

Discussion solutions

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Discn. re Solutions:

Role of courts in review = limit

Therunis: Land reform - Land claims court; in SA = no inquiry into merits, only re procedure. Only → appeal to Const'l Ct. → est'd / new govt.

Bob: Concern at Cape Town admin. workshop that review / SA = too narrow re human rts;

Therunis: Concern that → slow prog. too much / ind'l ct exper.

Discn of proposed outline:

Understand local govt's - their powers, etc. - so can propose actions / measures likely to work - for purpose of negotiation -

Bob: puzzlement: Leg gets enacted because it's "good" & because of power relations; drafters often say, "if I put this in will I lose votes" =, weaken leg. Arg: shd draft strongest bill you can, let politician mk chgs // power sit. Biggest prob = rationality in leg → principle ft / drafting. - maybe / ethical "Success in negotiations = reld to nearness to computer."

: Given inst'l frmwk, enhance barg. posit. = where we are at in LRC → wk w/in sit.

Therunis: Std discn w. brd anal. first few days - maybe losing benefit of first days - by limty to 2 bills; shd wk on gen'l frmwk of overall devel. = systems - Sindri infer; when interfere in soc. rels, key Q = Sequence - difficult to impose entire legislative prog at once, delay + difficulty = identify priorities

Barry: In our gap, reasons chng "that behavior" = to learn methodology

: Took farm owners, who's role occupants = uncompl. cated to wk w.

Theunis: Haven't yet seen ~~the~~ existing chgs, effects of chgs.

Johnny: ANC policy paper "really only offers difficulties"?

Bob: Paper follows ends-means document; eg says what people should do, but no disc'n. of explanations + evidence = little re implementation (except mobile offices), ie what came out of our disc'n of expl's = power rels w- sources: lack of fam whrs' sophistication + remoteness - . if ~~the~~ analyze that disc'n paper = weak/explanations; proofs of ass'n, at fam leg = no disc. of consult'n.

Proposed staff bill est'd partic proofs which flowed out of Theunis: Agree re mktg paper → grand against that kind of paper; saw this in Lesotho → details whole process via "by-night researchers" from out of town

Londi: Agree: paper written by someone from other cities based on fac. exper; didn't go to grad.

Thoshane: Also → various expensive

—: My husb came home, heard abt res. proj. re water taps = ignored key probs as people experience

Thoshane: V-C in proposal: All agree: have attended so many wkshps = one of best → poss to implement some of things doing here ∴ = useful to have follow-up wkshp. = very excited abt getting home to do it.

—: As someone involved in dwell't, → more man of interrelated discipline — need more coop bet NGOs/various fields; can't be experts in everything; ∴ coord; if just take Q. of role occupant = if don't disc who = role occupants/w/m community, must understand community; can't be exclusive

Barry: Our network/Nat'l Land Comms have committed selves to drafting vision/land reform; want it to come from community = planned process bet now + Nov → lead up to Conf. as part of on-going process; till now, tended to stick to trad methods of gathering demands (Freedom Charter), but if = unstructured, people say 'need water', not land. This Roecipi analysis → way of structuring/designing participatory methods → in each category to devise partic ways of analyzing; reality: in some sit's, w. civic orgs, cld go into drafting memoranda, i.e. can facilitate analysis → info for memos. For me, may turn to LRC to draft, but can pla

Bob: Suggest when talk abt partic, usually think re smt rural communities; but same method = nec. for complex orgs (eg like witz) → think through their

Therese: Smt. pt - think of name for project:
Inoahlane:

Follow-up

Erinilla Bob: will wrk w. women in rural villages/impact of patriarchy; ^{the Bona govt} collecting data - June 4 - July 15 - live in E. Trl / coffee ^{st.} plantn, how gender ops in that context/history, how impov'd community = case study of big farms/corps

= Why w. clients in that area, rec'd complaints

Janice: We'd be able to offer access to orgs in Natal/apprec. of Steering Comm - wld send questionnaires; = million people → research re both Qs consid'd; involved w. wom's
Gepi

