

Annual Report

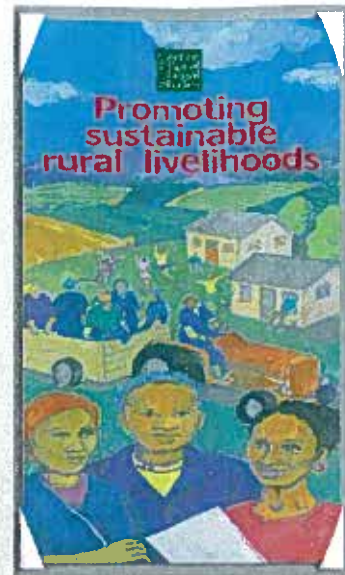


2007

Centre for Rural Legal Studies

Vision.

The Centre for Rural Legal Studies envisages a society where people are participating in and benefiting from a secure, prosperous and sustainable environment.



Mission.

The Centre for Rural Legal Studies is a non-profit organisation, based in the Western Cape. We believe in a sustainable rural society where power and resources are equitably distributed.

In partnership with the rural poor and rural support organisations we will:

- Advocate for pro-poor policies and procedures
- Build the capacity of rural people to
- Undertake participatory action research, and
- Use legal processes to bring about change.

We seek to achieve a sustainable rural livelihood where the poor:

- Understand their socio-economic rights and have access to their rights
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Chairperson's foreword

The Centre for rural legal studies has since its establishment 16 years ago been at the coalface of farm worker rights, advocacy, legal advice services, rights education and policy work. All this is being done with the backdrop of a challenging and changing climate within South Africa and the region. Massive socio-political and economic changes impact greatly on the delivery of services to the rural poor in general and the farm workers in particular.

At the time of the publication of this report we are faced with massive displacement of foreign national seeking refuge in our country by fear, intimidation and in some cases physical attack. This has a direct impact on those for whom the Centre seeks to serve as immigrant communities have integrated into both rural and peri urban settlements. In some cases this integration has been peaceful and families coexist with mutual respect while in other situations there is distrust and anger. Often this is fueled by poor socio economic situations, lack of service delivery and competition for scarce resources. This calls on all of us to be innovative, determined and creative to seek lasting solutions to what seems to be intractable problems.

All levels of government and civil society need to work together to find answers and to create a more tolerant and just society for all to enjoy.

We have also faced challenges at a structural and institutional level. The need for institutional change is recognized by all of us who want to see transformation in this country, yet it is painful and taxing on all our resources

The Centre has taken a leading role in working for institutional transformation through the participation on structures that advance change.

While this has not been easy, we have committed to being part of these processes and continue to be an active part of transformation structures in the local agriculture and wine sector.

Internally the Centre has made tremendous strides. As can be seen from the various programme reports hard work has been done to advance the core business of the Centre and to deliver quality project with skill and integrity.

We recognize that this has been done given the difficult funding climate and the shifting priorities of donors. In this regard, thanks go to staff under the directorship and leadership of Sharron Marco- Thyse for the remarkable work done this year. We are truly grateful. You have made us proud.

The board of trustees deserves special thanks for the supportive role played in respect of the Centre, staff and the mission of the organization. Many hours of volunteer work has been put in by board members. For this we are thankful.

As the new year in the life of the Centre approaches, we will continue to fulfill our mission with the same determination and passion as has always been the hallmark of CRLS since inception.

-Glenda Wildscut

It is our privilege to present an overview of the work of the Centre for Rural Legal Studies during the last financial year.

The year 2007 was marked by an increase in incidences where marginalized poor communities have been raising their displeasure with service delivery and agitating for adequate access to water, housing and other basic rights.

This has resulted in protest action and in many instances violent retaliation from the SA Police Services.

These protests against the lack of and the quality of the South African government's service delivery mark a shift in the relationship between government and the poor. A shift that is evident through an increase in civil disobedience action.

Marginalised communities have harnessed new leadership thirteen years after democracy in South Africa. These incidences give an indication of the levels of organizing amongst poor communities.

The class struggle within South Africa should be viewed as an opportunity to encourage healthy engagement on the performance of government to deliver on their mandates and not as an irritant to be silenced. The new leadership of the African National Congress at Polokwane in December 2007 has taken key resolutions in particular on fast tracking rural development and land and agrarian reform.

It is imperative government interventions start addressing the deepening structural poverty. In the absence of positive change in the livelihood of indigent people the choices between apathy and civil disobedience action are limited.

Job security and access to land, whether for productive use or human settlement, remains some of the key factors as farm worker communities' strive for sustainable livelihood options. Through our legal support to farm workers we continue to see the movement of worker communities off farms and the shift from permanent to atypical employment.

The research into best practice models for HIV/Aids in the Workplace has indicated that insufficient support is available to the farm worker. At two district municipalities we have ensured that farm worker are included in the developing of their strategic plans.

A living wage for farm workers remain one of our key focus areas - the monitoring of the implementation of labour rights for farm workers still indicates that employers do not comply with the minimum employment standards.

Director's Review

The increased use of labour brokers for off-farm labour, compelled by a shrinking on-farm labour force, has significantly increased the vulnerability of workers. Labour brokers are not regulated and using casual/short-term contracts, workers therefore do not enjoy the protection of the labour law.

