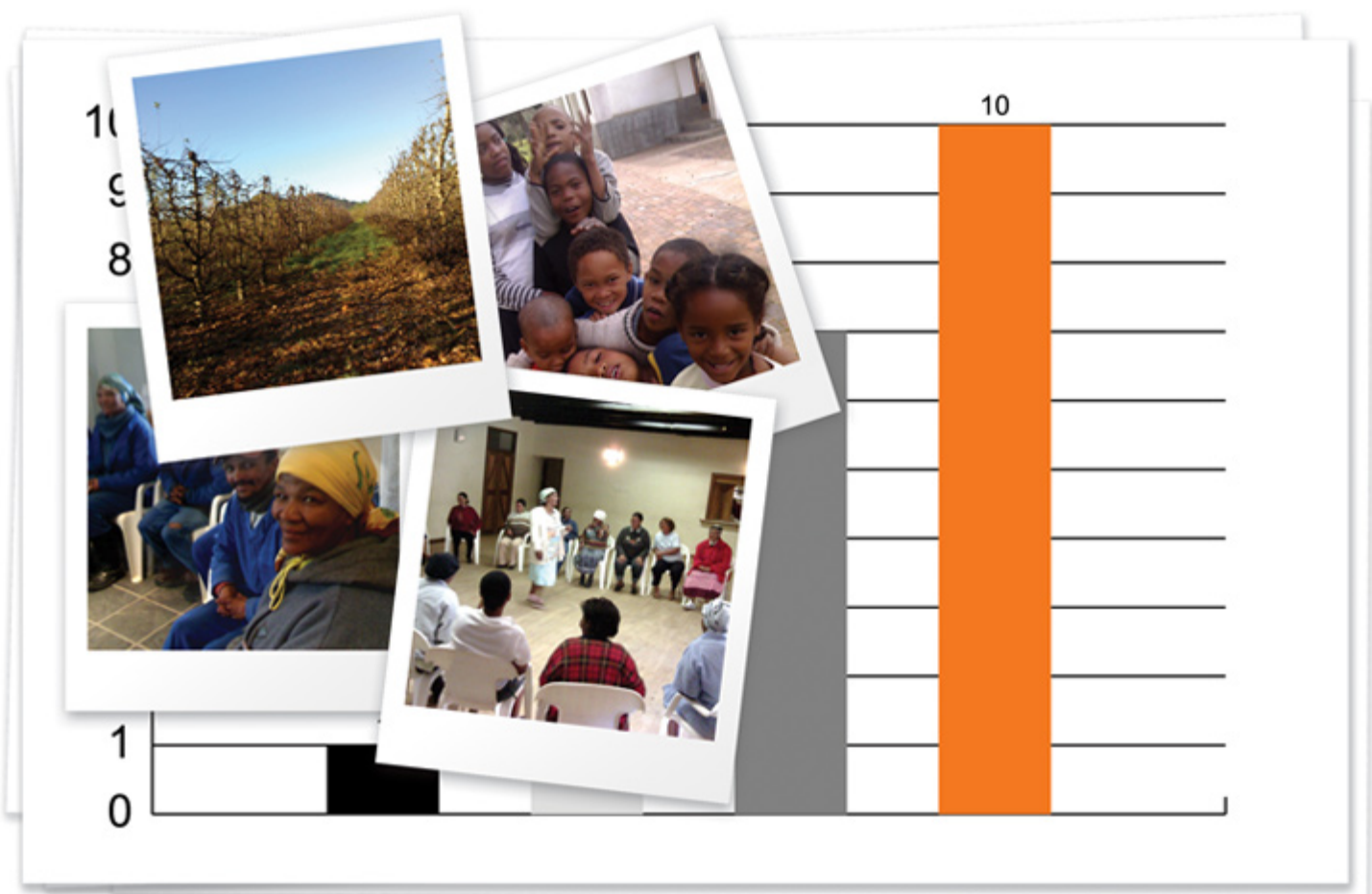


# Sexual Harassment:

## Is it really a problem on farms?

Report of a fact-finding survey of farm workers conducted in 2006 by  
Rural Education, Awareness & Community Health



This research was made possible through funding provided by the International Labour Rights Fund

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## Background

This study was conducted by Rural Education, Awareness and Community Health (REACH), a non-profit organization, that was borne out of the recommendations of a study conducted by its now Executive Director, Joanie Fredericks. From 2001 to 2003 Joanie Fredericks ran the Sexual Harassment Education Project (SHEP) Rural Office, a satellite office established from its head quarters in Johannesburg, with the aim of extending its work into the rural farming areas of Western Cape. The study was called “*Sexual Harassment at work on farms in the Overberg/Western Cape Region*” and revealed a high prevalence of sexual harassment, sexual violence, domestic violence, alcohol and drug abuse and HIV/AIDS, including lack of programs to address and support persons whose lives are affected by these social problems.

The recommendations that arose out of the study were many and although there were a great many promises from government departments and other relevant stakeholders and role players to take on and implement recommendations, an evaluation in 2005 revealed that nothing had happened since. It was due to this ineffectual response that Joanie Fredericks and Claudia Lopes in that same year joined forces to establish REACH.

## Introduction

Sexual Harassment and violence against women is without doubt the most persistent violation of human rights. Acts of legislation are supposed to add to the protection of women in their workplaces and in the home, such as the Employment Equity Act and the Domestic Violence Act, but women’s rights abuses continue unabated.

South Africa has one of the highest rates of violence against women in the world. Women are murdered, raped, physically assaulted, threatened, harassed and abused every single day. The ever-increasing escalation of brutal aggression and violence against women and girls, paints a gruesome picture for the future well-being of our society. Combating harassment and violence against women in South Africa needs and should be a priority especially those living in rural and isolated communities who already face many educational, financial and social problems and have little knowledge of, or access to, effective legal and supportive services.

Rural farm worker communities in the Western Cape are a vulnerable group: low wages, job insecurity, cramped and poor housing conditions, isolation, illiteracy, and limited access to police, health and legal services play a role toward creating an environment that is susceptible to sexual harassment, sexual abuses, domestic violence, including drug and alcohol abuse and HIV/AIDS.<sup>1</sup> The contextual analysis that follows explores the prevalence of harassment and gender-based violence in rural communities of the Western Cape (and surrounding areas), as well as its interlinking and/or precipitating factors, the barriers that restrict access to effective intervention and recommendations on how to further address this issue.

## Contextual Analysis

Over the last few years only a marginal number of studies exist on the prevalence of violence against women in rural communities, but those that do confirm that sexual harassment and gender-based violence is a prominent issue faced by many of these communities:

- 14 out of 15 communities interviewed in the Southern Cape, claimed that, on average, 80 % of women were victims of domestic violence <sup>2</sup> (Artz, 1998, *Access to Justice for Rural Women: Special Focus on Violence against Women*)

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<sup>1</sup> REACH’s definition of sexual harassment includes rape.

<sup>2</sup> Verbal, emotional, economic, sexual and physical abuse, are all forms of domestic violence.

- 67 % of 112 farmers interviewed in the Western Cape said that domestic violence was rife on their farms; 25 % said that sexual harassment took place (Sunde & Kleinbooi, 1999 cited in Parenzee & Smythe, 2003)
- Violence against women and teenage girls is widespread in the Boland area of the Western Cape; girls live under the constant fear and threat of being sexually harassed and raped (Kritzinger & Rossouw, 1999).<sup>3</sup>

Parenzee and Smythe (*Domestic Violence & Development: Looking at the Farming Context*, 2003), explore factors that increase women's vulnerability to gender-based violence on farms in the Western Cape. The two greatest triggers for the occurrence of domestic violence as reported by farm workers were stressful living conditions and alcohol abuse.

Elevated stress from lack of privacy and general cramped living conditions tend to trigger domestic violence, and also play a role in incidences of sexual harassment, rape, and child abuse. Most farms hold separate housing structures for permanent and seasonal workers – the former live in small houses and the latter in hostels. Although both structures offer limited accommodation space, hostels pose greater challenges: each worker has access to one bed, regardless of the size of his or her family, and often these families have no other recourse but to share a room with two or three other families.

Alcohol abuse however is by far the most evidential link between sexual harassment, domestic violence and sexual abuse. Alcohol abuse is rife in farming communities: the traditional dop system of payment and accessibility to shebeens has played a role in the emergence of alcohol and alcohol-related problems among many farm worker communities.<sup>4</sup> Incidences of harassment and violence against women occur more frequently on weekends where consumption of alcohol is at its highest (Kritzinger & Rossouw, 1999, and Parenzee & Smythe, 2003).

Added distressing factors, reported in these studies, are the perceptions held by both men and women that under these alcohol-binging circumstances, incidences of violence against women are justifiable and easily excused. Violence against women, in particular domestic violence, is also seen as being "normal". In Parenzee and Smythe's (2003) study for example, although women and men differed in their perception of when and under which circumstances domestic violence was permissible, most resigned to accept it as the norm in their communities and preferred not to get involved. Community members "turn a blind eye" to domestic violence for fear of retribution in intervening: domestic violence is seen as a "family matter" and should be kept as such unless the abuse is to such a severity that it affects the broader community.<sup>5</sup> This clear complacency, and unwillingness to get 'involved', serves as a barrier to effective intervention of violence against women.

Lack of intervention however is not only restricted to the confines of the farm worker community: farm management, community health clinics and police and legal services also often hold barriers to effective intervention from abuse and violence against women, be it also based on their reluctance to get involved or feeling ill-equipped to deal with such cases.

By in large however it appears that the criminal justice system holds the greatest barrier. In Artz's (1998) study, she notes that almost all of the communities interviewed were dissatisfied with police services especially in relation to domestic violence. The complaints were many: police

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<sup>3</sup> Kritzinger, A.S & Rossouw, H.M. (1999). Teenage Girls on Commercial Farms in the Boland. Women on Farms Project.

<sup>4</sup> In the past, particularly on wine farms, farmers would remunerate workers with the "dop" (tot) system – a form of payment in which workers were given alcohol in exchange for work.

<sup>5</sup> It was interesting to note however that in certain communities where organizations had been working with respect to violence against women, workers felt more comfortable in dealing with these issues (Parenzee and Smythe, 2003).

failed to or were delayed in attending domestic violence call outs; women were disbelieved, ridiculed or blamed for provoking situations; women were either told they did not have enough evidence to lay charges or were discouraged from doing so; and police failed to inform women on criminal justice procedures or to keep them up to date with investigations.

Women in South Africa have a legal right not to be abused and a constitutional right to be free from violence. The Domestic Violence Act (116 of 1998) provides women with a framework to achieve that right by applying for protection orders and laying charges. The criminal justice system impedes that process by setting limits and controlling her access to that right, often discouraging women from ever using the criminal and legal route as a means of assistance.

Other barriers to effective intervention are the lack of or access to nearby services. Farms are generally located at a distance from local towns or cities and the cost of transportation to supportive or legal services decreases a woman's ability to dealing with the problem (Artz, 1998).