Bris: research time = scarce, but need to involve people themselves;

↳ Be careful don't put own ans. into questionnaires; avoid structuring thinking

Thobakane: Try out preliminary questionnaires; → start partic res even in terms of estg questionnaire

Charles: Structure w/ needs assessment

Janice: = very aware of this

Benny: Even more critical → who is doing it

Janice: always = Zulu exper; avoid

Mmakoshi: Don't need questionnaires, but use categories to ask Qs;

Charles: work in 16 communities, meet 1/mo. - can always workshop - facilitate process

Mmakoshi: questionnaire method → don't always give rt info.

Johnny: Our bases = quantitative, but need quantitative info. - need info. re "how many"

Mboyi: Will be w/ky till Sept, = re transfer of property - how think of cheaper system; now = expensive, time consuming; this process → enhanced by using Receipts / in Stellabush area.

Barry: SA Cape / Land Reform consult'ns, use anal- in designing workshops - esp. in gop #1 yesterday, have ideas of w/ky w- pictures & pictures / gender; community dynamics; take back to org. Re facilitation of workshop = gd / structure workshop + freedom to ach. tasks -

Theunis: Conf-papers / will send to MERG, (asked by ^{MLN Cambridge} NLC to go abrd / Sept. → non-partic. res. using data already collected / nice cont out list of data categories to

Fri 5

facilitate relevant data gathering → counter govt
posit/land reform; suggest ways rts in land
can → secured; field wkshp where been w. wkshp
will fill in forms; (3) proposals/land claims etc =
near major strt/etc; when gets to drafting →
new patterns. Find wkshp useful/teaching methodology,
→ empowered us. Despite what Londi said.

Margot: (1) Res/dura. from human rts vupt. w/in const; as draft
leg. w/in that const = ec, civ + pol. rts = interrel'd;
(2) Human Rts Center/Pretoria - Conf. re de facto racial discrim
/ new SA - Study of 1200 restaurants, etc = still discrim;
will present meth. to them → translate into bill to end.

Mmakoshi: Yesterday mentioned ~~refugees~~: will you incl
that in your anal?

Margot: Absolutely.

Thoahlane: Wkg on migrant lab - w. Prof. Copeland/Soc/ET
= examine patterns of mig lab systs / Sn. Aff, w.
focus on Lesotho; before came to wkshp → divided into
2 → collect data/documents, books; later identify
4-5 dists → partic. obs; since wkshp, will
suggest addns: try them out, see how w/out;
next yr → conf. / present findings + prob (w. James)
→ think A + B (= "best ever attended"; usually
when go, forget everything, even names; but this
→ methodology = "Seidman methodology")

Bob: Lkg at migrant lab prob, what will now focus
on. Where, what behavior?

Thoahlane: Migrants, mine inds/owners

Durkije: Will you examine fam structure?

Thoahlane: Yes

Feb. 6

Durkge @ RC Pretoria: Land claims/rural areas, also in peri-urban areas; then go into land tenure. Yesterday, land claim court: "your clients had freehold, now you're going to be" → realized it had perception, imposed it = to be → nec. to st. w. community's perception of prob. → concl: what kind of tenure they went → "dual-trust" → bld into it const/community to mg resources + rels. → useful to community, owned by community. = true for rural + urban wk. (2) Need to dual-legal framework, w/in existing sit → need larger view. (3) Facilit'n = useful.

Charles - want to network w. you.

Mareot: Will she ~~not~~ info. w. others -

Mmakoshi: You mentioned Durango Case - do you have committee for all communities?

Durkge: Wkg w. community/community = diff land claims.

Barry: Don't know how wk in Pretoria; in Cape wk w. your office = dealing w. many more communities = "Restoration" claims. Held mtg of land-claiming communities = 60-70 = affil'd to nat'l land comm. = many more/SA. But → nat'l network

Durkge: Aware = overextended → sep. bet Cape + Pretoria; in June have shared wkshp → get out of area.