The CRLS's core competencies, i.e. Research, Advocacy, Legal Support to farm worker communities and Rights-based Education and Awareness, we addressed some of the needs of the farm worker communities.

The challenge for the CRLS and other non governmental organisations that the post-apartheid era signals is a demand that we acknowledge the different roles and responsibilities of each stakeholder and are willing to explore innovative ways of harnessing our limited resources. Our work has always been in collaboration with organisations and farm worker representative structures that shares the organizational objectives of the CRLS.

We will continue to support and through our core competencies, strengthen the endeavors of such organizations to ensure that farm worker issues remain a priority for key policy and decision-makers.

Sharron Marco-Thyse

HIV/AIDS on Farms

Presently there is a shift towards informal employment in the agricultural sector. Men dominate formal employment while women are decreasing, and though both women and men increased in informal agriculture, women still dominate. Migration and seasonal mobility frustrate efforts to combat the spread of HIV among farm dwellers. Support services - government and civil society - to this mobile workforce are inadequate: lack of clinics, minimal Services located in rural towns are inaccessible to farm dwellers due to long distances and an absence of public transport.



1. Towards an Integrated Response

Since 2005 the Centre for Rural Legal Studies (CRLS) has been developing integrated responses to HIV/AIDS on farms. In 2007 efforts intensified to strengthen rural networks within service organisations and to mobilise farm dwellers to address HIV/AIDS.

Stakeholders from the Overberg and Eden Districts were involved in drawing up a draft framework. Then CRLS engaged the Western Cape Provincial Department of Health to explain its HIV/AIDS strategy for the Western Cape, focusing particularly on farm workers. A workshop was held in Grabouw at the Elgin Learning Foundation in August 2007 to address the strategic implementation of an integrated framework at the district levels.

In November 2007 the Provincial Department of Social Services and Development took over the coordination of the Multi-stakeholder working group (MSWG) in Overberg, with CRLS as an observer.

2. Education, Awareness and Mobilisation of Farm Workers

More than 1300 farm workers and community members including women and youth have been educated on their rights relating HIV/AIDS, unfair labour practices, drug and substance abuse and gender violence, while two farm schools were involved in holiday programmes on HIV/AIDS awareness.

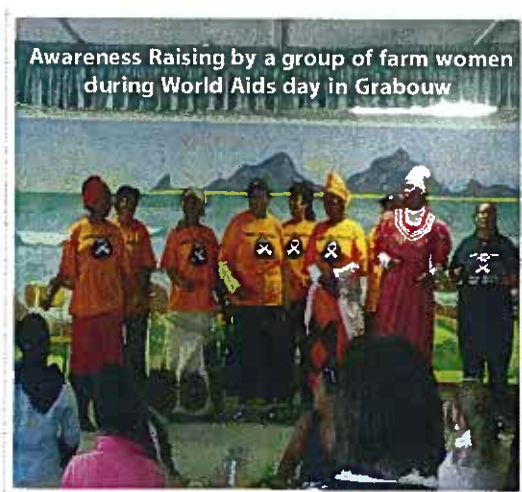
World Aids Day Weekend (30 Nov - 2 Dec 2007)

"The battle continues, do not fight the people fight the disease"

Together with other stakeholders in the Grabouw area CRLS held a World AIDS Day weekend. A focus on Voluntary Counselling and Testing (VCT) saw key community figures being tested for HIV. A hundred and fifty farm dwellers from various farms participated in a march through town to mobilise the community. Services were held to commemorate people who had lost their lives through AIDS. The theme emphasised the importance of a caring, supportive environment for people affected by HIV/AIDS as central to raising people's consciousness and preparing people for action.

3. Research on Workplace Prevention and Care

The research aimed to identify best practice models of workplace programmes focusing on HIV prevention and HIV/AIDS care and support on farms. The study proceeded from a situational analysis on farms, to models and needs of HIV prevention programmes and care and support mechanisms on farms. Finally it assessed the responsibility, visibility and sustainability of HIV/AIDS workplace programmes on farms. The research participants comprised farming communities, including farm workers, farm dwellers and farm management/owners on farms in Eden District and Overberg District in the Western Cape.



Labour Brokerage in Grabouw

The Casualisation and Migration of Labour

The use of labour brokers has become more profound in the Western Cape driven by the labour intensive wine and fruit farming businesses. The available casual and migratory labour ensures that crops are harvested timeously. Thus farmers increasingly employ the services of brokers to hold the responsibility of labour compliance associated with the employment of farm workers.

Often labour brokers are male and employ mainly female seasonal workers. This increase in women's participation in the labour force has been termed the 'feminisation of labour'. While agricultural production offers women the opportunity to enter into paid employment, casual employment does not allow women to access benefits and minimum wages. Casual work also increases the risk of safety issues at work as less time are given to safety training and awareness. Casual workers are often required to work overtime which is problematic for women with respect to child care and other family responsibilities.

In recent years there has been an increase in the migration of people either across national borders or, specific to the Western Cape, from rural to urban areas. Generally farm work attracts largely unskilled labour and it is for this reason that many migrants, who are brought from far reaching rural areas, are often poor and under skilled and migrates in most instances due to high levels of unemployment in their areas of origin.

