with civil society organisations since it stood to gain in the form of technical skills and knowledge. It was noted that the interaction was part of the mandate of the Parliament, which encouraged greater participation by civic society and the public in the legislative process. The chairperson noted that the land reform programme was inevitable but it had unintended ramifications, for example, the present situation of farm workers. It was noted that there was need to harness the skills of the ex-farm workers to enhance the agricultural turnaround programme. The Committee expressed the hope that the workshop deliberations would provide valuable information to lobby for better policy interventions.

Situation of Ex-Farm Workers after Fast-Track Resettlement Programme. (Mrs Getrude Hambira, Secretary General, GAPWUZ)

The presentation by GAPWUZ set the tone of the workshop by providing a detailed analysis of the plight of farm workers. It highlighted the well-known fact that Zimbabwe is an agro-based economy since agriculture provided employment to the majority of the people and raw materials for industry. GAPWUZ believed that the land redistribution policy is important since it is a strategy for poverty alleviation as families are given access to land for agriculture and residential purposes. GAPWUZ argued that because of its poverty alleviation thrust, the Land Reform Programme should not discriminate

against anyone. It should embrace everyone including farm-workers. It was suggested that priority should be given to former farm workers since most of them had lived all their lives on the farms. In addition it was the opinion of GAPWUZ that with a little training, the ex-farm workers could be better producers than most current “cell-phone” farmers. The policy implication is that there should therefore be an opportunity for farm workers who wish to be productive as small-scale farmers to be resettled.

It was noted that most farm workers lived on acquired land owned by new farmers however the land has no tenure rights. This meant that both the new farmer and the farm worker were vulnerable in the event of the land being taken away by the government.

The presentation also noted that because some farm-workers are of foreign origin (Malawi, Zambia, and Mozambique) they are therefore considered to be ineligible for land under the Zimbabwe Land Reform Programme. It was also highlighted that although some farm-workers did benefit from the initial land resettlement schemes of the 1980's, they were discriminated in the subsequent programmes.

The union noted that the relations between the new farmers and farm-workers are strained as a result of disputed access and ownership of the farm villages and deteriorating working conditions. It was proposed that Government should consider the concept of permanent central off-farm settlements for farm workers within the former large scale commercial farms for those who wish to continue working as farm workers. Land can be alienated by the state for this purpose using current legislation.

These should be self-contained communities providing the farm worker with a home and security of tenure. NSSA and the Ministry of Local Government, Public Works and Urban Development are expected to support the housing schemes. Government would provide infrastructure such as schools and clinics.

GAPWUZ promised to continue to work for the improvement of farm-workers through dialogue with Government and other relevant stakeholders.

Discussion

From the discussions that ensued, the following issues emerged:

- That the Land Reform Programme was inevitable but due to the magnitude of the exercise there were a number of unintended ramifications on some sectors, for example, farm workers.
- Ex farm workers constitute a unique group with unequalled technical skills acquired over time. These skills need to be harnessed to enhance the agricultural turnaround programme.
- The Land Reform Programme should not discriminate against people. It should embrace everyone including ex-farm workers. This is in light of the fact that some farm-workers have known no other home but the farm.
- Opportunities should be provided for farm workers who wish to be productive as small-scale farmers to be resettled.
- Land is a finite resource, therefore even noble intentions to give everybody a piece of land will not succeed. Land reform should therefore look beyond land for subsistence farming.
- Some farm workers resisted the acquisition of land at the height of the Third Chimurenga hence today they have no land.
- There is need to determine the exact numbers of ex-farm-workers countrywide for purposes of planning
- Lessons could be drawn from the experiences of Mazowe District in Mashonaland Central Province with regards to the resettlement of former farm workers. The RDC policy on resettlement of farm workers was two-fold. Firstly on some acquired farms small pieces of land were set aside for resettling ex farm workers. Secondly the district reserved two farms for the resettlement of former farm workers.
- Idle land that is being identified through land audits should be given to ex-farm workers. This would enable them to own homes and will most likely result in the reduction of crime.

- It was proposed that the government should consider the concept of permanent off-farm settlements for farm workers and others involved in non-agricultural activities within the newly resettled areas.
- Most of the ex-farm workers lack official documentation such as birth and registration certificates. This makes them invisible, as they are not captured in official statistics. It is therefore difficult to resettle them because they do not have the basic requirements.
- There is need to identify and examine the appropriate types of tenure for ex-farm workers.
- The on-going land audits proposed 99-year leases for productive A2 farms and life permits for A1 farmers.
- NSSA should use funds it collects through subscriptions from all employees to build houses for ex-farm workers.