Elken = Insights, industry → empowering; in getting to know others' wk; altho as res. fm, almost whole area of wkshp = low resour'tns; MCoI type of wkshp

Feb-7

take where
are

incl. more people from communities; (2) have political
dir. to tackle land reform/directives = tendency of
trying to say → done by res. prog = create sit
where st. won't have inputs = complete paper from
researchers → ignored since st. not involved
from start - i.e ANC shd = involved in such
workshops; doesn't mk sense for ANC papers →
crit'd w/o ANC presence; (3) concerned w.
way prog/LAPC, from beginning; doesn't have
info. from regions → create very unproductive
context = useful to have for. exper, but can't
have ^{for. exper} w/o relating to local sit. (4) Shd mt w.

ANCLand Comm/Deryk Henkelom → outline prog, since
our area of concern before disc. leg, ~~before disc~~
we're getting out research to people on grd,
what ~~res~~ people want; hld workshops, mtgs →
get their views. - next Mar or June = lay out
policy form'n → involve local communities →
set out 5-6 people/^{community} prog = basis for leg =
open as possible =

Saeeda: How workshop → org'd: didn't "excl" AIVC, invited
all regions, I agd to send someone, others didn't come
b/c; all NCC comms = invited, not all resp'd.

Mmakoshi: Wondred why DBSA people didn't come
Theahlene: Agree w. no of pts David made (1) we all come
from diff polit orgs - must ln chry belongs to all
of us; when it comes to matters of level,
affects all of us. (2) Pre state - w-partic - method,
try to empower people from below - (3) Need to
disseminate throughout country; but note "workshop
fatigue" - I am into this because I know it will
be counterproductive - 4. In Tan workshop → more inclusive

Feb 8

Dookie = new app, doesn't fit into ordinary 'corporate culture' ∴ DBSA people's inertia = why go?
= Why progressive orgs → more likely to partic;

Mmakoshi = Glad everyone is partic. Once went to DBSA seminar, everyone knew what expected; people presented model → "output" just "crashed model" ∴ happy we're working together.

Lundi = Thinkg all wk: sitting in Joburg disc rural areas; next wkshp be in rural area.

Dookie = involve rural people.

Thobane = Wkshp "consultants" have → business.

David = Sometimes must create avenues/workshops to st. process. eg when people want to buy land claims, help them find right avenues.

Johanny = This wkshp came at approp time/our work; last 20 mos → enquiry / SA fisheries in W. Cape (90% of nat'l) = common property resource, belongs to nat'l.
→ nec. for mgmt. syst → alloc. harvesting etc → alloc'd by SA st to 2 monops:

Banker Rand & AAC = extreme alienation / W. Cape communities - aim to find better way to alloc marine resources - used partic method → identifying probs, where came from, → seek sol's - as invest' → restructuring process, used inclusive appr, involved everyone, from sm. ents to monop cos & gov't; also exam'd other chies' experis = want to Namib: to see how restructured fisheries = no real chgs thro = Nam's most imp't ind; no one else wky in ind = mammoth task → compelled to do

(1) Major demographic study R 160,000 (fin'd by govt + ANU
 fisheries ^{Wt 9} / fishermen + ANU experts = coord by Alan
 Bousak) = 20 communities, spons'd by SBDC, ANU.
 Fieldtrips: recog 2 fisheries = a) near shore; + b) beyond.
 Ownership of instr = mngd test by coastal communities →
 propose strategic plan / community ownership → ams
 dealied, etc. (2) re health & safety, ANU helping
 that; (3) st. trying to "buy votes"; fishermen have "no
 time for politics" = conservative, but st. gets their
 supt; we talked / partic → stgt → fishermen
 went on strike for first time in 76 years = lots
 of public; a st antic - by restructuring ownership →
 nec. for ANU resp → disc of integ'd dev
 prog / coastal communities = IS = bro intg't prog.
 = bro demographic ~~app~~ mvmnt (not labelled "ANU")
 → realized that for fishermen → part of community
 some / urban areas = capitalist, but coastal prop
 UN collective sets - visited sup, It / cooperativ
 appor → various wkshps, but together eg
 lobster fishermen in Breakwater Lodge (ape Tom
 = family (taking pictures of each other) → Forum =
 consid how "role occup" (maj cos, smt-firms,
 indiv fishermen) → wkgs on creating acceptable
 structure; Std puttry together - policy / SA fisheries
 w- some U. experts → consid new leg: Wkshp = useful
 for how to structure grp, also crucial pts we
 shd consid. Many of us came here exhausted,
 here → relaxed, we waw wk in field often wonder
 if this = "best / having gd time", wondering if A + B
 meet this this time of life.