This situation is vastly different to the migratory practices of the more formal employment markets which are known to attract highly skilled migrant labour.

As a result of the aforementioned factors, casualisation of labour is definitely increasing in South Africa, with migrants seeking quick employment for very little money. They often engage with labour brokers in the regions in which they find themselves in order to access informal or casual employment opportunities.



In a recent study conducted by the CRLS and WFP the research highlighted the fact that seasonal workers do not receive the same advantages and benefits as permanent workers and most farm workers are paid below the minimum wage by labour brokers. Further, the poor transportation and accommodation of seasonal workers is a concern highlighted by the research report.

The research further underscores the fact that labour brokers fail to understand labour legislation which compounds issues related to non-compliance such as their failure to register farm workers for UIF and Workmen's Compensation.

The employment conditions of seasonal and migrant workers are also documented as being generally poor and women are still being discriminated against in respect of wages and the allocation of tasks. Seasonal workers are made more vulnerable by the lack of unionisation in rural communities.

The research also revealed that at least 8% of respondents were between the ages of 15 and 18 years, which reflect some elements of child labour on farms in the Western Cape.

Another key finding is that migrant labour often replaces resident labour which impacts negatively on job opportunities for resident labourers.

The situation is further compounded by legislative gaps relating particularly to the definition of labour brokers. The law currently provides mainly for the standard employment relationship without taking seasonal workers and the outsourcing of work through labour brokers into account.

Consequently, there are still key challenges with respect to the registration, regulation and skills development of labour brokers in this non-standard employment relationship. Lastly, there are also deficits in the law with respect to the economic and social benefits which seasonal and migrant labourers do not receive as a result of their employment in a non-standard employment relationship.

The lack of clarity about who the farm worker's employer is and the unclear divisions of roles and responsibilities between the employer and the labour broker, adds to the workers' confusion of who to approach when they are experiencing a problem.

It is therefore imperative that the South African labour law takes the three-tiered employment relationship and the legislative protection of seasonal and migrant workers into account. The implementation of and compliance with labour legislation needs to be monitored in respect of brokers and employers.

Further, the brokers' lack of management and labour skills needs to be addressed to ensure that they understand the legal framework and managerial skills required to fulfil their roles. The Department of Labour should conduct regular inspections on farms to ensure the compliance of both labour brokers and employers in order to avoid incidents involving the recruitment of child labour and other human rights violations.

The research study found that the nature of labour brokerage as a small emerging business poses significant challenges to the labour broker's ability to negotiate better wages and working conditions for farm workers.

The Department of Transport needs to address the transportation of farm workers, while farmers need to be held accountable and jointly liable with labour brokers for any labour violations in respect of their workers.

International supermarkets who have entered into agreements with local farmers to develop systems to assess compliance with codes of fair labour practice in the supply chains should continue pressurising farmers to comply with labour laws. Agribusinesses and farmers should be encouraged only to employ registered labour brokers and should be fined in the event that they are found to be in non-compliance.

The rights of women seasonal workers need to receive particular attention to ensure fairness in labour practices. The current trade union model of organising workers does not take into account the specific needs of seasonal workers and it is for this reason that trade unions need to revisit their strategies for organising and engaging seasonal workers.

In conclusion, the increase in the casualisation of labour and labour brokerage is indicative of a changing landscape for labour law and practices in South Africa and presents many new and interesting challenges and opportunities for all role-players to strategically and collectively engage in a different manner with farm workers. Ultimately, we all need to work in harmony to ensure the protection of farm workers with specific emphasis on advancing the rights of women seasonal and migrant workers.

Anthea vd Burg
Policy Analyst



Sectoral Determination



Officials of the department of Labour listening to complaints from farmworkers on non-compliance with labour legislation

Numerous interest rate hikes and exorbitant fuel hikes during 2007 made the 4.5% minimum wage increase set by the Sectoral Determination for Farm Workers announcement for 2006-2009 unrealistic. Inflation above 6% during 2007 had a significant effect on food prices, impacting on the livelihoods of poor, rural communities.

Farm workers with no collective bargaining council have been left at the mercy of short-sighted officials. Therefore CRLS, together with other civil society organisations approached the Department of Labour to overrule the 2006 announcement with an appropriate one in 2008. In the context of many other labour disputes during 2007, it was an opportunity to mobilise around labour rights for farm workers.

Enforcement and Compliance

At an agricultural forum meeting at the Department of Labour offices the Department clarified the role and functioning of the Enforcement Business Unit, and presented the results of project inspections in the Agricultural sector to CRLS and other relevant agricultural and labour organisations. Interventions to enhance compliance were proposed: more accurate data regarding farms; more labour inspectors; a re-look at the policy and its implementation; safety of transport for farm workers and a review of temporary employment.



Farmworker protesting against lack of enforcement of legislation

Fair Labour Standards

Since unionisation in the agricultural sector is below 10%, farmworker unions deliberated about new ways of organising farm workers and forging solidarity. In a discussion on “the right to Food, Healthcare, Education and Decent work” during the World Social Forum in 2007, CRLS drew attention to the position of farm dwellers to build solidarity between farm worker trade unions and broader social movements globally.

Strengthening Trade Union organising capacity

In March 2007 the Food and Allied Workers Union (FAWU) - one of the oldest trade unions within the agricultural sector and affiliated to COSATU - started a drive to improve its low membership of organised farm workers and dwellers.