DAY 2

Recap of the previous day's proceedings, (Deputy Director of FCTZ)

The day started with a recap of the previous day's proceedings by the Deputy Director of FCTZ. The following issues emerged from the previous days proceedings:

- The land reform programme had not made adequate provision for the fate of farm workers after the completion of the programme

It was noted the following issues required further debate:-

- Births registration;
- Farm worker wages and compensation;
- Internal and external voluntary repatriation of farm communities;
- Provision of social amenities for the farming community (farmers and ex-farm workers);
- Tenure options for farm workers

Housing and Tenure Security of Farm Workers in Newly Resettled Areas, (Mr. G. Magaramombe, Executive Director, FCTZ)

The presentation noted that the disadvantages faced by farm workers in their living and working conditions and with respect to their political and social rights derive from their lack of land rights in Zimbabwe. In most cases the right to residency on a farm is tied to the employment status of the individual. Loss of employment would automatically mean loss of right to reside on the farm.

Participants were reminded that farm workers were not considered as a relevant category in the land allocations during the colonial era because they were of foreign origin and were viewed as completely tied to the white farmer and were thus ignored. At independence in 1980 the new government recognized that commercial farm workers and their families lived in exceptionally poor conditions. However, during the immediate post independence period farm workers were not considered as a specific category in the resettlement programme.

The presentation highlighted that the Riddel Commission of 1981, the Ministry of Public Construction and National Housing in 1985 and the Rukuni Commission of 1994 and the 1998 Draft Framework Plan of the Land Reform and Resettlement Programme all recommended the adoption of rural service centres to provide off-farm residential accommodation for farm workers.

Thus theoretically former workers could also benefit from the land reform and resettlement programme. This position was further confirmed by the Draft Land Policy Document of 1999 and the National Housing Policy for Zimbabwe of 1999 which specifically recognized issues of land rights by farm workers both in terms of residential rights and rights to resettlement under the land reform programme.

The presentation put forward the view that at independence commercial farming areas were initially ignored for several reasons. Firstly, the communal areas were ZANU PF's prime constituency as these had brought the party into power. Secondly the government felt that the welfare of blacks on white farms was the responsibility of the white farmers.

Social amenities provision in commercial farming areas was severely affected by the dual institutional structure of local government, which was in place until 1997. Communal areas were administered by District Councils and commercial farming areas by Rural Councils.

An interesting aspect of the presentation was a regional comparative analysis, which concluded that the plight of farm workers in the region is as a result of the historical imbalances experienced during settler colonialism in Zimbabwe and apartheid in South Africa.

Three countries; South Africa, Namibia and Zimbabwe face similar challenges in addressing the land needs of a sizeable number of farm workers. In Namibia the preferred route seems to be resettlement on acquired farms. The paper argued that although as in the Zimbabwean situation this is a commendable move, this does not address the land needs of continuing farm workers and those who have not been formally resettled.

The workshop was informed that among the three countries, South Africa has gone the furthest in addressing the security of tenure for farm workers and or farm dwellers through the adoption of two strategies. Firstly, the government pursued the legislative route by enacting the following pieces of legislation, the Land Reform (Labour Tenants) No. 3 of 1996 and the Extension of Security of tenure Act of No. 62 of 1997 (ESTA)

In addition, to the legislative enactments the South African Government in the mid 1990s introduced the concept of common border villages/agri villages. These are off-farm villages with freehold title option, which provides accommodation to workers.

The paper proposed the following tenure options for farm workers in Zimbabwe:-

- Establishment of new rural service centres

Rural service centres with freehold title have the potential for providing farm workers with access to housing and basic social services.

- Farm Towns

A number of farm towns already exist in the former large scale commercial farming areas. These settlements, which have developed from farm-centres, provide important services such as schools, hospitals, clinics, shops banks and communications facilities.

Land should be made available in these areas as is done under operation “Garikayi” for the housing needs of former farm workers.

- Resettlement

The third option is resettlements in their own right for those farm workers who want to be resettled. This would take place through the various district land committees.

- The fourth option is a policy statement, which clarifies the relationship between ex-farm workers and farmers and the rights of farm workers to farm villages. The statement should clearly spell out the responsibilities and duties of each party.