Poverty and fear of poverty is one of the greatest barriers that women face to seeking assistance from most forms of gender-based violence (Artz, 1998). The unequal power relations that exist between men and women on farms also place women in an economically vulnerable and dependent position. A woman's access to employment and housing generally rests on the employment of her male partner and, as she is often not contractually employed, she is not guaranteed to maintain these 'benefits' should he die or lose his job (Sunde & Kleinbooi, 1999 cited in Parenzee & Smythe, 2003). This inequality poses added stress on the abused woman who desperately needs reprieve from the violence. The reality is, should a woman lay a charge of rape or indecent assault against her male partner or other family member that may ultimately result in dismissal from his job, she stands a chance of losing everything - her housing, her income. Women cannot rely on receiving social welfare support, and low levels of education renders finding alternative employment almost impossible. For many women leaving abusive relationships, laying charges or merely even obtaining protection orders against their abusers may hold far too many negative consequences for their livelihood: the risks are just too high.<sup>6</sup>

It is evident that violence against women, including intimidation and harassment, is a harsh reality for many women in rural farming communities and it seems that very little is being done to curb this occurrence: farm workers and farm management are averse to getting involved; service providers either lack the necessary skills, resources or concern in dealing with such cases; and abused women, the victims, have few options and little choice in seeking assistance and escape from violence.

The recommendations that the studies of Artz (1998) and Parenzee & Smythe (2003) list are many and need to be carefully considered in order to effectively address violence against women in rural areas:

- Women need to know their rights and be encouraged to speak out without fear of shame or blame;
- Rights-based awareness must be accompanied by ongoing support and 'safety plans' to deal with the potential costs of increasing violence due to shifting the status quo;
- Men need to realize that violence against women is a criminal offence and the belief that men are entitled to women's sexuality has to be obliterated;
- Women need 'safety zones' in their communities where they can feel safe to disclose cases of abuse or victimization;

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<sup>6</sup> Parenzee and Smythe (2003) cite an example of this real probability: on one of the farms they had been researching they were told of a case where a husband had been fired from the farm after countless acts of domestic violence against his wife. The sad reality was that once he was fired, his wife, including their children, were evicted from the farm.

- Supportive structures, especially from farm management, need to be developed so that communities may feel safe in intervening in cases of abuse and violence;
- Police and other relevant service providers in rural areas need to be trained on how to deal with the complex nature of violence against women, and to use this knowledge to enforce victims rights and offer support; and
- More research needs to be done on the nature and extent of violence against women in rural areas.

## Objectives of the study

Recommendations from Joanie Frederick's past research and a review of the research discussed in the contextual analysis, led rise to the ideology behind REACH's approach in addressing sexual harassment and sexual violence on farms. We believe that the best possible means to fully address these sensitive issues was through a holistic approach, one which incorporates awareness raising, counselling, legal support, policy advocacy, campaigning and research.

One of our longer term research objectives is to unearth factors that contribute toward the incidences of sexual harassment and sexual violence on farms. Relevant information and statistics gleaned from such research facilitates more effective project development and implementation while also facilitating the program initiatives of other service providers and stakeholders working within similar fields. On a more global scale, research into these problematic issues would also assist in garnering a greater call for action and support.

To begin this process of achieving this research objective, we felt that the best possible avenue would be to conduct a pilot research project which would enable a more selective exploration of current problems affecting farm working communities. Essentially we wanted to find out what had changed since 2003 and how would it relate to the feasibility behind REACH's work methodology.

## Research Methodology

REACH termed the research project a "fact finding" mission. Five "fact finding" workshops were conducted to do the following:

- (1) present the findings of the previous research report;
- (2) provide awareness raising on sexual harassment (although brief);
- (3) allow a safe space for open group discussions on sexual harassment, drug and alcohol abuse, HIV/AIDS and other problems affecting the farming community; and
- (4) Gather qualitative and quantitative data on the prevalence, scope and magnitude of sexual harassment and other problematic issues on farms through the administration of a questionnaire.

A standard questionnaire was developed to investigate the incidences of sexual harassment on farms, while also looking at other issues affecting the farming communities.

The questionnaire was then translated into Afrikaans, the main language spoken on farms and then split into two parts: part one focused on personal and "heard of" experiences of sexual harassment on farms and also explored participant's general perceptions of sexual harassment.<sup>7</sup> The second part of the questionnaire focused on drug and alcohol use on farms, the perceptions of whether/how it interlinked with other issues on farms and participants perceptions of HIV/AIDS. The questionnaire also made provision to obtain certain demographic information, i.e. age and

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<sup>7</sup> REACH contends, along with the standard definition of sexual harassment, that rape and other assaults of a sexual nature are the worst forms of sexual harassment. The questionnaires made provision for this understanding.

gender of participant, marital status, type of employment etc. Both questionnaires began with an introductory page to our organization, the aims of the research, and a request for their consent in participating with our research study.<sup>8</sup>

The “fact-finding” workshops were to take place over a morning and afternoon on a Saturday with 30 participants per workshop. Workshops were coordinated into two sessions. The first session introduced participants to our organization and the workshop objectives. Participants were asked to indicate their understanding of what constitutes sexual harassment. An information session on sexual harassment then followed. Participants were then asked to complete the first section of the questionnaire. The second sessions allowed for open discussions on the greatest social problems and issues affecting farm workers. This was then followed by the completion of the second part of the questionnaire. Both sessions provided opportunities for more intimate discussions as participants were divided into focus groups and then asked to report back to the big group.

## Farms & Participants in the Study

Five farms from both deciduous fruit and wine-lands farming sectors across the Boland and Overberg Regions of the Western Cape were selected to be part of this study.<sup>9</sup>

Identifying farms and participants was relatively easy. Joanie Fredericks, in her past work, had built a comprehensive database of contacts in the farming sector and had developed many working relationships with local unions; farm community leaders; farm workers; and farm owners and managers. Although we had all this information, we felt it important to once again liaise with these contacts to assist us in identifying other farms that would benefit from the workshops.

The next process was to gauge the interest of farm workers. Where we had good relationships with farm community leaders we asked for their input into the project while also assisting in the sourcing of farm workers that would be interested in participating. At the same time we were also initiating direct contact with farm owners/managers as we felt it was crucial to facilitate greater overall buy-in. Only one farmer wanted to directly participate in this process.<sup>10</sup> A further two farm owners offered their support and welcomed us to work on their farm using their halls as venues for the workshops but suggested that we contact the farm community leaders directly to set them up. The fourth farm owner was clearly disinterested in this process as, despite several attempts at contacting her and leaving numerous messages, she never returned our calls. No attempts were made to contact the fifth farm owner as we were informed by the community leader on that farm was in the process of selling the farm.<sup>11</sup>

Once through this process, farm community leaders were asked to assist us in setting up these workshops. In being highly resourceful, they took it upon themselves to invite 30 participants to

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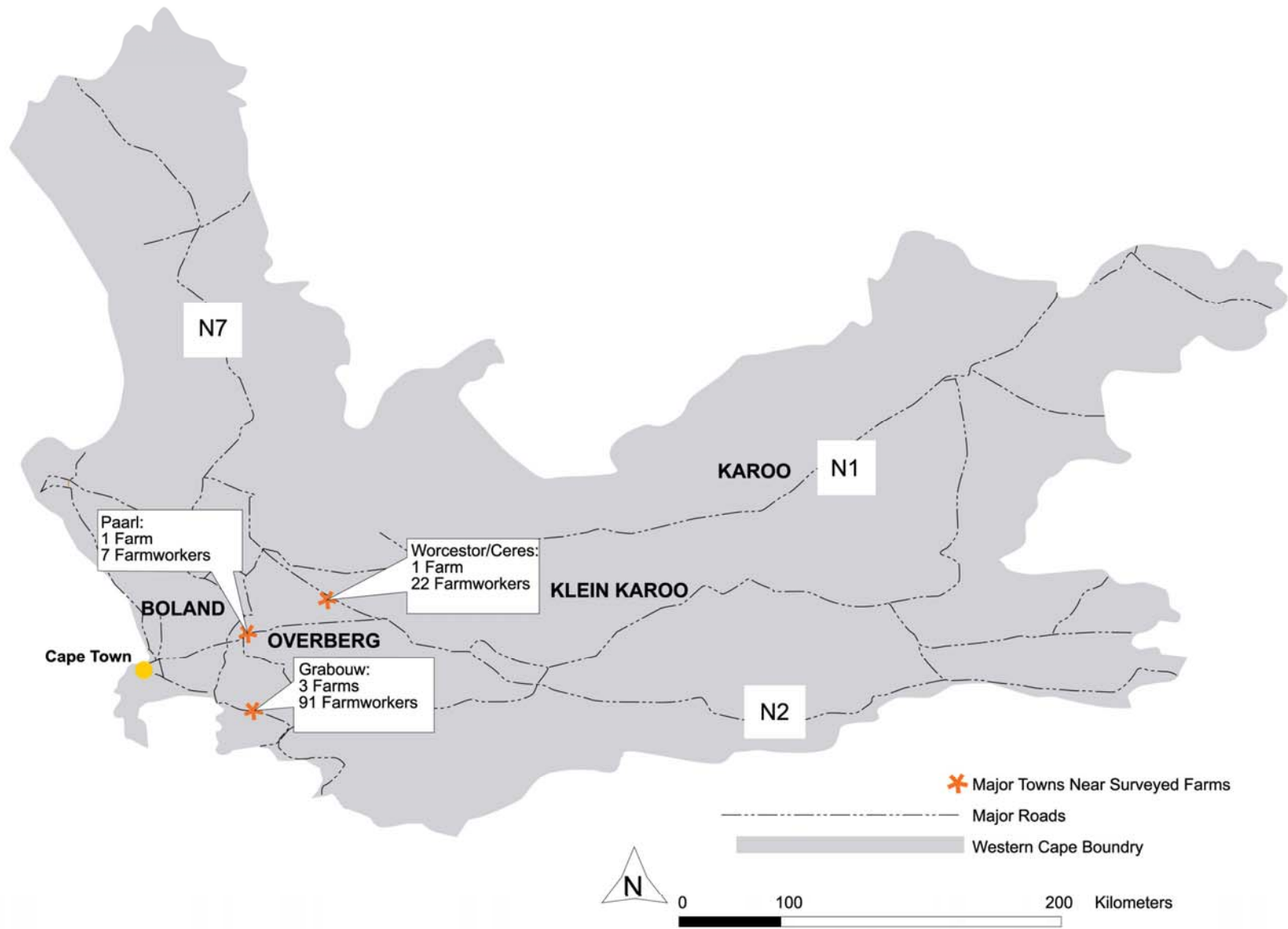
<sup>8</sup> The first part of the questionnaire also provided a definition of sexual harassment. Despite us having held an information session on sexual harassment prior to the questionnaires being distributed, we felt it important to add this to the questionnaire in order to circumvent any confusion or forgetfulness which would hinder research results.