CRLS developed training materials, and held five-day training sessions in Gauteng, KwaZulu-Natal and Western Cape for 70 organisers from nine provinces. The training covered trade union history and principles; organising and rights for trade unions; collective bargaining; relevant labour legislation covering evictions, tenure, labour rights, occupational health and safety, and unfair discrimination.



Training workshop for FAWU organisers in Johannesburg

Challenges of Organising Farm Workers

Access to farms remains a major stumbling block in organising farm workers who live far apart and work for exploitative wages - few can afford even the minimum rate for union membership. Farm workers need to be empowered for self-organisation and action, while land redistribution and restitution were identified as key issues.


CRLS will continue to support FAWU through education and capacity building programmes, and CRLS's law clinic will identify strategic legal cases for key precedents and law reform.

Labour Brokering

The CRLS and Women on Farms Project (WFP) jointly conducted a research study in Grabouw, a deciduous fruit farming area. After a consultative meeting with stakeholders to refine the research design, literature review was completed and questionnaires designed.



Most seasonal workers in agriculture are women



It was important to conduct the research during a season when seasonal workers were accessible. Key interviews were conducted during October, while orientation workshops were conducted for fieldworkers from WFP to hold focus groups with farm workers during November and December. We interviewed farm workers, labour brokers and employers.

Learnings

A key constraint manifested when tragic transport accidents with farm workers in Faure and Piketberg focused negative media attention on labour brokers. They became unwilling to participate, while the accidents increased pressure from leaders in the fruit sector for the research to inform debates.

The end of year round-up also pushed some interviews with labour brokers, employers and trade unions into 2008. Access to farm workers through the community proved difficult, and despite misgivings that labour brokers might bias the research, a pilot focus group was held with the assistance of a labour broker. From it we identified problems with the size of the group, completion of the questionnaire as well as the process of translation. The research report will be completed by March 2008 and a seminar held with stakeholder groups by April 2008.

Ethical and Fair Trade

Wine Industry Ethical Trade Association (WIETA)

Some of WIETA's key strategic objectives are for major United Kingdom retailers purchasing wine and fruit from South African suppliers to source ethically, to ensure that producers of the top ten selling South African wine brands in the United Kingdom are accredited members of WIETA, and are monitoring employment conditions within their supply chains.

Retailers in the UK have become more vigilant in ensuring compliance with the Ethical Trade Initiative (ETI) from their primary suppliers. WIETA was asked to facilitate social audits of TESCO's entire SA supply chain, most of whom are not WIETA members. Previous audits by TESCO provided benchmarks for social and health and safety aspects for the Code, which also addresses corrective action for non-conformities through planning, monitoring and evaluation, and with consistent compliance can lead to accreditation.

Growth and sustainability is linked to retailer recognition of principles of ethical trade, therefore it is important that retailers and importers endorse the WIETA multi-stakeholder developmental model of social auditing.

Transformation in the Agricultural sector - The Wine Charter

outlines the Wine Industry's integrated response to transformation issues was presented to the South African Wine Council early in 2007, and later in the year to the Minister of Trade and Industry and the Minister of Agriculture and Land Affairs. It is intended as future legislation either as Section 12 (voluntary compliance) or under the overarching AgriBEE Charter as Section 9 (compulsory compliance) for affected businesses.

The Fruit Industry Multi-Stakeholder Forum (Fruit Forum) was established as a direct result of farm worker representative organisations bringing their issues to UK supermarkets to address working conditions in the fruit industry.

An *Indaba* with about 50 participants debated solutions to be taken forward by an elected Steering Committee. For example, big businesses have undertaken training and development programmes for Labour Brokers, while strategies to address evictions have been sent to the Western Cape Provincial Government's Development Council task team.

Legal Support to Farmworkers

The CRLS law clinic ensures access to justice for farm workers, through providing them with legal advice, in person or telephonically. The greatest area of discrimination is unfair dismissals which often leads to the eviction of farm workers. Two paralegals provide advice to the many clients who have been dismissed after working on the farm for more than five years. Firstly we will try to mediate between the worker and employer, but if the employer is unwilling to settle we refer the matter to the CCMA. Sometimes we represent farm workers in the Labour Court, but always try to ensure that farm workers receive their constitutional rights of access to justice.



Clients receiving legal support

Labour Rights

Ensure that agricultural workers are able to demand their labour and tenure rights as enshrined in relevant legislation provide legal advice and support to workers, to enforce their labour and tenure rights at institutions.

Law Clinic Statistics – 2007	
Dismissals:	18
Referrals	9 CCMA referrals
Mediated and settled	9
Face to face advice given and matters referred including evictions and other matters not dealt with by CRLS	16 matters referred to Lawyers for Human Rights, Department of Labour and Legal Aid Clinic
Workmen's compensation cases	9
Closed files: refers to matters which have been settled and the files have been closed	7
Retrenchments	2
Provident fund enquiries	2
Telephonic advice	2
TOTAL CASES FOR 2007	56

Evictions

During 2007 we saw an increase in mass eviction cases, particularly where foreign owners sell land. We mediated in a case where 150 workers were retrenched. Because the timeframe for referring retrenchments to the Labour Court had expired, we mediated and settled with the managers of the farm, further referring the matter to Lawyers for Human Rights to deal with the eviction of farm workers.