Discussion

A lively discussion followed the presentation. The following issues emerged from the discussion:

- Farm workers currently in employment and ex-farm workers are the focus of the workshop.
- Allegations that farm workers shunned working for the new farmer. This resulted in an artificial labour shortage as unemployed farm workers “loiter” in the farm villages.
- Concern was raised that off-farm settlements would encourage able bodied persons not to work as they would weaken the farmers’ control over the workers.
- Farm workers were the worst affected by the land reform programme.
- The new farmer should be adequately resourced so that they can be able to employ farm workers.
- The need to look at the experiences of a number of local authorities in terms of how they allocate land to farm workers. The example of Mazowe District was cited. The RDC is on record for setting aside two farms for the purposes of allocating land to ex farm workers and the provision of small plots to farm workers on acquired farms. However concerns were raised that the uptake of these plots by farm workers has been disappointing.
- The lack of security of tenure for farm workers pre dates the Land Reform Programme in 2000 and that the latter only exacerbated the problem.

Case study by ex-farm worker- Mrs Emma Munyathi of Alma Farm, Odzi Mutare

Mrs Emma Munyathi worked for 10 years at Alma Farm as a health worker and a play-centre leader. In 2000 the farm was occupied by settlers. She and many other workers were later offered pieces of land by Mutare RDC. Some of the ex farm workers accepted the pieces of land while others who were afraid to be found on the wrong side of by their employers, declined the offers. She was fortunate in that she was allocated a plot near her work place. Her colleagues were retrenched and told to leave the farm. Most of them are still on the farm, loitering because they have no where to go.

Given her background she is constrained by lack of agricultural implements and inputs for her farming activities. She highlighted the problems faced by the community such as lack of sanitary facilities, schools, clinics, clean water and burial places for family members.

Discussion

From the discussion that ensued, the following issues emerged:

- It was suggested that attention should focus on the new farmer first with regards to security of tenure and deal with the farm worker afterwards. The rationale was that the latter would benefit automatically.
- It noted there is a hostile relationship between ex farm workers and the new farmers due to the clashes that occurred during the fast track resettlement programme. Farm workers complained they were not treated as human beings.
- It was suggested that when local authorities designate land for different activities, they should reserve land for ex-farm workers especially for residential purposes because not all of them want to be farmers.

Agrarian Reform and Security of Tenure, (Mr. T Murisa, Research Fellow, African Institute of Agrarian Studies)

The paper noted the pattern of the FTRLP impact on former farm workers is diverse and complex. It varies widely among districts, depending on the nature of their agricultural activities, the size of farms, their vicinity to the communal areas and other local economic and social dynamics. There have been both positive and negative effects of the FTRLP on farm workers in the former LSCF sector. It is estimated that over 85 000 full-time farm workers are still in employment. This is because most large agro industrial estates (sugar, coffee, tea and forest plantations were not affected by the land acquisition programme). It is estimated that about 50 000 casual and part time workers could have retained their jobs in these areas and on the remaining LSCFs. Studies have cited a 50% job loss of former farm workers, but ignore new forms of re-employment such as piece work and *maricho*.

The presentation pointed out that government policy on farm workers in relation to the FTLRP is not coherently expressed in a single document but can be captured in two dimensions. Since not all farms have been acquired the implicit Government policy on farm workers is that a substantive proportion of them would remain in employment on non-acquired farms. Those who are ‘displaced’ by the FTLRP are covered by three specific policy measures.

- i) The obligation of LSCF farmers to pay severance packages to the disengaged workers.
- ii) Government assistance in the repatriation of those who wish to be repatriated
- iii) Provision of resettlement land to some former farm workers.

The presentation highlighted the fact that farm workers resettlement policy varies at the provincial and district level, since no land allocation quotas were set for former farm workers. In some provinces, a number of farms were specifically set aside for farmer farm workers resettlement in others they were not.

The paper noted that there is a national perception that very few former farm workers benefited from the FTLRP as new land owners. Official Government statistics show that by mid 2002, only 2% of the Model A1 (2087 out of 110 885 beneficiaries) were former farm workers. These Government figures suggest that only 0.6% of all the former farm workers before the FTLRP, were officially resettled. However field evidence suggests that many more former farm workers benefited from the programme.

In some districts, whole farms were specifically allocated to farm workers for resettlement, despite the fact that Government policy did not target them as a special group. In the Mazowe District, two farms (Dawe and Masasa) were set aside for the benefit of 350 farm workers, while some farm workers acquired land under a similar initiative in Zvimba North.