Lead: Ever since Jonney spk / fishermen, what abt
 women?

Johnny: two

Lord: What abt Community, incl. women.

Bob: Lobster fishing/Maine = 10% women = only in last ten yrs.

Johnny: fishing ind = 3 sectors: harvesting, processing, selling.
In communities, women = very important allies; but only 2 women in harvesting. Old use "fisherfolke". Women do processing in the factories.

Duckje: women make it

Mbuyi: Human Sci. Res. Council - how do you find them, since many people see = conservative.

Johnny: In Cape they're almost cum of ANVC → very helpful in designing research; had to forestall govt imposition of design

Theris: @Re HSRC = if can get \$, maint indep, way not. My center = funded by them.

(2) Impt. phenom of st. trying to pre-empt action - eg land claims - in Cape Town → set up cts; don't wk, now trying to push/reform) can stgl → victories/democratization; (cynical view = trying to usurp role of NGOs, etc.) - when talk abt transforming insts, not so clear ~~how bad~~ = bad.)

Johnny: St. = busy in unilateral restructuring = very problematic out there; people = desperate, can't say no; but must bld ~~pro~~ where sit is = confronted by this all the time - that's why dis. integ'd prog. Now had to get in there, say let's go for it. But must fight st. on their agenda.

Duckje: Can't ignore st's action = prob/IOT,

REPORT-BACK GROUP 1

OK

ROLE OCCUPANT : WHITE COMMERCIAL FARMERS / FARM-WORKERS

BEHAVIOUR : EXPLOITATION & MALTREATMENT OF FARMWORKERS & THEIR FAMILIES



- RULES :
- BASIC CONDITIONS OF EMPLOYMENT ACT ~~FORMER~~ RECENTLY EXTENDED TO FARMWORKERS IN THE FACE OF CONTINUING RESISTANCE BY FARMERS. HOWEVER BREA ONLY PROTECTS EMPLOYEES. ~~AND BECAUSE THE~~ EDUCATIONAL & HEALTH FACILITIES ARE NOT PROVIDED FOR BY THE STATE OR LOCAL AUTHORITIES & FARMERS ∴ HAVE AN AFFIRMATIVE RIGHT TO SUPPLY OR WITHHOLD SUCH SERVICES
 - LABOUR RELATIONS ACT / WAGES ACT /
 - WIF ACT THESE DO NOT APPLY TO FARMWORKERS AND FARMERS' POWERS ARE UNDERMINED BY THE COMMON
 - LAWS OF CONTRACT & PROPERTY ~~THESE~~ (LABOUR TENANCY CONTRACTS)
 - TRESPASSING & VAGRANCY LAWS & ORDINANCES
 - PRISONS ACT ALWAYS CONVICT LABOUR
 - GUN LAWS SA HISTORY IS ONE OF DEPRIVATION BY ARMED FARMERS WHILE ^{ACCESS TO} WEAPONS HAVE ALWAYS BEEN LEGALLY WITHHELD FROM THE DISPOSED!
 - LAND BANK ACT

Affirm → Bull

OPPORTUNITY & CAPACITY :

- MIGRANT LABOUR SYSTEM
- UNEMPLOYMENT & LACK OF INSTITUTIONAL SUPPORT
- LACK OF RESTRICTIVE LEGISLATION
- VULNERABILITY OF FARMWORKERS
- TRIBAL AUTHORITIES AT THE DISPOSAL OF FARMERS .
- A CULTURE OF DEPENDENCE NURTURED BY FARMERS .
- CAPACITY BASED ON BEING HEREDITARY FARMOWNERS
- INTERNATIONAL CONNECTIONS .
- GEOGRAPHICAL LOCALITY - RURAL STRUGGLES WERE MARGINALISED .