Arbitrations

In 2007, we referred the case of Client X who was dismissed to the CCMA, where an arbitration decision found in favour of the employer. Lawyers for Human Rights is assisting with the eviction matter. Client Y was dismissed from work for misconduct after an internal disciplinary hearing. His trade union did not represent him at the hearing as investigations indicated he had been guilty. Despite this, the CRLS assisted him with conciliation and arbitration at the CCMA. When the Commissioner found in favour of the employer we wanted to take the matter for review to the Labour Court, but on advice from a labour attorney desisted, though we are helping the client with disability and compensation claims.

Conciliations

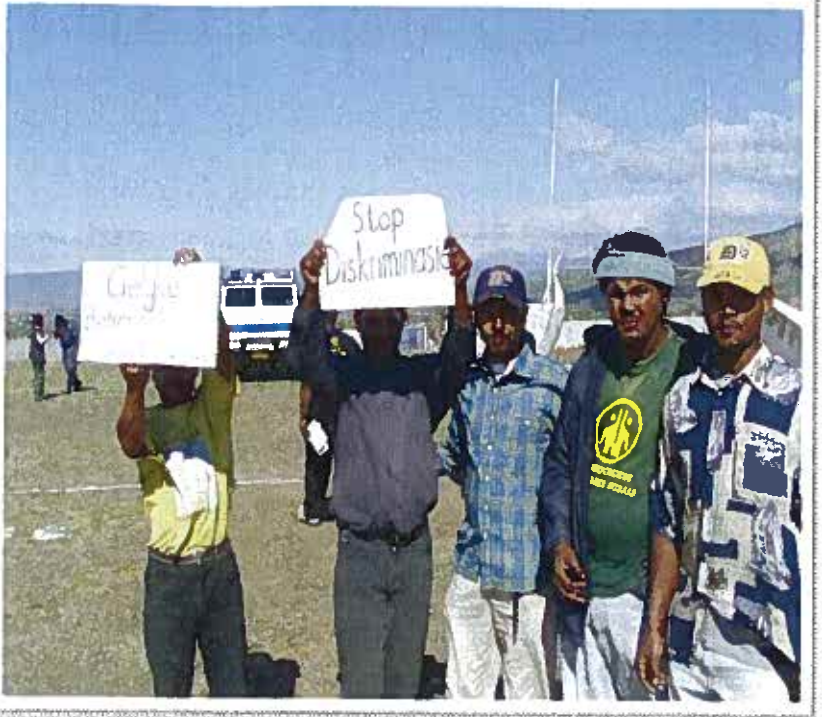
We assisted a few clients with successful conciliations through conducting pre-conciliation or mediation sessions. before, we referring to the CCMA.

Filing Systems

We implemented a new computerised data capturing system in the law clinic which enables us to monitor and access information relating to cases. We can now link criteria across cases: for example we noticed a trend between dismissals and injuries, disability or ill health, and we use the information for advocacy and lobbying to assist farm workers who are vulnerable.

4.3 Networking

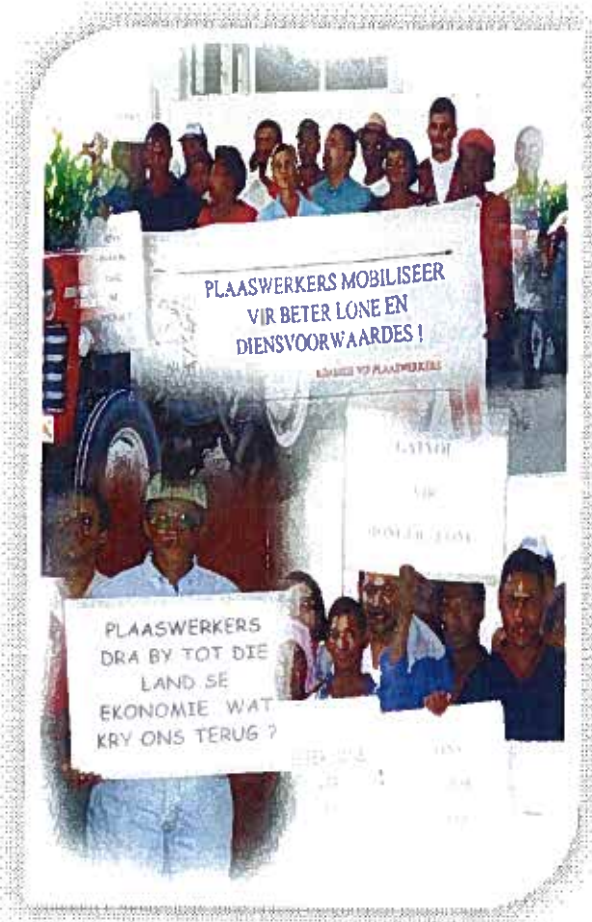
We facilitate cooperation between and forged strategic partnerships with organisations to expedite access to legal and procedural recourse. If a farm worker works and lives on the farm and is vulnerable to eviction, we liaise with Lawyers for Human Rights.