<sup>9</sup> Two out of the five farms were chosen for their previous participation in Joanie Fredericks' research study of 2001-2003 (although there were a great many new faces amongst the participants).

<sup>10</sup> We were contacted by the owners of this farm after they had heard about REACH in a radio interview, and it was from their enthusiasm of our work and interest in the development of their farm workers that we decided to include them in this research project

<sup>11</sup> We later learned that the farm had been put up for sale without the farm workers being informed. Needless to say there was a lot of anger towards the farm owner for not having included them in his intentions, but we found that participants were more concerned and fearful as to what the sale of the farm meant for their future.





attend the workshop; to organize the venue and arrange transport for participants when it was required.<sup>12</sup>

## Research Assessment

The following are a list of factors that we believe in general hindered the research and may have impacted on the quality of the answers to the questionnaires.

### 1. Weekend Workshops

As mentioned earlier, workshops were mainly conducted on a Saturday as most of the farm owners would not allow workshops during weekdays as, they informed us, cuts down on farm productivity. We found that when we were given access to workers during the week, workshops were often cancelled at the last minute.<sup>13</sup> We only had one successful workshop during a week day and this was the farm that we decided to include after the farm owner contacted us directly.

Weekend workshops however were not less problematic. Despite having scheduled the workshops weeks in advance, we found that many participants did not arrive at the times that the workshops were set to begin. Saturdays are the only days that farm workers have an opportunity to travel into the local towns to do their shopping.<sup>14</sup> This meant that workshops often only started at midday, when farm workers returned from town, and only few of those who stated that they would be attending the workshops actually did.

### 2. Alcohol Abuse

Alcohol abuse on farms is a problematic issue. Out of the five farms, a good few participants from three of those were under the influence of alcohol.<sup>15</sup> There were some occasions where participants walked out of the workshop to return several minutes later. This happened throughout the day. Our impression was that some of them were drinking alcohol during these short, unscheduled breaks as they appeared more intoxicated as the day wore on. Once again this impacted on the quality of the responses to the questionnaire.

### 3. Segregations on Farms

Some farms are marred by segregations. There appears to be three primary reasons:

- (1) race;
- (2) rank or status of farm worker, i.e. permanent, contract or seasonal; and
- (3) political

With respect to race, coloured and African farm workers do not generally liaise with each other, the greatest reason amongst farm workers being cited as “cultural differences”. During the apartheid era, under the homelands policy, the movement of African people throughout South

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<sup>12</sup> Some of the larger farms have several living quarters spread out across their vast land. Transport was organized for those living further away from the workshop venue.

<sup>13</sup> In fact, after having one particular workshop postponed three times we decided to invite another farm to participate in this research.

<sup>14</sup> Farm workers are generally paid fortnightly. Wherever possible we tried to organize workshops during weekends that did not take place following pay-day.

<sup>15</sup> On one particular farm the situation was so problematic that we had to run a follow-up workshop during the week in the evening to ensure more thorough and sober participation but this by no means resolved the problem entirely. At another farm, upon waiting for two hours for participants to arrive, facilitators went to one of the farm houses to find out whether participants who had confirmed their attendance would in fact be attending the workshop. Facilitators found six men, who had confirmed their attendance, sitting around a camp fire drinking wine. They were invited to attend but of the six who did only one farm worker remained during the duration of the workshop.

Africa was severely restricted. Coloured people were therefore the staple workforce on farms. The post apartheid era has seen greater emergence of Africans into the farm workforce but nevertheless their complete integration into the traditional farm worker society remains restricted.

Permanent and seasonal farm workers either chose not to or are not encouraged to mingle with contract workers. Predominantly, over the harvesting season, farm owners employ the services of male farm workers on a contractual basis. Thereafter these workers leave to work on other farms in the vicinity or in other towns further away. It is widely known that in some instances these men have sex with several different women whilst contracted to work on a particular farm, but also suspected that they are HIV positive. As the majority of seasonal workers on farms are women, it is understandable why some farm owners discourage the interaction between these staff and contract workers.

Finally, segregations exist between different groups on the farm. For example, on one particular farm, after several telephonic discussions to set up and confirm a workshop with one of the community farm leaders, we arrived on that Saturday to a desolate hall. Upon further investigation we were told that our contact had left for a weekend away. The farm workers that we spoke to however had not been informed or invited to the workshop. It later emerged that on this farm there are two separate “camps” so to speak. Both “camp leaders” are quite selective as to who will be invited to participate in certain events. To address this situation we had to work directly with both leaders from the opposing camps to ensure that we reached the community as a whole and not just a selected few.<sup>16</sup>

The existence of these segregations played a dramatic role in workshop participation and thereby directly impacted on the research findings. The analysis is therefore by no means representative of an entire community.

#### **4. Literacy and Language**

As mentioned earlier, the emergence of Africans into the workforce has seen an increase in the number of African, Xhosa speaking farm workers.<sup>17</sup> Although their primary language is Xhosa they are generally more proficient in English than Afrikaans but this is not always the case.

Unfortunately, we did not have the resources to hire someone to translate the questionnaire into Xhosa. In situations where Xhosa speakers could speak English they were asked to fill in the English version and where Xhosa speakers found difficulties in answering either of the two versions, one of the facilitators or assistants would help them in filling in the questionnaires.

Illiteracy was also a problem. When noticing that some of the older participants were struggling to fill in questionnaires, we approached them to find out what the matter was. Farm workers are proud people and often instead of telling us that they were not able to read or write, they cited “problems with their eyes” as the reason for not being able to fill in the questionnaire. In such circumstances facilitators and assistants and, at times, other workshop participants were able to help them fill in the questionnaires.

Language and literacy was therefore a hindrance during these fact finding workshops. Translation during workshops was time consuming as was helping participants with the questionnaires. We unfortunately once again did not have sufficient resources to hire assistants and found it difficult to source the services of volunteers who were bilingual.

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<sup>16</sup> This approach may have helped encourage farm workers to have closer relations with one another.

<sup>17</sup> A common African dialect in the Western Cape.

## 5. Trust & Confidentiality

Trust and confidentiality is a big issue on farms. Not all but certainly a great majority of participants, when asked about these issues in focus group discussions, reported to not trusting anyone on the farm regardless of family bonds or friendships. Gossip is very much a “pass-time” activity on farms, and we have heard it ourselves, that when there are incidences of abuse, the gossip which spreads amongst the community often entails judgment and blame toward the victim(s) of sexual harassment, rape or domestic violence. This environment coupled with misconceptions about these issues only further re-traumatizes victims who are afraid of talking about their experiences or how they felt. In that there already is mistrust within the communities, it is safe to say that there is also mistrust of outsiders and certainly the one-day workshop that we had per farm was by no means conducive to winning their full trust or enough to enable a safe and supportive environment where these issues could be discussed in more depth. These reasons could explain why the research revealed less collaborative data on the incidences of sexual harassment and rape, despite community leaders telling us in private that there were many human rights violations on their farms.

## 6. Limitations

Some of the limitations of this study include the fact that not all interviewees answered all the questions posed in the questionnaire. In many incidents interviewees who answered some questions did not answer others. Due to this inconsistency many questionnaires were therefore considered invalid, making it difficult to draw comparisons and assert conclusive findings.

The research was conducted in two regions of the Western Cape, the Overberg and the Boland. Three farms were from the Overberg and two from the Boland. As we did not have enough resources to include a third farm from the Boland area, and taking into consideration the inconsistency of the data, there was little room for a comparison of the state of sexual harassment between these two regions.

## Recommendations from Assessment

The following are recommendations that arose out of the research assessment:

- In general, attendance at workshops would be better guaranteed if workshops were to be held as weekend get-a-ways.<sup>18</sup>
- REACH can circumvent or reduce the number of inebriated participants through policies (rules and regulations at workshops) for participants.<sup>19</sup>
- Research questionnaires should be shortened and phrased in simpler terms to possibly circumvent invalid answers and no replies.
- For more in-depth analysis of problematic issues on farms, field workers need to be hired to conduct one-on-one interviews with participants. This would circumvent any language and literacy problems, while also aiding more thorough capturing of information.
- Multilingual persons should be hired to assist with workshops.

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<sup>18</sup> REACH has already begun implementing this. The majority of our workshops now take place over weekends, where farm workers are invited to weekend-a-ways at a holiday resort. Participants are eager to attend these workshops and thoroughly enjoy spending time away from the farms while being able to learn crucial information.

<sup>19</sup> REACH has also already implemented this and has not encountered this problem since.

## Research Findings



## Sample & Demographics

The aim of the research was to address sexual harassment and sexual violence and its interlinking factors such as drug and alcohol abuse and HIV/AIDS on farms in the Western Cape. The research was conducted on five farms in the Boland and Overberg region. The questionnaires were broken up into two sections, questionnaire 1 focused on sexual harassment, and questionnaire 2 on drug and alcohol abuse and HIV/AIDS on farms. The questionnaires were also used to extract demographic information on the participants, e.g. age, gender, number of persons living with them, levels of education, employment history, etc. These are all important aspects to consider in order to fully understand the farming sector where people live and work in the same environment. This type of information aids in highlighting certain complexities, hindrances, barriers and interlinking factors that may contribute to or have an affect on the occurrences of sexual harassment and sexual violence on farms and whether persons affected by these problematic issues will in fact seek assistance or take no action whatsoever.