It was noted that although some former farm workers who benefited from the land reform programme practice farming in their own right, they are maintaining employment contracts as a strategy to sustain themselves from poverty. The fact that their specialist skills are not being fully utilized in the new resettlement schemes; which are mostly focused on growing maize, is also a limiting factor. This leads them to contract out on short-term assignments whenever they are needed since there is a mismatch of skills deployment.

Research has shown that by the last quarter of 2003, an estimated 50 to 70 per cent (156 939 to 219 715) of the former farm workers were still resident in the LSCF areas. Initially they were welcomed by the new A2 farmers, as they would provide a convenient labour pool for their farming operations; however tension between these two groups has since emerged.

It was also revealed that the FTLRP 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 farm workers have been forced to move off the farms to make way for new settlers, under either the A1 or A2 models, while some are still

resident either as squatters or in agreement with new owners. The presentation acknowledged that the unwritten government policy that former farm workers should be allowed to continue residing in farm villages after compulsory farm acquisition seems to have been followed in some districts. For instance, farm workers in districts such as Seke, Wedza, Esigodini, Mazowe West and Marondera have mainly remained in the former large-scale commercial farming area. However these do not have access to land and migrate daily within these confines to seek work on new farms and remaining large-scale commercial farms.

However, there have been cases of legal eviction of farm workers residing in farm villages. The most recent case being the Old Citrus Farm where the owner of the farm was granted an order to evict thirty-six farm workers residing in the farm village.

Policy Recommendations

In light of above the paper suggested that the Government redefine its policy measures in support of former farm workers, continuing farm workers and new farm workers through the following measures:

- Access to farming and housing land

Government policy should aim to provide all farm workers, particularly former farm workers with access to adequate land either for farming (of the A1 type) for residential purposes (including room for food and nutritional gardens).

- Secure title to the land in the form of long-term inheritable leases.
- Rural service and residential centres

The policy should focus on creating viable rural communities through the creation of rural service centres for farm workers and new settlers.

Discussion

From the discussion that followed participants raised the following issues:-

- That a base line study of ex-farm workers be carried out to establish the extent of the problem because statistical data is very important for the formulation of relevant policies.
- That there is need to come up with a common definition of the concept of tenure security.
- Concern was raised that although there are many policy documents produced to resolve the security of tenure debate in the country these have not been implemented.
- It has been difficult to collect information on the impact of the fast track land reform programme on farm workers due to a shortage of funds (donors have not been forthcoming). Government has also made it difficult for researchers to access some areas.

Implications of Security of Tenure and Development, (Dr C Sukume, Research Associate, Centre for Rural Development)

The paper provided an insight into the relationship between tenure security and development. It was made clear that there is no single agreed definition of development. Development is universally characterized by the following indicators:-

- Income for growth
- Poverty
- Inequality and inequity
- Vulnerability
- Basic needs (human development)
- Sustainable use of natural resources
- Quality of life

In the paper, the definition of security of tenure was proffered as “ **Land tenure security exists when an individual perceives that he or she has rights to a piece of land on a continuous basis, free from imposition or interference from outside sources, as well as the ability to reap the benefits of labour and capital invested in land, whether in use or upon transfer to another holder**”.

The paper noted there are three criteria that can be used to assess land tenure; **breadth, duration and assurance.**

- **Breadth has to do with the measurement of the quantity and quality of the land rights held.**
- **Duration measures the length of time for which the rights are valid.**
- **Assurance is a measurement of the certainty of the breadth and duration of the rights that are held.**

The paper argued that international experience lends testimony to the fact that secure land rights are an essential component of economic development. The logic being that secure land rights facilitate economic development through:-

- Raising productivity through increased agricultural investment
- Reducing the incidence of disputes through enforcement of rights
- Reducing environmental degradation
- Creating political stability by providing farmers a significant stake in society

The paper cited evidence from Indonesia, Russia, Cuba and South India which have implemented the concept of off-farm settlements as a tenure option to vulnerable groups. It has been observed that the homestead plots allocated to the vulnerable groups in these countries offer many benefits in the form of food, income, status and economic security.

Discussion

The discussions centred on the following:-

- That there is need to inculcate a developmental attitude within farm workers and this can be done by providing tenure security to them, their children and the future generation. There is need therefore to invest in the worker through the provision of land.
- That security of tenure is important for both the farmer and the farm worker because the two are inter-linked.