We also had consultative meetings with Food and Allied Worker's Union (FAWU), Stellenbosch Justice Centre, Stellenbosch Legal Aid, Lawyers for Human Rights and Ceres Advice Office to discuss case work and management of referrals. We also forged a relationship with the Cape Law Society for future assistance in, for instance, pro bono matters.

4.4 Challenges

The statutory CCMA often does not allow legal practitioners the right of appearance at conciliations and arbitrations, while farm workers need to be represented due to the imbalance of power between employers and workers. Some farm workers are illiterate. Failing that, we prepare farm workers by coaching them in conciliation and arbitration procedures, thereby educating them about labour rights. Other concerns are inadequate compensation for farm workers when faced with claims for Occupational Injuries and Diseases and we still experience countless problems with follow-up by the Department of Labour on these matters. Co-ordinated partnership with the Department as well as the CCMA are yet to be established to ensure coordinates and effective management of cases and strategies for the representation of farm workers.



Practical Legal Skills

The law clinic provides legal advice to farm dwellers in the Western, Eastern and Northern Cape Provinces. We embarked on a series

of workshops with community-based paralegals in advice offices in three provinces to support and encourage the use of Alternative Dispute Resolution (ADR) as first recourse. As an instrument for equity it relies on cases being negotiated by disputants themselves, or being decided by a third party. Subsequent audits showed that paralegals required more labour training and three advice offices were identified for mentoring and support in complex legal issues. Key activities for this project include: conducting paralegal skills audits; updating the training course for certification; conducting ADR training; conducting mentorships and learning programmes and giving support to paralegal organisations.

5.2 Assisting paralegals in labour dispute resolution

Paralegal skills audit

A skills audit on community-based paralegals conducted between June 2006 and March 2007, found that most cases deal with dismissals either for misconduct or due to operational requirements, pointing to evictions being related to these rather than the minimum wage as is commonly believed. Mostly advice offices prefer ADR to referring to the CCMA, finding that the CCMA processes take too long. They indicated a need for training in labour and land law as well as administrative skills.

5.3 Alternative Dispute Resolution Training

n workshops held in May 2007 in the Western, Eastern and Northern Cape Provinces, paralegals reflected on the benefits of ADR as assisting with direct participation and communication, while the informality increases access to justice over intimidating formal court processes. It encourages broader civil engagement and improves opportunities for reconciliation.

5.4 Individual and Group Mentorship Processes

A mentoring learning group meeting was held with Hopetown Advice and Developmental Office (HADO), Phillipstown Advice and Developmental Office (PADO) and Noupoot Youth and Community Development Project (NYCDP) in May 2007 in De Aar. It focused on different advice offices' case work, completing Labour Relations Act (LRA) forms and drafting heads of argument.

Case Studies

Hopetown advice and developmental office (HADO)

After being employed for a year as a machine operator, Mr Z was dismissed allegedly for failing to perform his job - producing only five bags of meal instead of twenty. However, Mr Z said the employer had been informed about the damaged machine. HADO told the employer that Mr Z could not be dismissed for poor performance without having had training. He was reinstated and sent for training.

Phillipstown Advice and Development Office (PADO)

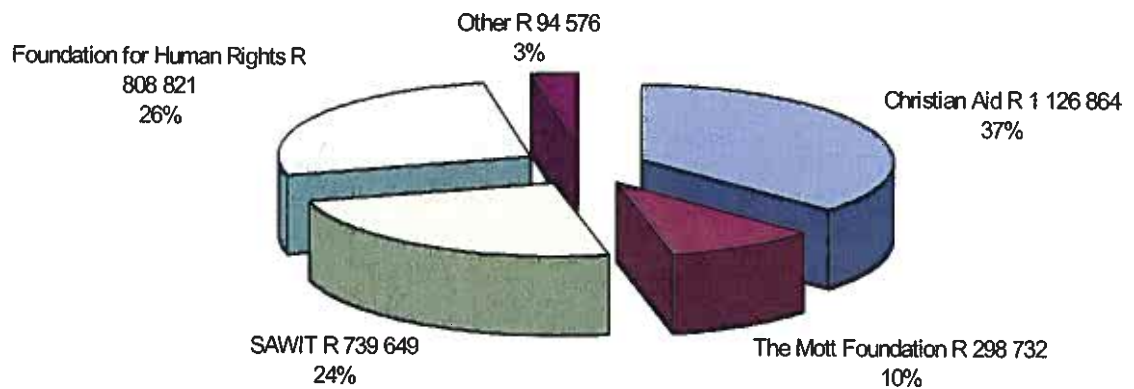
PADO accompanied a labour inspector to look at safety measures on a farm, when it emerged that eight workers had been paid below the Sectoral Determination minimum wage for eight months. This matter of unfair labour practice and non-compliance was remedied by the employer agreeing to reimburse them for the outstanding amount.