**Table 1. Research sample**

Farm	Type	Region	Total		
			Nr. of participants	Questionnaire 1	Questionnaire 2
Farm A	Deciduous fruit mixed	Overberg	32	31	27
Farm B	Deciduous fruit mixed	Boland	7	7	0
Farm C	Deciduous fruit mixed	Overberg	41	40	38
Farm D	Wine and Deciduous fruit	Boland	22	22	22
Farm E	Wine and Deciduous fruit	Overberg	18	18	16
<b>Totals</b>			<b>120</b>	<b>118</b>	<b>103</b>

**Table 2. Demographic information of sample**

Category	Sub-Category	Questionnaire 1 <sup>20, 21</sup>	Questionnaire 2 <sup>22, 23, 24</sup>
Average age		38	38
Average total of persons in house		5	5
Gender	Female	70 %	71 %
	Male	30 %	29 %
Marital status	Single	38 %	43 %
	Married	46 %	40 %
	Living with partner	11 %	12 %
	Divorced	5 %	4 %
Language spoken	Afrikaans	88 %	88 %
	Xhosa	9 %	8 %
	English	3 %	4 %

<sup>20</sup> Out of 116 participants who specified their gender

<sup>21</sup> Out of 112 participants who specified their marital status

<sup>22</sup> Out of the 101 participants who specified their gender

<sup>23</sup> Out of the 97 participants who specified their marital status

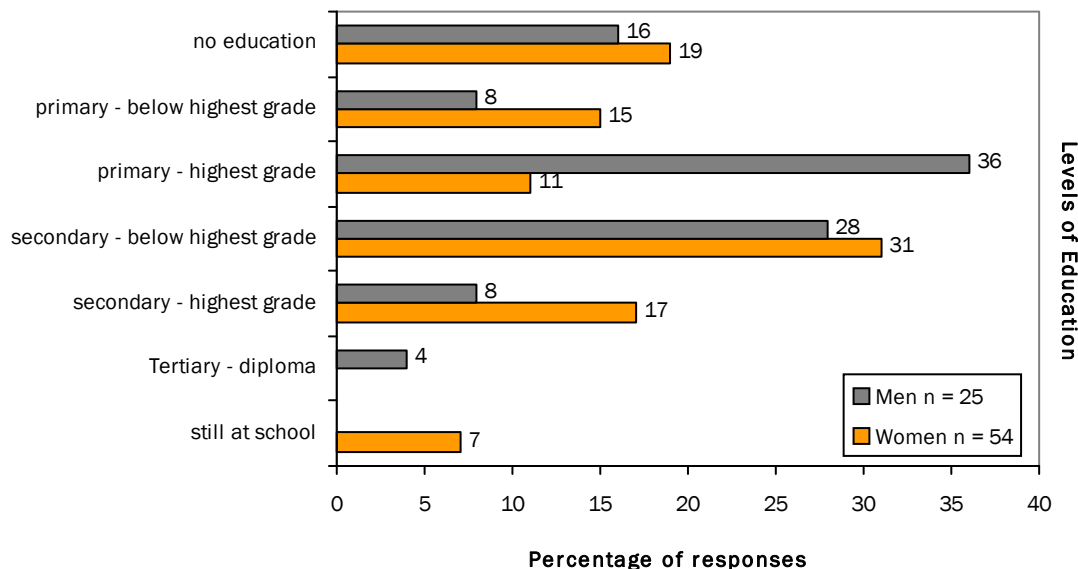
<sup>24</sup> Out of the 94 participants who specified the number of persons living in their house

# Education & Employment

## Education

Out of a sample of 103 farm workers, 24 did not answer in respect of this question. Of the 54 females and 25 males who answered the results indicated that:

**Chart 1. Education levels of participants**



- A little under a fifth of participants reported to not having had any education. Out of the four males who reported this, the youngest was 26 years old and the other three ranged between 36 – 54 years of age. Out of the 10 female participants who replied to not having any education, the youngest three were 19, 25 and 26 whilst the older persons ranged between 45 - 70 years of age. There does not seem to be too much of an age discrepancy in respects of no formal education.
- Women are in the majority in respect of: (a) having no education (19 % of women compared to 16 % of men), (b) having attained below the highest grade in primary school (15 % compared to 8 % of men), (c) below highest grade in high school (31 % of women and 28 % of men), and (d) highest grade in high school (secondary education) (17 % of women compared to 8 % of men)
- Men are in the majority in respect of having a higher grade of education in primary school (secondary education) (36 % of men compared to 11 % of women)
- Out of the two genders, only 1 male (4% of the total male sample) had attained the highest level of education, namely tertiary education (diploma)
- Interestingly, out of the participants under the age of 18 (5 girls and 4 boys), only girls were still at school.

This could indicate that women are realizing the value of remaining at school and improving their education, but it may also very likely reflect the fact that due to the high levels of poverty boys are taken out of school earlier than girls and sent to work in order to support the family.

## **Type of Work Done**

Participants were asked what type of work they had done at their previous employment and what they were currently employed to do.

### **Previous Employment**

Out of a sample of 103 farm workers, 34 did not answer and 19 were not applicable. Of the 50 persons who answered:

- Women were predominantly employed as general workers (13), domestic workers (7) and packers (7). The remaining participants described their previous employment as sorters (2), cleaner (1), and “other” (2).
- Men were also predominantly employed as general workers (8). Men however held “higher ranking jobs” in comparison to women such as builder (1), tractor drivers (2), Machine operators (3) and supervisors (2). The other participants defined their past employment as pruner (1) and “other” (2).

### **Current Employment**

Out of the same total sample, 45 did not answer, 19 were not applicable. Out of the 39 participants who answered the question:

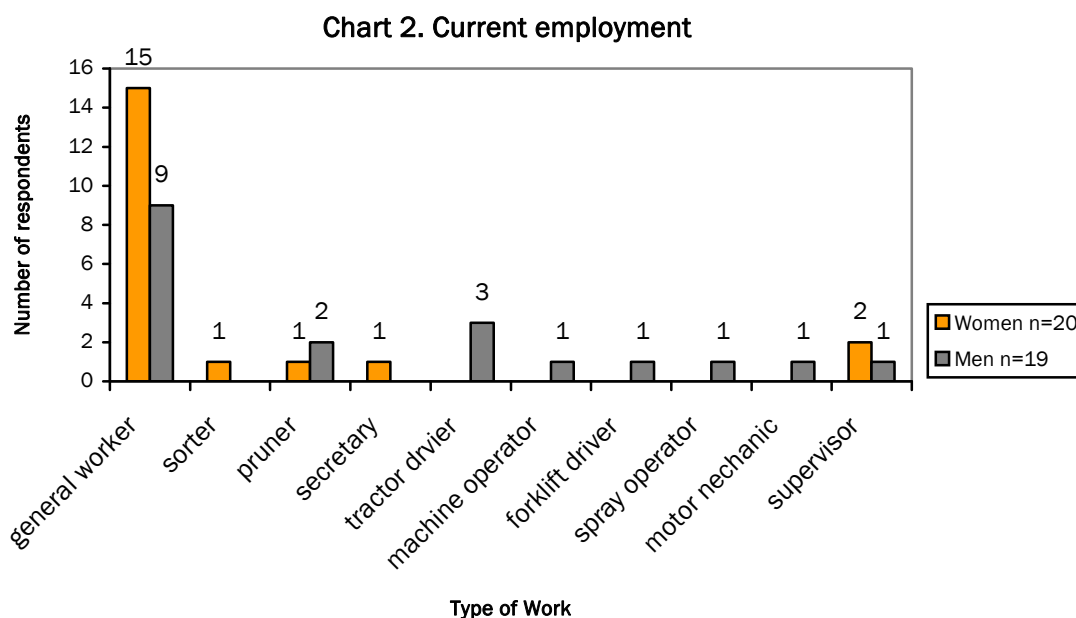
- Women were predominantly employed as general workers (15). Women are also employed as pruners (1) and sorters (1). Unlike the first sample, 2 women were employed as supervisors and 1 woman was employed as a secretary.
- Men were also predominantly employed as general workers (9) with 2 men employed as pruners. Once again much like the first sample, men held higher ranking jobs such as tractor drivers (3), motor mechanics (1), spray operators (1), forklift drivers (1), machine operators (1) and supervisors (1).

Much like the first sample, both men and women are predominantly employed as general workers. Men on the other hand however hold “higher ranking” jobs. Perhaps this can be attributed to women being given fewer opportunities to hold higher ranking employment be it due to

- (a) Inaccessibility to additional training/skills development; and/or
- (b) power imbalances/gender inequality

For whatever reason women hold lower ranking jobs, the reality is that the status quo keeps women subservient and dependent on their husbands, partners or male family members for a greater sense of security





### Type of Contract at Place of Employment

Out of 103 farm workers, 19 did not answer and 17 were not applicable/do not work. A total of 67 persons answered the question: 42 women, 24 men and 1 person did not specify their gender.

**Table 3. Type of contract, by gender**

Type of Contract	Gender of Respondents		
	Female	Male	Non-specified
Permanent	8	19	0
Contract (temporary)	7	4	0
Seasonal	27	0	1
Other	0	1	0

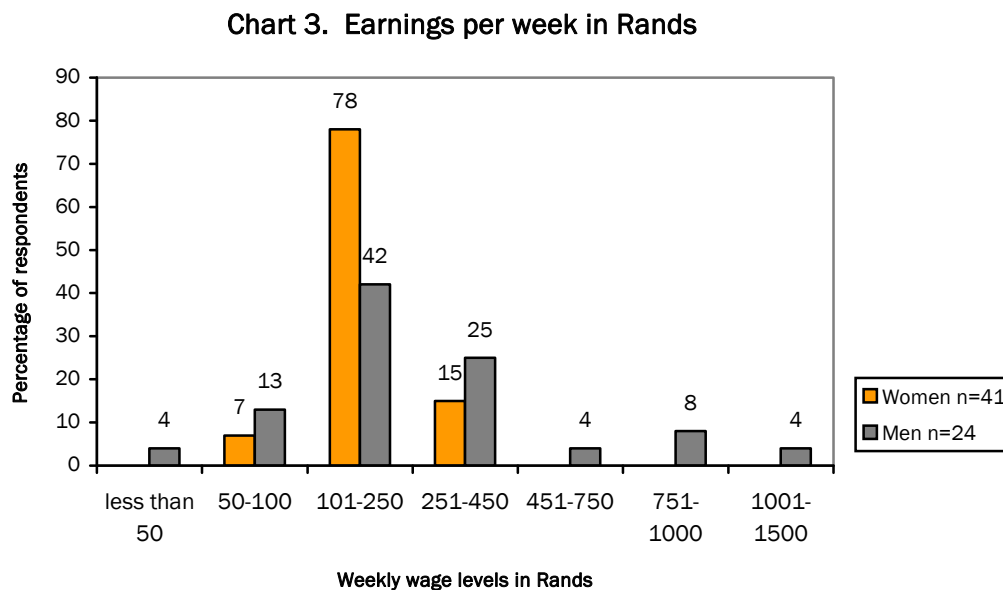
- The majority of male participants are employed as permanent workers.
- Women are still in the majority in respect of being employed as seasonal workers.

Focus group discussions during workshops revealed that farm workers employed as seasonal workers are not entitled to the same benefits as permanent contract workers. Their employment is restricted to the harvesting season, once this is over farm workers may wait up to six months, if not longer, to be re-employed. Seasonal farm workers are also not generally entitled to housing.

The fact that in our sample only women were employed as seasonal workers paints a clear picture that women are once again reliant on male partners for financial and housing security. This may be a contributing factor, much like the studies earlier on in this report revealed, to women not reporting cases of sexual harassment or sexual violence. Doing so may place them at risk to losing their jobs and/or access to housing.

## Earnings per week

Of the 103 farm workers, 20 did not answer and 17 were not applicable or did not work. 1 person did not specify their gender.<sup>25</sup> Of the 41 females and 24 males who answered the results revealed the following:



- The majority of both men and women earn between R101 and R250 per week
- Out of our sample, only men earned the higher salary ranges per week (except for one male, 4 % of the total male sample, who earned less than R50 per week)
- 1 participant who did not specify gender earned between R101-250 per week.

It is clear that men earn much higher wages than women and this ensures that women remain in lower income brackets and therefore still struggle to rise above their current socio-economic status and conditions.