- The most important thing for a family is the house; security of tenure therefore comes to the fore.
- The government should provide security of tenure to both the farmer and farm workers and this will see the mending of the sour relations between the two groups.
- There is need to come up with policies that are not discriminatory, policies that address the needs of all the concerned parties, that is, farm workers and new farmers.
- Donors should provide funding for research to determine the magnitude of the problems of the ex-farm workers.
- Participants expressed the hope that recommendations of the workshop will be taken by the Agriculture and Lands Portfolio Committee for onward tabling in the House of Parliament for a full debate.
- It was pointed out that before independence; Africans working in urban areas could only access tied housing. However at independence the new government had reversed this policy and introduced the policy of home ownership. Farm workers should therefore be provided with accommodation not tied to their employment.

Group Work on Recommendations

Participants were divided into three groups, their brief was to come up with recommendations and the way forward.

Group 1

The group focused on the papers relating to the situation and general overview of farm workers and farm worker resettlement respectively.

There was consensus in the group that the following issues needed attention:

Issue 1:

Farm workers possess a lot of useful technical skills in the agriculture sector.

Recommendation:

- **Each district should come up with a skills register of farm workers.**

Issue 2:

Allocation of land to farm workers.

Recommendation:

- Under utilised land identified through the current land audit should be made available to farm workers for resettlement.
- Every farm acquired for resettlement should set aside a portion of land for use by ex-farm workers.
- RDCs have the authority to designate rural service centres. Funding for these centres could be mobilised through the Ministry of Local Government, Public Works and Urban Development Rural and the National Social Security Authority (NSSA).

Issue 3:

Resistance to change by both the new farmers and farm workers.

Recommendation:

- Awareness campaigns on the Land Reform Programme, and conditions of service.
- Internal and external repatriation of ex farm workers .

Issue 4:

Baseline assessments on the numbers of ex-farm workers, workers and those allocated land.

Recommendation:

- Annual researches/surveys.

Issue 5:

Identification documents

Recommendation:

- Educational meetings and workshops on birth registration procedures with farm worker communities and the Registrar General's Office.

GROUP 2

Recommendations

- **Government to speed up procedures of conferring security of tenure for new farmers.**
- **Government should speed up provision of security of tenure for farm workers through:**
 - i) Establishment of rural service centres in newly resettled areas
 - ii) Resettlement of farm workers
- **Harmonise all pieces of legislation and policies into a single coherent document**
- **Situational analysis of the farm worker community. (Assessment/survey/research)**
- **Tax holidays for farmers to enable them to build houses for their workers.**

GROUP 3

Lack of security of tenure – implications for farm workers

- Social disintegration
- Poverty
- Inability to venture into an progressive activity
- Vulnerability
- Lack of belonging
- Marginalization

Lack of security of tenure – implications for the farmer

- Lack of investment (as a result cannot hire permanent workers provide better houses and social services)
- No access to inputs and funds
- Lack of ownership
- Low institutional capacity

Lack of security of tenure – implications for Local Authorities

- Poor revenue collection
- Constraints in planning for development
- Poor service provision
- Lack of infrastructure

Recommendations

Provide security of tenure to farm workers through:-

- **Permanent places of residence e.g. common border villages**
- **Participation in local governance structures like VIDCOs and WADCOs**
- **Reduce red tape in the process of acquiring registration documents for everyone including farm workers, i.e through a once off waiver**

Provide security of tenure to the farmer through:-

- **Expedite the issuance of legal tenure documentation**
- **Co-ordinated approach to problems and issues (institutional capacity)**
- **Capacity building for local authorities to manage the change**

Discussions

After the presentations by different groups in plenary, the following issues emerged:

- Maps already exist of all 58 Rural District Councils in the country showing where the different settlements (Rural Service Centres, Business Centres, Growth Points etc) are to be located. RDC can allocate land to farm workers in these areas.
- The Portfolio Committee on Lands was requested to take the recommendations seriously.
- There was consensus that the Land Reform Programme has challenged the capacity of many institutions from the district to the national level. There is therefore need for institutional capacity building at both local and national level.

The Way Forward

The workshop report will be shared with the Portfolio Committee on Lands and Agriculture for further debate in the House. The report will also be shared with all participants.

Closing Remarks

The Hon. Chief Bushu closed the workshop by thanking the Farm Community Trust of Zimbabwe for taking the initiative to organise the workshop. He expressed his appreciation for the presence of representatives of different stakeholders concerned with the welfare of ex-farm workers. An undertaking was made on behalf of the Committee to take recommendations from the workshop for debate in Parliament when it resumes sitting in November 2005. The expectation was that this would give impetus to the Executive to come up with a policy to address the issue of security of tenure for ex-farm workers.