I have a problem. Weren't we supposed to say what we will be doing (based on our research), looking at the 3 proposals outlined. Because it seems people are drifting away from the whole idea?

Participatory research = learn from people

Barry in India: ^{Attitude:} Learn from people: PRA: help people to develop own agenda: don't come in w. own solutions; eg in India, geographers say they can't grow rice - but in fact people have grown rice. Avoid "rural tourism".
[= indep. PRA as "Participatory Rapid Analysis"] - std w. mapping watershed maps of people = more detailed than maps experts made -> involving people = re resources. eg. social map // resources -> data re community structure, more detailed / land tenure, gender status, wealth distrib; because people do it themselves, they "own it" = empowering.

"Seasonality charts" - ask how people divide up years = take file of beans (can use flip charts) -> distrib. own mos // rainfall = realistic analysis // farmers' needs; how rain permeates soils; also show work, credit, outputs/months = ways of getting to think thru needs -> 'inclusivity': if ask civic orgs what want, usually = more wealthy; but if ask poorer people -> get their attitudes/services; after did mapping -> reports back to people. Call it "activities" (not methods)

Thoughtlane: "Total partic." = involved w. community: wk w. people in their lives while "extract info"; "participat researcher" = visit orgs, but sticks to own agenda; I did research in 1987 on Highland Water Proj/Lesotho: lived in Bakong/dan in Lesotho Highlands = fnd by IBRD, PSSA, etc]: introd myself to chief, told him got proj; keeping notes of divis + probs/village; sensitive issue = water proj, since didn't know where I came from helping w. harvesting, plowing -> grtr info. Trying to apply Rocca's method: disc'd people = excl'd/tenis-mky/dam; -> emotionally involved = tried to avoid; when govt people came had to avoid criticising them. = no communication except top-down; govt officials/helicopters, asked chief to come here. Some: asked about results wanted / comp. At loss of land

People gave ridiculous figures - eg \$1000/field; or 5 bags of maize/yr/life; chief stopped people who tried to get other info - or raise issues; studies done by UN = sketchy, people = not rep'd; Lesotho - SA Govt decided comp, delayed comp/correction = ruling d - imposed own id, ignored peoples' needs, since water = mug + wh. can't farms - As partic. observer, got arrested (after 3 mos) by Lesotho gov't → loss of conf. by people: everyone saw it, police w/dn't expl. why = arrested, when returned had to ask chief to call people together → took a long time to regain confidence

Nava: (1) This kind of research as btgrd/leg, but structure into process of arriving at legislation = structured into law-making - eg open hearings, notific'n / accountability; (2) one of probs/econ = local needs conflict w- nat'l needs. - need analysis at local + nat'l levels; we must consid conflicting ints - eg if consult farm w/ks re conds, farm owners may say must close down.

Bob: Distinc bet - "adjudicative facts" and "legislative facts" in cases, deal w- indivs; but in leg. must deal w- aggregate data

Barry - Must train civil servants in these methods; eg conflict bet local people + environmentalists

Bob: fitting in III = proposals for solution = start think abt. solutions, before do all research, since it suggests new things you need to get; write ~~first~~ because calls atten to info. you need - but remember = draft, subject to chg;

Given your expl. hypoths, what proposed (tentative) solutions = poss. alts - think of history of "solutions" - eg re farm laborers (from slavery, to masters' servants act, to incl. farm lab in leg./lab) → learn from exper of why failed.