Farm workers wages are however determined and regulated by the Department of Labour's Sectoral Determination for the Agricultural sector. From the period of 1 March 2005 to 28 February 2006 the minimum monthly wage for farm workers was R 949.58. Clearly the majority of farm workers in this study were earning way below the minimum monthly wage.

## Payment in Kind/Other Subsidies

When asked whether participants received any goods as part of their salary only 19 answered (15 women and 4 men)

- 6 females said they receive food. Out of these 6, two said they also received livestock and land. Another 6 females replied to receiving land, including 1 female who over and above that also received electricity and medical aid. 1 female was given livestock, 1 said

<sup>25</sup> This participant has not been included in the graph.

electricity, and another woman did not specify.

- 2 males said they received food. 1 male received livestock including another benefit which he did not specify. 1 male received land.

This seems to suggest that whilst women do not earn high salaries, they are offered other forms of benefits. The questionnaire did not make provision to highlight the circumstances under which conditions these subsidies are received, but it may indicate that there is greater focus on women being able to provide for their families through varying non-financial means.

## Housing Benefits

60 farm workers answered the question of whether they had housing benefits in their own right. Of this sample, 37 females, 22 males and 1 person who did not specify gender replied:

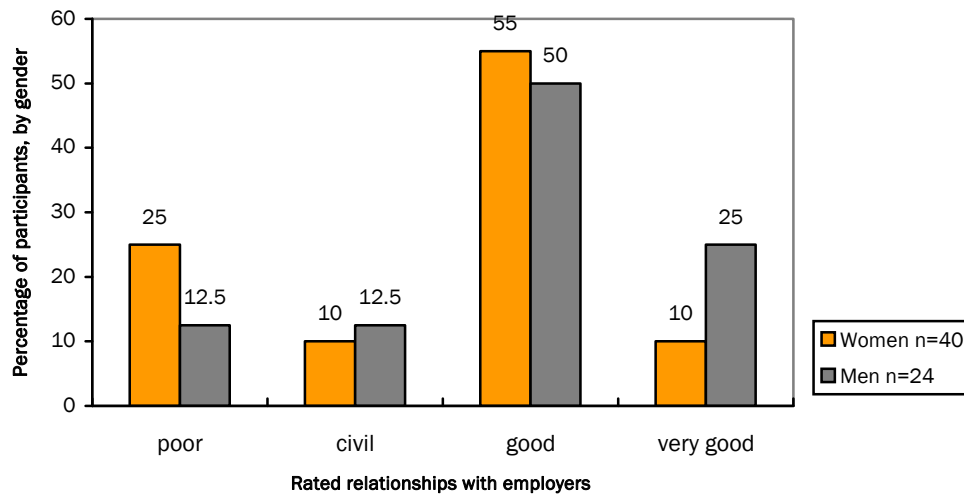
- 28 females indicated that they do not have any housing benefits compared to 11 males. When comparing housing benefits with respects of type of employment contract, 6 of the 11 males had permanent job contracts, 2 had temporary contracts, 1 did not reply and 2 were not applicable. Out of the females who said they did not have housing benefits, 4 of the 28 females had permanent contracts, 5 had temporary contracts and 16 were employed as seasonal workers. 1 did not reply and 2 were not applicable.
- 9 females indicated that they do have housing benefits compared to 11 males. The 1 person who did not specify gender said that he/she had housing benefits. When comparing housing benefits with respects of type of employment contract, 8 of those 11 males had permanent job contracts, 2 had temporary contracts and 1 had not specified. Out of the females who said they had housing benefits, 2 females had permanent job contracts, 1 female had a temporary contract and 4 had seasonal contracts. 1 did not reply and 1 was not applicable. The 1 person who did not specify gender was employed as a seasonal worker.

## Relationships with Employers

With respects to farm workers relationships with their employers, out of a sample of 103 farm workers, 21 did not answer and 17 were not applicable. 40 females, 24 males and 1 person who did not specify gender answered the question.

- “Poor” category: 3 males, 10 females
- “Civil” category: 3 males, 4 females
- “Good” category: 12 males, 22 females, 1 non-specified gender
- “Very good” category: 6 males, 4 females

**Chart 4. Relationships with employers**



When comparing only the female and male sample, the data revealed:

- 25 % females indicated that their relationship was poor as opposed to 12.5 % males
- 10 % females indicated their relationship was civil as opposed to 12.5 % males
- 55 % females indicated their relationship was good as opposed to 50 % males.
- Only 10 % females indicated their relationship was very good as opposed to 25 % males.

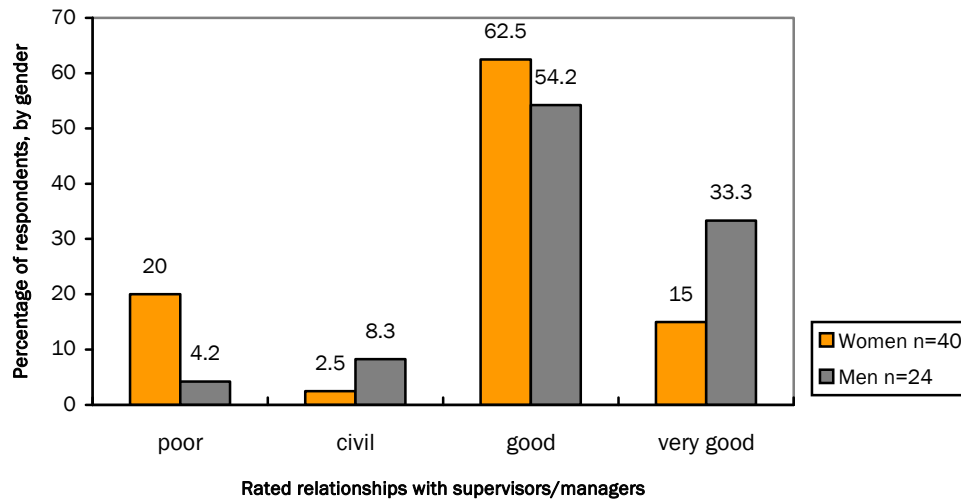
A great majority of the participants rated their relationship as “good” and “very good”. Clearly however there are still some strained relationships. Relationships between employer and employees are paramount to overall work satisfaction and general well-being. If your relationship with your employer is not satisfactory it is more likely that you will not approach them when it comes to problems at work or other personal problems. The fact that roughly about a third of participants rated their relationships as “poor” or “civil” could be indicative of low levels of trust, which consequentially, may pose a barrier or an impediment, should farm workers be experiencing sexual harassment or other types of abuses, to seeking assistance from or reporting such incidents.

## **Relationships with Managers/Supervisors**

With respects to farm workers relationships with their supervisors or managers, out of a sample of 103 farm workers, 20 did not answer and 17 were not applicable. 40 females, 24 males and 1 person who did not specify gender answered the question. The data revealed:

- “Poor” category: 1 male, 8 females
- “Civil” category: 2 males, 1 female
- “Good” category: 13 males, 25 females, 1 non-specified gender
- “Very good” category: 8 males, 6 females

**Chart 5. Relationships with supervisors/managers**



When comparing only the female and male sample, the data revealed:

- 20 % females indicated that their relationship was poor as opposed to 4.2 % males
- 2.5 % females indicated that their relationship was civil as opposed to 8 % males
- 62.5% females indicated that their relationship was good as opposed to 54.2 % males
- 15 % females indicated that their relationship was very good as opposed to 33.3 % males

This is roughly the same pattern found as with the rated relationships with employers.

### **Female Supervisors at Work**

When asked whether there were female supervisors at participant's place of work, out of the 103 participants, 26 did not answer, 16 were not applicable. Of the 39 females and 22 males who answered, the data revealed:

- 26 females said there were female supervisors on their farm, while 13 said there were not. 8 males said there were female supervisors on their farm, 14 said there were not.
- There seemed to be a clear discrepancy as 67 % of females replied in the affirmative while 64 % of males replied in the negative.<sup>26</sup>

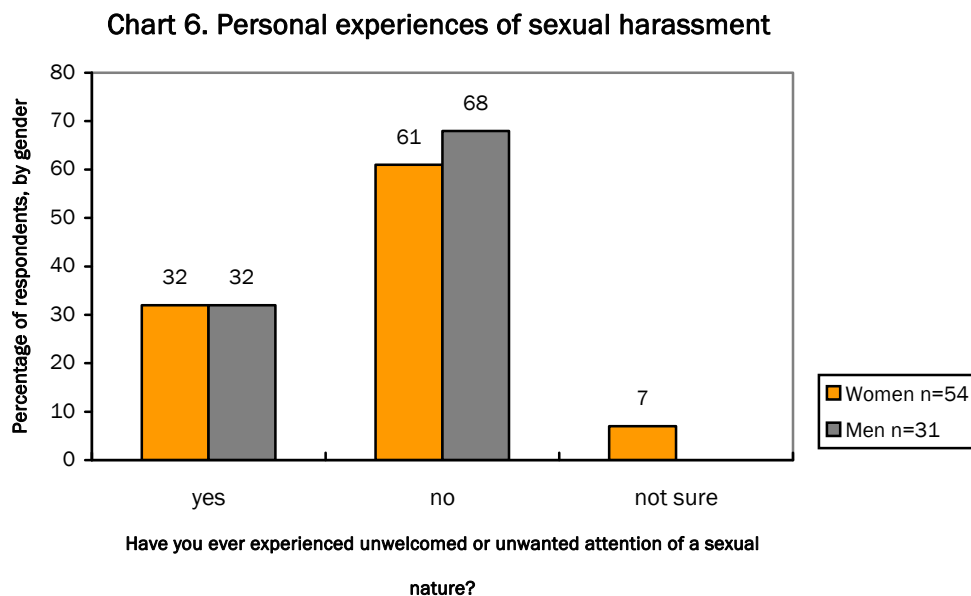
It is however important to have women as supervisors on farms as women generally relate and respond better to other women. This is particularly significant if it comes to reporting incidences of sexual harassment or other abuses

### **Sexual harassment on farms <sup>27</sup>**

<sup>26</sup> The discrepancies were not dependent on farms either as all farms were mentioned in both categories.

## Personal Experiences

118 participants were asked whether they had ever experienced any unwanted or unwelcome attention of a sexual nature. 27 females and 2 males did not reply. 2 males were not applicable. Out of the 54 females and 31 males that answered:



- 17 females and 10 males (32 % of females and 32 % of males) answered that they had experienced unwelcome or unwanted attention of a sexual nature.
- 33 females and 21 males (61 % of females and 68 % of males) answered that they had not.<sup>28</sup> The one participant who did not specify gender said that he/she had not had any personal experiences of sexual harassment.<sup>29</sup>
- 4 females (7 %) said they were not sure.

Interestingly, this sample indicates that an equal number of men and women received unwanted attention of a sexual nature (32 % of both females and males). We could tentatively say that our sample reveals that 1 in every 3 women and men are sexually harassed.