Noupoot Youth and Development Project (NYCDP)

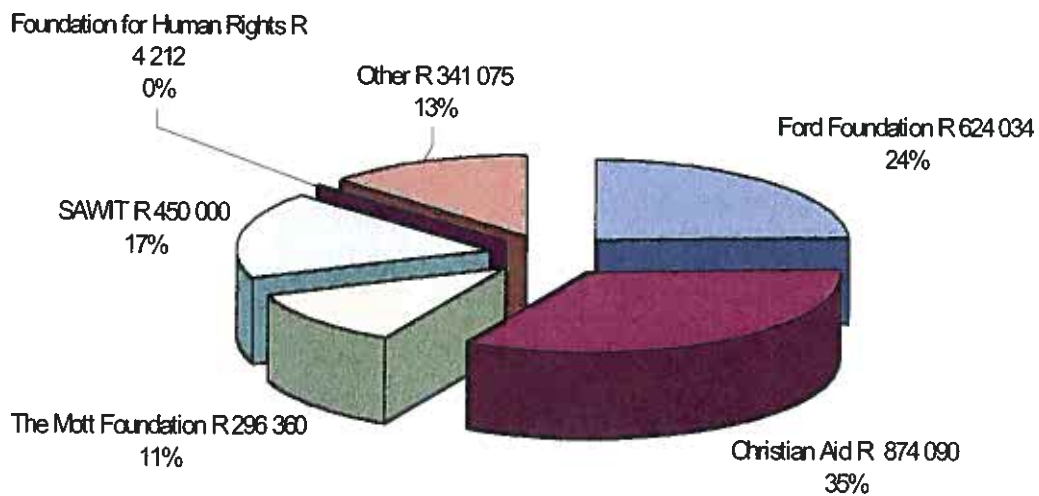
After stabbing another boy to death, a thirteen year-old boy was referred by the court and social services to NYCDP for a diversion and lifeskills programme to encourage the boy to change.

Financials

Income for Year Ending 28 Feb 2007

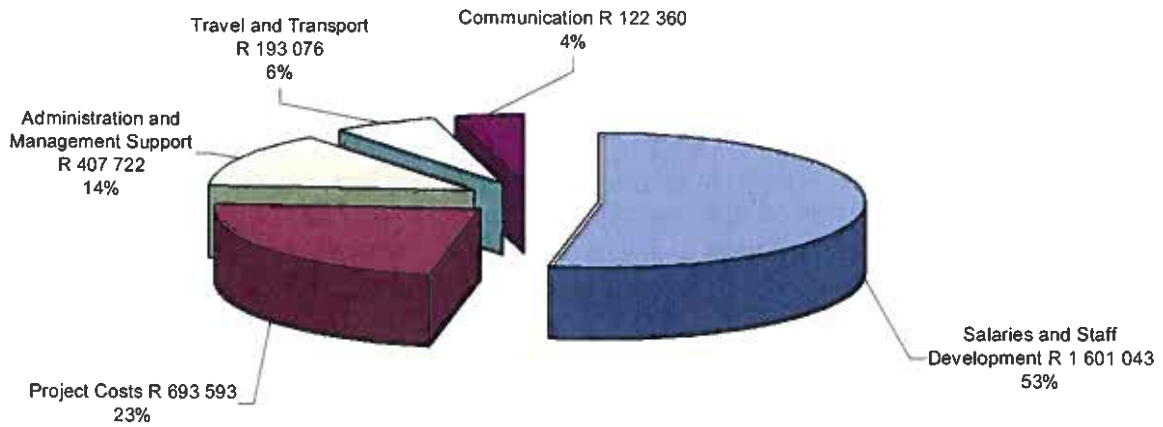


Income for Year Ending 29 Feb 2008

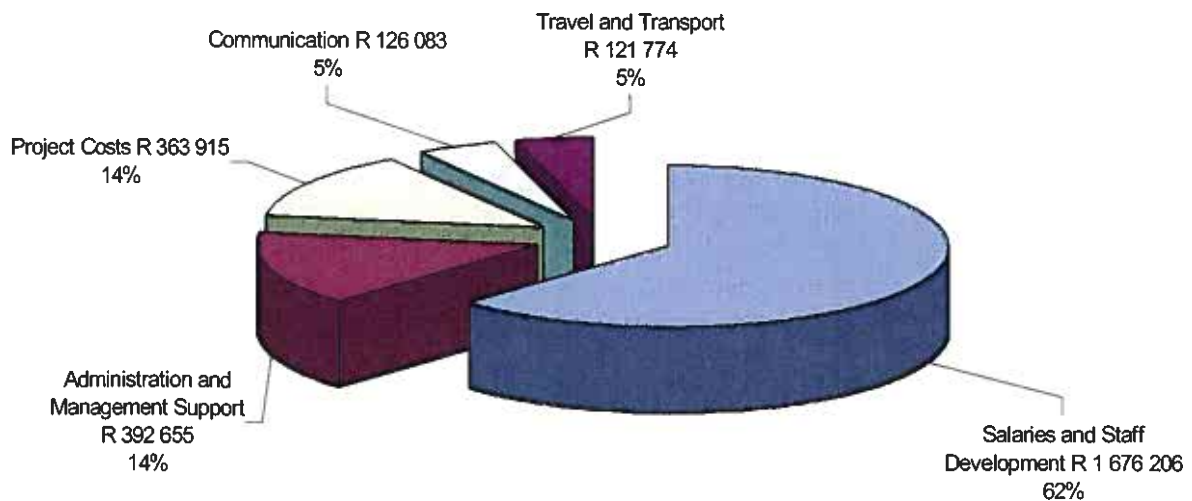


Financials

Disbursement of Funds for Year Ending 28 Feb 2007, Total: R 3 017 793



Disbursement of Funds for Year Ending 29 Feb 2008, Total: R 2 680 632



Publications 2006 - 2007

Amalungelo abasebenzi basemaplazini nasemakhaya. Centre for Rural Legal Studies, 2006. 17 p. (3rd edition of Xhosa version of : Regte vir vroue plaaswerkers = Rights for women farm workers) Location : STAFF 10197