Comparative law = possible sources of ideas, since almost all chief... literature = see ea eg - extension

= some articles. Own ideas = set of poss. sols to consid. Never will you follow one completely, BUT several. ~~At~~ Rishyevish bet. causes & conditions: eg. sml Af farms = in arid areas, can't do much in sht run (= normative stmt: given lmt'd resources, can't do much). always say, at outset: ~~do~~ we have enuf resources? (given priorities) Money = never a cond'n, always a cause). Frequently, explanation seems to say cause of difficulty = absence of proposed sol (= disguised ^{means} ends); be sure causes = inherent in sit, not absence of preferred solution.

Try Roecrp, agenda to see how proposal addresses Expls suggested - eg communication re farm labor: farmers must publish in local lang, for wkrs the lang.

Transitive v. intransitive Laws: Almost every implementing agency makes rules, regulations - eg Min. of Ag = est'd by lawmakers, but als o its rules → addressed to specific issues. ∴ law must tell ^{Devel Agency} Min what criteria procedures to pursue → poss of experience → basis of chld reg. Must dwell - laws = transitive. est agencies going in dir to help gen'l pop, give it resources and prescribe procedures that will provide outputs desired: eg. Min of Ag est. Extension Service for sml Af farms: prescribe how Min. proceeds: eg hldg hearings / regs; all rules accompanied by memo. of law expl. why; all = pub'd 6 weeks before enforced, in all local langs → maximize inputs; require representative sampling thru partic research; [Not all law is like that; but note that legislative process → cont'd process of participatory problem solving]. Prob of old vs. new agencies: If est new ag (DBSA) → avoid all things wrong w. it, incl old procedures + personnel; but it's more expensive.

Key = prescribed procedures criteria

to oct ... - Tshunoo - also process of ...

maybe shd replace, but costs a great deal
Barry: isn't it a Q of how ingrained procedures are

Bob: In 2mb - took over wh. civil serv; many = imposs; but many = honest, tried to wk/new govt (theo = bound by old procedures)

note: SA
NGOs = proactive
ag/farm wheres

Pro Active - vs reactive: think of rules that require govt action only on complaint (eg courts) = reactive; but people often don't complain - eg I course - factory personal water/sish = cancer, but no one sued; re farm lab, can't sue as indivis - need pro-active agency;

"Sanctions" = various ways agency can chg behavior of RO: "rewards" = difficult to give since -> very expensive if everyone obeys; nor does punishment wk (can't overcome incapacity); ∴ round about measures that address all Roacc PI factors
Educative meas//ideology.

Finally: How much proposed sol "cost" - not just fin'l costs to govt; must incl. these costs, but must consider other items = non-govt costs + benefits: on particular parties addressed plus gender, ^{children,} poor, ethnic minorities, environment
+ "human rts" (freedom from want, oppression + rts to fair hearing)

Group # 2, 3: ~~DF Org~~ ^① ~~Mandatshe~~ Zane
France Org - envisaged as shd'd, fund by govt = large NGO: with emph on rural needs - ^② ~~Mandatshe~~ ^③ Zane: Using existing insts/ed/costs = lit prog = shd courses.

Stoby: Need lit. too

Jannie: lit cl's deal w. issues
lit cl's/accms = more effective

consider late/adult lit -> decide curriculum

Selby: How pay for it?

Issue: Est. new Dept of Ext Ed - There's an existing adult ed prog, but = overloaded, lack of nec. skills; sep budget = better, train new personnel in univ -> need / this wk = look at tech part: bookkeeping, mechanics, etc; people -> resp for it; for farming; use existing ag skills (now cater for white farmers) (don't know how they work) -> teach re inputs, skills

Need Research

Londi: Agreed did UWC adult ed course = disc'd 70% illit, some old read + write; but Dept of Ed = lkg on formal ed; in teaching / night = for money, no understanding = Adult Ed Dept; UWC has Adult Ed Dept -> teachers in that Dept; = diff people -> conc. on diff skills denied in past; can't keep people in schls w/o paying them;