However, if one includes the 4 women who answered that they were not sure, which may indicate a probability that something did happen that made them feel uncomfortable, then one could

<sup>27</sup> Two participants did not specify their gender. Of these two, one did not answer any of the questions with respects to personal or “heard of” experiences of sexual harassment. The other, answered that he/she did not have any personal experiences of sexual harassment nor had he/she heard of other experiences on the farm.

<sup>28</sup> One male however, who at first said he had not been sexually harassed, answered to several questions thereafter pertaining to being sexually harassed. He reports that he was harassed at work by a male who made comments or remarks about his dress or appearance. He said this unwanted attention of a sexual nature made him feel angry; ashamed/humiliated and frightened. At first he said he tried to tell someone about it but the person did not believe him. He then added that he did speak to a friend about it who suggested that he report the case to the police. He did not take any action though because he feared that no-one would believe him. Despite him replying to several of the questions on the harassment, he has not been included in the sample due to this inconsistency.

<sup>29</sup> As this person did not specify gender, he/she was not included in the percentages comparison or in the graph.

feasibly say that women are the main recipients of unwanted sexual attention.

At the same time a large number of women, 27 females compared to 2 males, chose not to answer this question at all. Could this be indicative that sexual harassment is still by its very nature secretive and that some women are still not comfortable discussing these sensitive issues?

## About the sexual harassment

17 females and 10 males who reported having experienced unwanted attention of a sexual nature were asked several questions about the incident(s). In some cases participants chose not to answer certain questions, this was however more characteristic of males than females.<sup>30</sup>

Two tables, segregated by gender, follow describing each person's experience.<sup>31</sup> Below though is a brief summary of the findings based on the answers of participants per question asked:

### Location/setting

3 females replied at work, 7 said at home and 6 said they were harassed in a social setting. 1 female said she had been harassed at work and in a social setting.

1 male replied at work, 3 said at home and 4 said they were harassed in a social setting. 1 male said he was harassed at work and in a social setting. 1 male said he was harassed at work and at home.

**Table 4. Setting/location of the unwanted attention of a sexual nature**

Reported happening at:	Gender of Respondents		Total
	Female	Male	
Work	3	1	4
Home	7	3	10
Social Setting	6	4	10
Work and home	0	1	1
Work and social setting	1	1	2
<b>Total</b>	<b>17</b>	<b>10</b>	<b>27</b>

According to this sample most of the incidences of sexual harassment occurred at home or in a social setting.

### Age of Participants

The majority of males were harassed between the ages of 26 – 30, while the majority of females said they were harassed between the ages of 16 – 19.

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<sup>30</sup> One female however chose not to answer any questions about the harassment other than it happened at work. She has therefore not been included in the table.

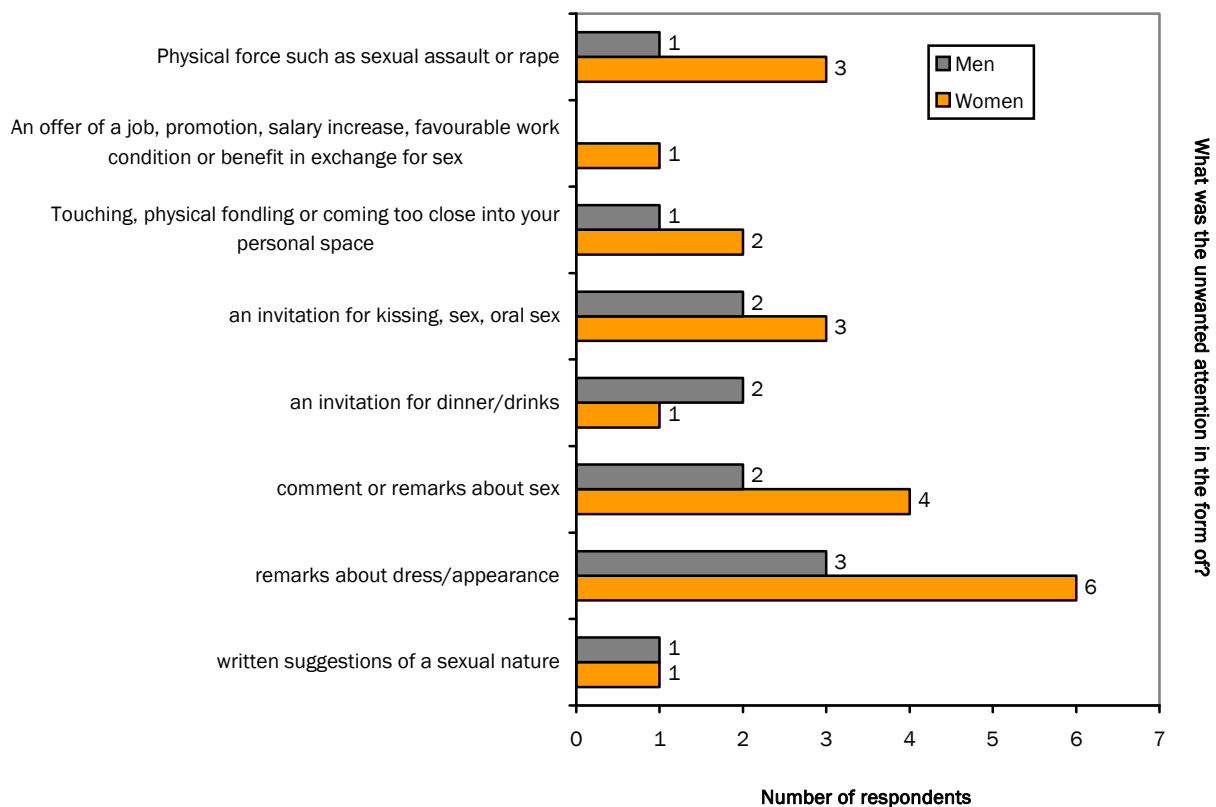
<sup>31</sup> Refer to table 5 for males and table 6 for female's personal experiences of sexual harassment.

## Type of Harassment

Participants were asked to tick as many as applied when asking what type of unwanted attention they received. The most comment types of harassment reported by males was “comments or remarks about dress or appearance” (3) followed by “comments or remarks of a sexual nature” (2), “invitations for dinner & drinks” (2) and “invitations for kissing, sex or oral sex” (2). Other types of harassment were also mentioned: “touching, physical fondling or coming too close into personal space” (1); and “written suggestions” (1). “Physical force in the form of sexual assault or rape” was reported by 1 male. 3 males chose not to answer this question.

Female participants cited “comments or remarks of a sexual nature” more often (6), followed by “comments or remarks about dress or appearance” (4). “Physical force in the form of sexual assault or rape” was reported by 3 females. Other types of harassment mentioned: “invitation for kissing, sex or oral sex” (3), “offering of money or some kind of benefit in exchange for sex” (1), “invitation for dinner or drinks” (1) and “written suggestions” (1).

Chart 7. Type of sexual harassment reported



## Frequency of Harassment

The majority of male participants said the harassment occurred “all the time/almost every day” (4) while the majority of female participants said that the harassment was “once off” (8).

## Who was the Perpetrator?

For the participants who said they were harassed at work: 2 males said the perpetrator was a co-worker. 1 male did not specify who the person was.



2 females said the perpetrator was a co-worker and 1 female said the perpetrator was a senior manager. 2 of the females did not specify who the person was.

When the harassment occurred within the home or in a home setting, the majority of male participants said that the perpetrator was a close, personal friend (4).

Female participants were also predominantly harassed by a friend (4), followed closely by a family member (3) and an acquaintance (3). 2 females said they were harassed by someone in the community who was seen as a leader (e.g. pastor, school teacher). Only 1 female was harassed by a stranger.

### **Gender of the Perpetrator**

Men were predominantly sexually harassed by other males (5). 2 men reported that they were harassed by women. 3 men did not specify gender.

Females were predominantly sexually harassed by males (14), although 3 females said they had been sexually harassed by a female.

### **Perceived Reason for the Harassment**

Male participants were more likely to explain the harassment as an attempt by the perpetrator to have a relationship with them. Males also described their attractiveness as a precursor to harassment. Only 1 male replied that he was harassed because the perpetrator wanted to hurt him (emotionally or physically) but at the same time he added that the perpetrator also found him attractive.

Females predominantly stated that the harassment occurred because the perpetrator wanted to hurt them (5) and did not respect them (5). Quite a few also explained the harassment as an attempt by the perpetrator to have a relationship with them (4). One female added that one of the reasons why she was raped by the perpetrator was because he wanted revenge for something that he believed she did to him. It would be interesting to find out exactly what she could have done to “warrant” such a violation.

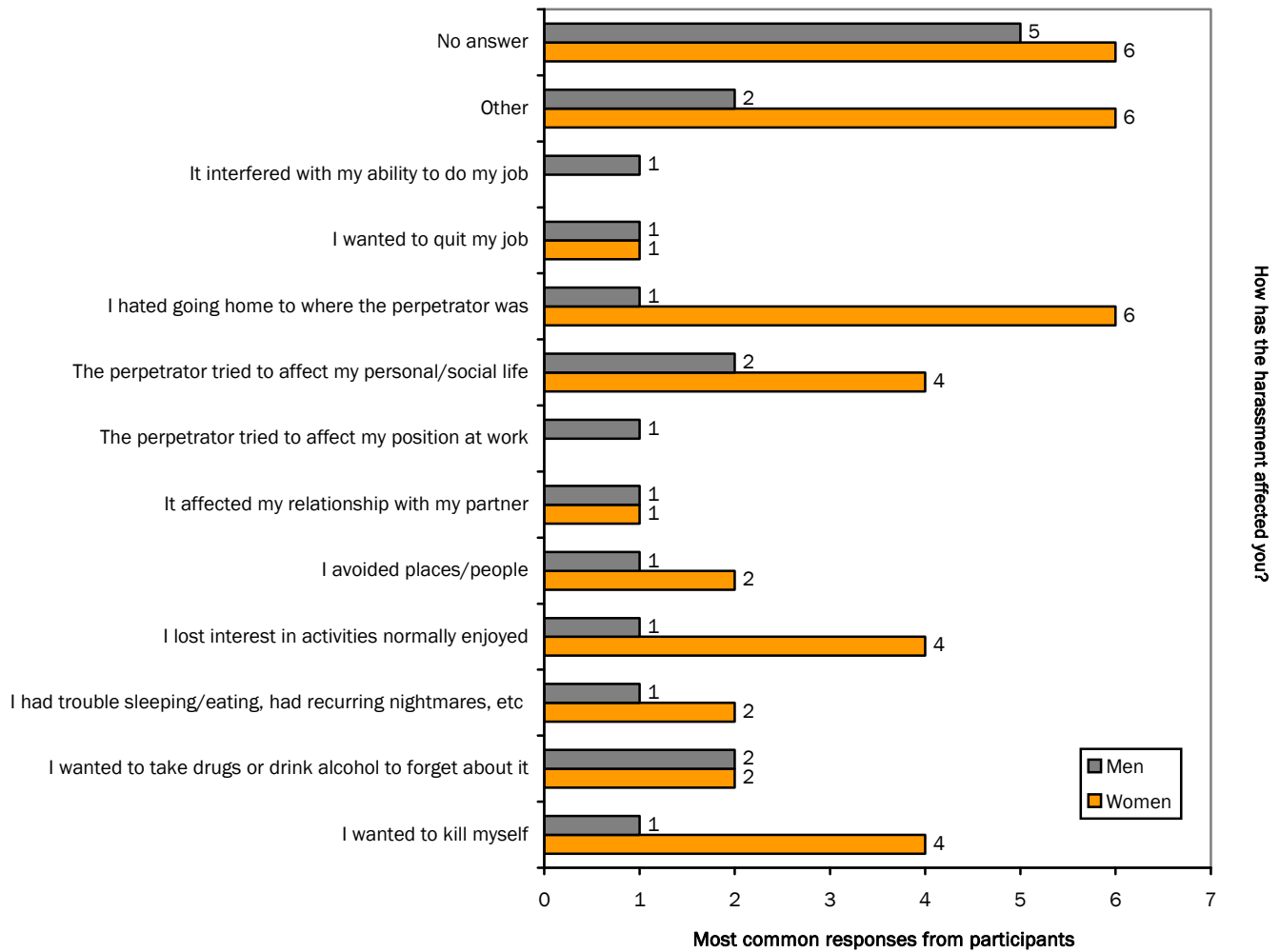
### **Emotional Reactions to Harassment**