Compliance and enforcement of the Sectoral Determination for Agriculture [briefing paper] Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 4 p. Location : STAFF 10198

Compliance and enforcement of the Sectoral Determination for Agriculture in Ceres - Western Cape. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 23 p. Location : STAFF 10436

Incwadi ngeenkonzo ze-HIV neAIDS kwiingingqi zoomasipali-I-Eden ne Overberg. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 64 p. (Xhosa version of : MIG/VIGS inligtingsbrosjyre vir plaasbewoners inthe Eden en Overberg distrikte Cover title : Incwadi ngeenkonze ze ne-AIDS kubahlali basezifama(MIV/VIGS inligtings gids vir plaasbewoners) Location : STAFF 10082

Masithethe! Van Zyl, M. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 20 p. (Xhosa version of : Praat uit!) Location : STAFF 10084

MIG/VIGS inligtingsbrosjyre vir plaasbewoners in die Eden en Overberg distrikte. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 64 p. (Cover title : MIV/VIGS inligtings gids vir plaasbewoners) Location : STAFF 10081

Praat uit! Van Zyl, M. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 20 p. Location : STAFF 10083

Regte van plaaswerkers en landelike werkers. Centre for Rural Legal Studies 3 ed. Stellenbosch : Sentrum vir Landelike Regsstudies_, 2006. 20 p. (3rd edition of : Regte vir vroue plaaswerkers) Location : STAFF 10196

Straight talk : HIV/AIDS on farms in the Western Cape, book 1. Van Zyl, M. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. viii, 206 p. Location : STAFF 10079

Straight talk : HIV/AIDS on farms in the Western Cape, book 2. Van Zyl, M. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 207-443 p. Location : STAFF 10080

Straight talk : perceptions and experiences around HIV/AIDS on farms in the Western Cape : executive summary. Van Zyl, M. Centre for Rural Legal Studies Stellenbosch : CRLS, 2006. 19 p. Location : STAFF 10079

Publications

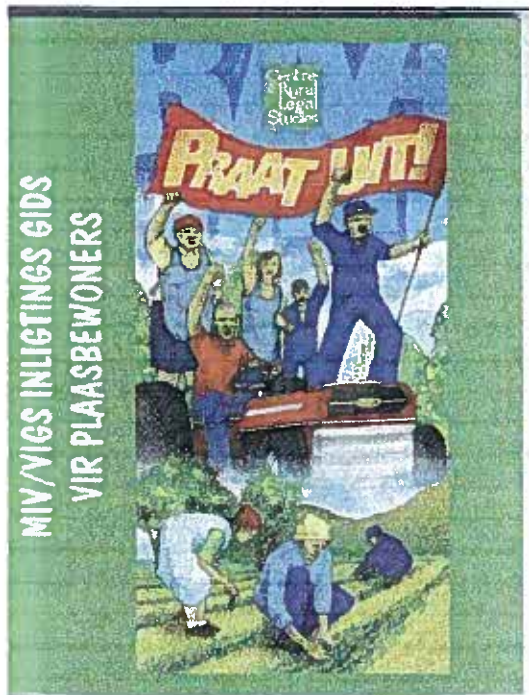
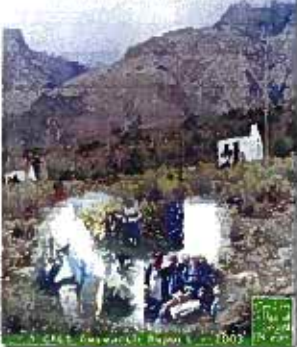
Land Reform Options for Farm workers

The land reform and impact of these on rural communities
in the Western Cape



Gender and Land Reform:

the impact of land reform on women
in the Western Cape



Going for Broke:

A case study of Labour Brokerage on Fruit
Farms in Grabouw



Value Proposition of CRLS

Principle of gender equity: gender is a key dimension along which substantive inequalities persist in the rural sector; interventions developed to confront existing gender hierarchies and unequal gender relations. and must - CRLS is committed to the transformation of our society in respect of gender relations.

Prioritising the poor: scarce development resources must be vested in those who are poorest and most vulnerable, in order to promote equitable development;

Sustainability: development interventions must be designed to be economically, institutionally, environmentally, socially and politically viable.

Integrated development: interventions aimed at promoting rural development must be linked in a manner that is coherent, in both their design and implementation; coordination between institutions responsible for components of a development intervention is essential,

A learning organisation: emphasis on development of a collaborative, highly motivating and energised culture build on mutual respect and trust, in an environment where personal and professional growth and development is encouraged and supported.

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- The farm worker communities who participated and shared in the research and advocacy initiatives
- Partner organisations that we have collaborated with, amongst others the Women on Farms Project for joint research on Labour Brokerage; the Food and Allied Workers Union on organiser capacity building; the Aids Legal Network in our research on best practice models for responding to HIV/Aids in the workplace.

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