Need res: where are people

Issue: St-run lit progs fail (except Cuba, Mex); in SA, sm/v NGOs = better success rate -> enable them to do it on contract; go on to do further work, open to brdr wks, more resource

research re why better

Selby: Exper. of other chiefs / eg Cuba = eradicated illit / 1999 Do we need monetary incentives; create proper insts -> success = govt response/resources; recog. prod -> chgd as probs chg.

research re how

Issue: To add: Go + lrn from Cuba (not copy); if have sep min, who = accountable = no. of people found/field what they are doing; Marigold Tech College; got (wh's) cars -> vexp/low cost; many went to friends; studs wk on odd jobs w/o pay, only credit; if ext'd to uned adults, whq in garages -> ee; but = accountability

research re

Munfoashi: Many insts, esp / Rift, give trng 3-4 wks; but ... = ... don't

teach real skills;

Jannie = need assessment of existing insts - what can be used, what can't; how bld into laws

Mmakoshi: How → req'd; some = simply talk

Jannie: Where does resp of agency end? Does it just impr. skills? or does it ensure people → successful?

Lundi: Orgs that teach + lv them, won't work;

Need to follow with link to take them forward;

Mmakoshi: Diff. depts / diff issues = others take on practical work, report back on progress; local people → comm. to eval progress - send to Dept

Lundi: Link to open

Jannie: Maybe go into comparative research;

Mmakoshi: ~~trusts~~ promise after long cash, jobs to get - but don't do it;

Selby: NGOs' exper might help; eg Tanz long proj → skills/bnos = producing, selling; =

Jannie: Role of NGOs: shd they be eval'd/potential, along w. other insts? Or separate resource?

② Re agy depts → lang of exp. bureaucracies: bld in community inputs, checks & bal.

Zane: Bld in clause: top staff = elected

Jannie: "Nothing about us without us"

1: How bld structure bottom-up partic.

Lundi: Exp: in many communities, trustees mk depts/many orgs; ie may insist on bottom-up, but depts. come back to people -

Zane: Difficulty of getting elected officials into smt agencies = bldg into insts = code of conduct, enforced by Parliament = main code of conduct

Thurs. 7

Selby: Talking abt est. insts, involve community = how
focus: smll bus? or smk, med, big bus.

Jannie: Deal w. follow-up? Does that → resp for
mktg sector?

Neva: What Selby's saying, if deal only w. micro-ent
but look towards tech-adv'd ente.

Mmakoshi: Looking at uned people, even em-
powering them w. skills I", but in sep
dept from mktg

Selby: Neva underst my point, discg com-
munity

Jannie: Mmakoshi = paternalistic

Neva: Modules / urban-type thing;

Zane: HUDF → fed into that = module system
bid up // ag sch. → ensure

Neva: Int into formal st. ed syst → move up:
② to fin = can provide smll loans.

Sizwe: Northern Trl Devel Forum: Exec = NGOs
from relevant businesses; est'd local devel forums,
people have confidence. eg / drought, demanted
DBSA to give \$ to forum to distrib to DBSA
Nat'l Devel Forum - not w. bus. in all areas;
in Ciskei = run by govt. - not successful;

Selby: Sep. fin inst must → divid'd approp; see
how this agency relates to it

Jannie: Task facing agency:

gen'l sense = address imbalance in ed + skills.

→ broadened to empower rural pop. to obtain
more productive ee ops + rising incomes
= shd we incl. spec. focus on women, or

Jannie: bld it in at every level

~~Selby~~: Selby: Don't follow. ---

Siswe: Shd we give spec. emph wom -

Selby: Affects both - incl. issue in memo; shdn't focus law only on women -

Jannie: ~~Main task~~ Shd we state in bill how that fits into genl leg prog.

Siswe: ~~Should~~ we incl. finance?

Selby: maybe have advisors/consultants/each dept.; Q. of ad-rels w. ed insts.