Participants were asked how the unwanted sexual attention made them feel. Participants were able to tick as many emotional responses as was applicable to their experience.

Men predominantly felt ashamed or humiliated by the harassment (3) and powerless (3). This was closely followed by confusion, feelings of guilt, and fear. Two men said they liked the attention though.

Women predominantly felt angry (9) and frightened (9). Feelings of shame or humiliation was also cited quite often (5) followed by feelings of being powerless (3). Feelings of guilt were cited twice. Female participants also cited feelings of hopelessness, hatred, shock, confusion and feeling dirty. Only 1 female said she liked the attention.

**Chart 8. The affect that harassment had on work/social/personal life**



**Affects of the Harassment**

Affects of the harassment varied amongst participants. There were however clear ramifications to their well-being and personal relationships. Wanting to drink or take drugs to forget about the harassment; ideations of suicide; difficulties sleeping or eating; having recurring nightmares; avoiding people or places that remind them of the harassment or the perpetrator; and loss of interest in activities once enjoyed are certainly symptoms associated with trauma that can only be addressed through therapeutic and psychological interventions.

**Who was the Confidant?**

The majority of men told a friend about the harassment (4), while females confided more often in family members (6). Interestingly, 1 female said she confided in her employer. In this case the harassment was of a physical nature (sexual assault or rape) that happened on a daily basis by a family member. 4 females and 1 male said they chose not to tell anyone about the harassment.

**Advice Given**

The advice most often given to male victims of sexual harassment was to keep quiet about the harassment.

One participant’s friend told him to keep quiet about it as it would be shaming to talk about. Another male victim replied that his friend advised him to keep quiet out of fear of the police.

It is interesting that the male friend referred to the police in this circumstance and the participant himself said he was frightened by what happened considering that he described the type of harassment as “comments or remarks about dress or appearance”. Without diminishing his experience, or laying judgment, it seems unlikely that he would have such an extreme reaction to comments or remarks made. It is more likely that the type of harassment was more severe than he let on. Nonetheless, the fact that his friend told him not to report it out of fear of the police represents a clear barrier to effective redress of sexual harassment, while allowing perpetrators free access to continue violating innocent victims.

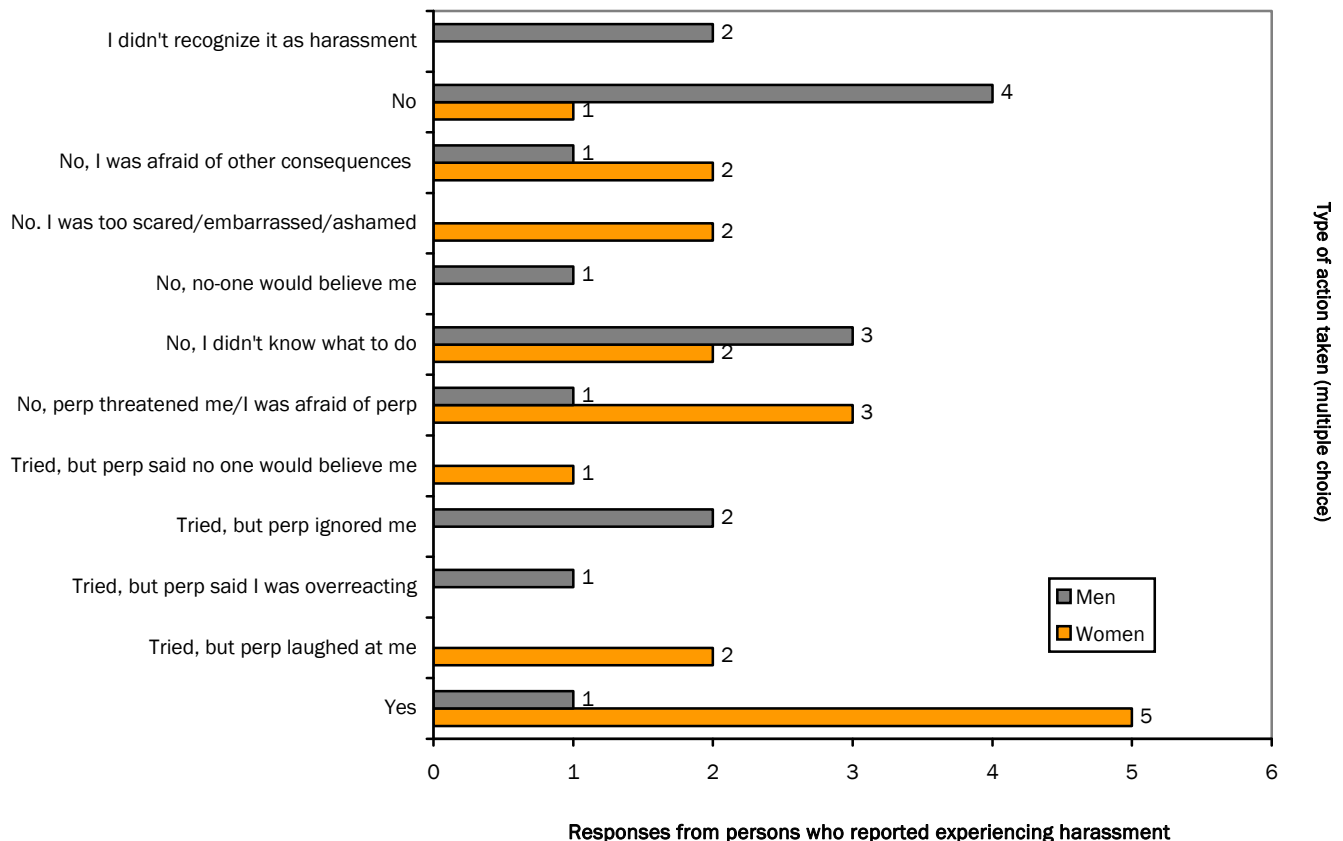
Female victims of harassment were more often advised to ignore the harasser (3) or to keep quiet (3). Only 2 women were advised to report the incident.

### Action Taken

The majority of men took no action against the harassment and of those who answered, said the harassment did not stop.

6 female participants did not take any action. Reasons most often cited were that they: feared the perpetrator; did not know what to do or were too scared/ashamed/embarrassed. Three females said they tried to confront the perpetrator but were either laughed at (2) or told that no-

**Chart 9. Action taken following harassment**

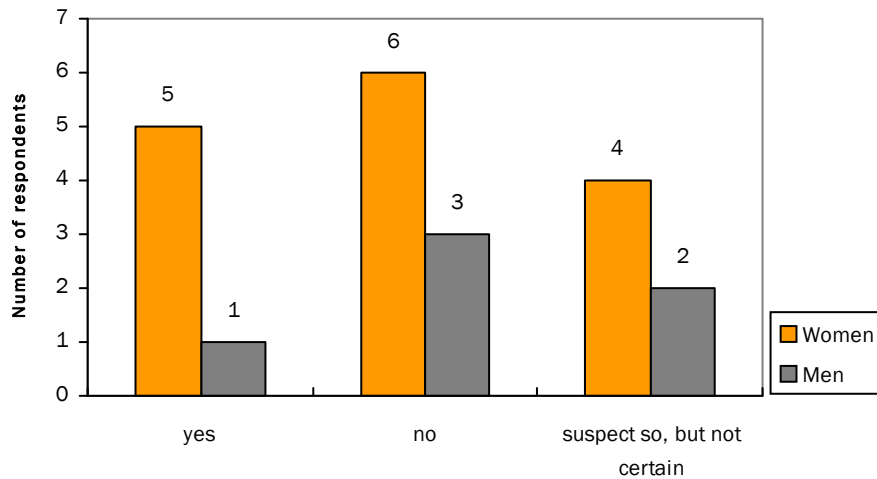


one would believe them (1). Thereafter they took no further action. 4 of the females however told their perpetrators to stop the harassment, of these, 3 said it had stopped.

### Other Victims

Participants were also asked whether they knew of anyone else being harassed by the perpetrator. 1 male said yes, 3 said no, 2 were not sure and 5 did not answer. 5 females said yes, 6 said no, 4 were not sure and 3 did not answer.