Overall administration

Depts:



Appointed heads + 5 left heads
Advisory Board { require ~~depts~~ -
no reps; ed. boards;
~~...~~

① Education: lit; skills; confidence bldg; finance - m

② Research re tools, equipment, skills needed / SA context -
including registration as acceptable
cooperation w. universities, NGOs, 2nd schools;

③ Follow-up: helping individual farmers, ents get est'd,
Intes w. insts, ^(transp, storage, processing) sources of inputs + credit; where
people want to, facilitate org. of coops. - work
with local gyps;

④ Finance: have own revolving credit fund; ^(low interest) + link w. other
insts (DBSA, SBC, etc.); ~~generating pressure on other~~
~~insts~~ + ~~evaluating~~ + reporting on other finl insts
to help bridge gap w/ polarized economy.

⑤ Overall monitoring dept: to ensure all depts use participation
approach; inputs of communities / partic. in decs, eval;
must report all decisions/reqs to relevant communities + to
parliament; with special emph. on involving women
poorest; environment,

Report Back: PM

Group 1: Transitive - since we can detail all ideas in law
 ∴ Farm Wkrs' Prot'n Act

Statement of Fact/Legislative purpose = guidelines for agency
 To protect farm laborers (list characteristics) + prohibitions
 eg no ~~pest~~ beatings; est date law wd begin so
 farmers wdnt evict wkrs before goes into effect

Re communication: Copy of law to each farm → openly
 displayed; access to all orgs, st to org. in
 negots w. farmers; health + safety/local auth → (see
 AWE draft) but sketch out enforcement = admin.
process:

Proactive: Core of inspectors to visit farms/schedule
 provide penalties/infringement; appeal to ct, but
 not de novo. Wkrs elect reps in presence
 of inspector who visit 2 x yr randomly.

Police inspectors: top down ways via ombudsman;
 but below = farm laborers, w-supervisors visit
 farms + farmworkers + farm owners cld use hotline
 to them.

Interest: Competing ints. bet farm wkrs, owners; cld
 have range of punishments/violation = fines, jail, communit
 ed. Contrads in all wk places/w/in cap, where
 wkrs don't own M of P → procedures to put
 weight of st. ^{not purely} side of owners. Min. of
 Hsg. est min hsq stads, min wgs, pd req,
 paymt in kind % → defined; migrant hsq meet min.
 stads; wkrs' shrg/ownership: might = % of wgs,
 est wkrs' councils/shr. of cosor. provide wkrs w
 mkt garden/subst crops, st to livestock = pt. of
 we. negots. → brd pol./min = implntd diff/farm

Finance: Cost of inspectors = payroll tax = due \$200/yr.

Chris: Sexual harassment by farmers & workers -> illegal

Bob: Shtly after indep/2imb, chg'd customary ct law to incl. everyone (incl. wh). ∴ wh. farmer -> accused/adultery -> held in football stadium; add'l criminal penalties for seniors crim -> loss of farms (sexual harassment, murder, etc.)

Discn: Selby ① What abt lnd taken from people/70s-80s; ② cond of farm wks = impr'd, but what abt ownership.

Marga: Under heading, chere hnt of farm wks, did disc profit shrg = get % of profits ~~for~~ in addn to sal

Barry: Addr. issue of farm wks, ~~if~~ need add'l leg.

Bob: W. so many probs = tempted to try to incl. all w/in one bill - if incl'd all issues in one bill -> gets op = danger of no bill ∴ try to reduce bill to specific issue

Johnny: Does one write one memo, stg that might come up w. other bills

Bob: In introd, expl. how bill fits into web of leg, but then 'justify' this bill - eg farm wks, w/in that net of bills

Luna: Nobody taking notes... [Rept re how rept -> written] Whole process of drafting/empowering us -> take act -> infuse ele of affirmative action, or just critique existing roles

Bob: Affirmative action, like equity & effc -> bit into insts we talk abt (not just hang on like Xmas decoration) Here = partic, wks' councils, etc.; ownership -> next bill (?) = transition process (note some of big farms = big)

Therese: Must you have affirmative action when have 'just' laws

Bob: Law always favors some, disfavor others -

Mmakoshi: When husb moves to farm, dies, farm -> expelled. Is that in law?

Therese: A bill shd incl. (contract/farm.

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