**Chart 10. Knowledge of perpetrator harassing other victims**



**Do you know of anyone else who was being harassed by the same person?**

**Table 5. Male participants' personal experiences of sexual harassment**

Case	Setting	Year	Age	Type of harassment	Frequency	Witnesses?	Perpetrator				The harassment made me feel:	Tell anyone?		Action taken	Did it stop?	Affects of harassment
							Position	M/F	Race	Why?		Who?	Advice given			
1	Work (Current)	2002-06	26-30	<ul style="list-style-type: none"> <li>Invitation for dinner &amp; drinks</li> </ul>	All the time/ almost everyday	Not sure	Co-worker	Male	Coloured	<ul style="list-style-type: none"> <li>He wanted a relationship with me</li> </ul>	<ul style="list-style-type: none"> <li>Ashamed/ humiliated</li> </ul>	Friend	Keep Quiet	<ul style="list-style-type: none"> <li>Tried to but perpetrator threatened me.</li> </ul>	No	<ul style="list-style-type: none"> <li>Perpetrator tried to affect my position at work (e.g. speaking badly of me to other colleagues)</li> </ul>
2	Work (previous)	2002-06	26-30	<ul style="list-style-type: none"> <li>Invitations for kissing, sex or oral sex</li> </ul>	All the time/ almost everyday	Yes	Co-worker	Female	Coloured	<ul style="list-style-type: none"> <li>She wanted a relationship with me</li> </ul>	<ul style="list-style-type: none"> <li>Ashamed/ humiliated,</li> <li>confused,</li> <li>guilty,</li> <li>powerless</li> </ul>	Friend	Other	<ul style="list-style-type: none"> <li>Yes.</li> </ul>		<ul style="list-style-type: none"> <li>It interfered with my ability to do my job,</li> <li>I wanted to quit my job</li> </ul>
	Home	2002-06	26-30	<ul style="list-style-type: none"> <li>Remarks of a sexual nature</li> <li>Invitations for dinner and drinks,</li> <li>Invitation for kissing, sex or oral sex,</li> <li>Touching, physical fondling or coming too close into my personal space,</li> <li>written suggestions</li> </ul>	All the time/ almost everyday	Yes	Friend	Male	Coloured	<ul style="list-style-type: none"> <li>He found me attractive</li> <li>He wanted a relationship with me</li> </ul>	<ul style="list-style-type: none"> <li>Ashamed/ humiliated,</li> <li>confused,</li> <li>guilty,</li> <li>powerless,</li> <li>liked the attention</li> </ul>	Co-worker	Keep Quiet	<ul style="list-style-type: none"> <li>Tried to but perpetrator ignored me;</li> <li>said I was overreacting,</li> <li>said no-one would believe me.</li> </ul> <p>Eventually I did not take action because :</p> <ul style="list-style-type: none"> <li>I was afraid I would lose something,</li> <li>I was afraid that I would be blamed or made to feel guilty,</li> <li>I was afraid that no one would believe me,</li> <li>didn't know what to do,</li> <li>didn't identify the behaviour as harassment</li> </ul>	No	<ul style="list-style-type: none"> <li>I hated going home to where the perpetrator was;</li> <li>The perpetrator tried to affect my home life, (e.g. speaking badly about me to family members/friends, etc)</li> <li>It affected my relationship with my partner,</li> <li>I lost interest in activities normally enjoyed,</li> <li>I had trouble sleeping, eating, had nightmares, etc;</li> <li>I avoided places where the perpetrator was;</li> <li>I wanted to drink or take drugs to forget about it,</li> <li>I wanted to kill myself</li> </ul>
3	Work (Previous) Social setting		36-40			No						Other person		<ul style="list-style-type: none"> <li>I did not take action.</li> </ul>		
												Keep quiet	<ul style="list-style-type: none"> <li>I took no action because I did not know what to do</li> </ul>			
4	Home	2002-06	Other	<ul style="list-style-type: none"> <li>Remarks of a sexual nature</li> </ul>	All the time/ almost everyday	Yes	Friend	Male	Coloured		<ul style="list-style-type: none"> <li>Other (did not specify)</li> </ul>	Friend	Keep quiet because it would be shaming to talk about	<ul style="list-style-type: none"> <li>I did not take action because I was afraid that no one would believe me</li> </ul>		
5	Home	2002-06	16-19	<ul style="list-style-type: none"> <li>Remarks about dress/ Appearance</li> </ul>	Once-off	No	An acquaintance		Black	<ul style="list-style-type: none"> <li>Other</li> </ul>	<ul style="list-style-type: none"> <li>Other (did not specify)</li> </ul>			<ul style="list-style-type: none"> <li>Took no action</li> </ul>		<ul style="list-style-type: none"> <li>Other</li> </ul>
6	Home	2002-06	16-19	<ul style="list-style-type: none"> <li>Remarks about dress/ Appearance</li> </ul>	Every now and again	No	Friend	Female	Coloured	<ul style="list-style-type: none"> <li>She wanted a relationship with me.</li> </ul>	<ul style="list-style-type: none"> <li>Liked the attention</li> </ul>			<ul style="list-style-type: none"> <li>Took no action</li> </ul>		<ul style="list-style-type: none"> <li>Other</li> </ul>
7	Social setting	1991-01	16-19	<ul style="list-style-type: none"> <li>Physical force (sexual assault/ rape)</li> </ul>		Yes		male	Coloured		<ul style="list-style-type: none"> <li>Frightened,</li> <li>Powerless</li> </ul>	Family member				<ul style="list-style-type: none"> <li>Perpetrator tried to affect my social life</li> </ul>
8	Social setting	2002-06								<ul style="list-style-type: none"> <li>He/she wanted to hurt me (emotionally or physically)</li> <li>Perp finds me attractive</li> </ul>		Did not tell anyone - the perpetrator threatened that no one must know	<ul style="list-style-type: none"> <li>Tried to but the perpetrator ignored me.</li> </ul> <p>Did not take further action because</p> <ul style="list-style-type: none"> <li>I did not know what to do and</li> <li>did not recognize it as harassment</li> </ul>	For some time, but started again.	<ul style="list-style-type: none"> <li>Perpetrator tried to affect my social life.</li> <li>I wanted to drink or take drugs to forget about it.</li> </ul>	
9	Social Setting (shebeen/ pub/club)	2002-06	26-30	<ul style="list-style-type: none"> <li>Remarks about dress/appearance</li> </ul>	Once off	No	friend	Male	Coloured	No answer	<ul style="list-style-type: none"> <li>Frightened</li> </ul>	Friend	Keep quiet. Scared of the police	No	No.	No answer

**Table 6. Female participant's personal experiences of sexual harassment**

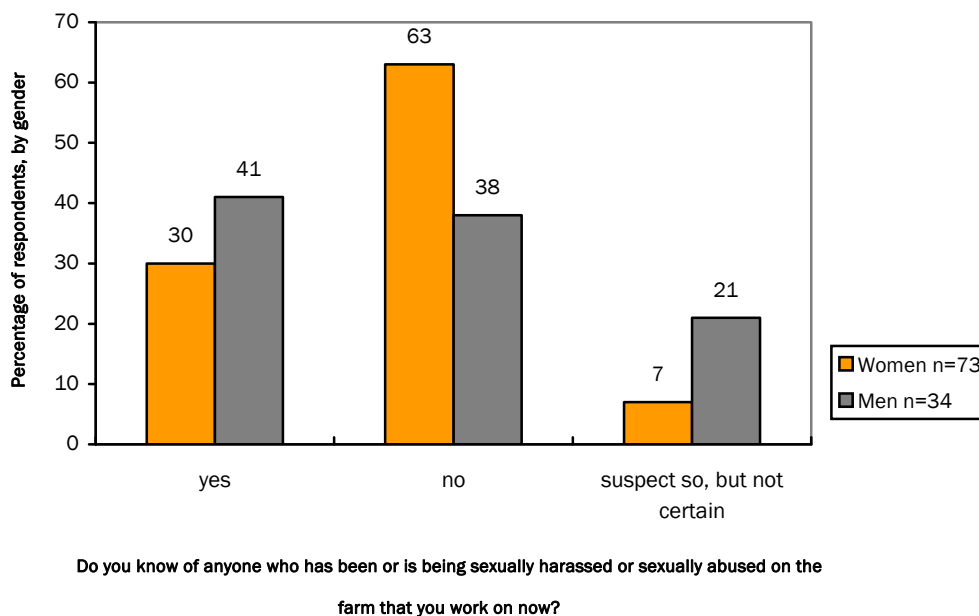
Case	Setting	Year	Age	Type of harassment	Frequency	Witnesses?	Perpetrator				The harassment made me feel:	Tell anyone?		Action taken	Did it stop?	Affects of harassment
							Position	M/F	Race	Why?		Who?	Advice Given			
1	Work (current)	1999-01	16-19	Remarks of a sexual nature	A few times a week	Not sure	Co-worker	Female	Coloured	<ul style="list-style-type: none"> <li>She does not respect me</li> </ul>	<ul style="list-style-type: none"> <li>Frightened</li> </ul>	Friend		<ul style="list-style-type: none"> <li>I did not take action because she threatened me.</li> </ul>	No	
2		2002-06	26-30	Remarks of a sexual nature	Once off			Female	Black		<ul style="list-style-type: none"> <li>Angry</li> </ul>	No				
3	Work (current)	2002-06	26-30	Remarks of a sexual nature	Once off	Not sure	Senior manager	Male	Black	<ul style="list-style-type: none"> <li>He wants to hurt me (emotionally or physically)</li> </ul>	<ul style="list-style-type: none"> <li>Angry,</li> <li>Ashamed/humiliated</li> </ul>	Friend	Ignore him	<ul style="list-style-type: none"> <li>I tried to confront him but he laughed at me</li> <li>Tried to take other action but was scared</li> </ul>	Yes	
	Social setting/Home	2002-06	26-30	Remarks of a sexual nature	A few times a week	No	Friend	Male	Black	<ul style="list-style-type: none"> <li>He does not respect me.</li> <li>He wants to hurt me (emotionally or physically)</li> </ul>	<ul style="list-style-type: none"> <li>Angry,</li> <li>Ashamed/humiliated</li> </ul>	Did not specify		<ul style="list-style-type: none"> <li>Yes. I told him to stop</li> </ul>	Yes	<ul style="list-style-type: none"> <li>Perpetrator tried to affect my personal/social life (e.g. speaking badly of me to family and friends)</li> </ul>
4	Work/Social setting	2002-06	16-19	<ul style="list-style-type: none"> <li>Remarks of a sexual nature</li> <li>Invitations for kissing, sex or oral sex</li> </ul>	A few times a week	Yes	Co-worker	Female	Coloured	<ul style="list-style-type: none"> <li>She does not respect me</li> </ul>	<ul style="list-style-type: none"> <li>Angry</li> <li>Frightened</li> <li>Powerless</li> </ul>	Friend	Keep quiet	<ul style="list-style-type: none"> <li>I did not take action but I was so angry I wanted to kill myself</li> </ul>	No	<ul style="list-style-type: none"> <li>It was so bad I wanted to quit my job</li> </ul>
5	Home	1996-98	16-19	Remarks about dress or appearance	Every now and again	Yes	An acquaintance	Male	Coloured	<ul style="list-style-type: none"> <li>He thinks he had the right or the power to do so.</li> <li>He wants to hurt me (emotionally or physically)</li> <li>Other</li> </ul>	<ul style="list-style-type: none"> <li>Ashamed/humiliated,</li> <li>Frightened,</li> <li>Other</li> </ul>	Friend	Keep quiet the perpetrator told me to tell no-one	<ul style="list-style-type: none"> <li>I did not take action because I was afraid of him</li> </ul>		<ul style="list-style-type: none"> <li>I lost interest in activities normally enjoyed</li> </ul>
6	Home	1996-98	16-19	<ul style="list-style-type: none"> <li>Remarks of a sexual nature,</li> <li>remarks about dress/appearance,</li> <li>Touching, physical fondling or coming too close into personal space,</li> <li>Offered me money or some kind of benefit in exchange for sex</li> </ul>	Every now and again	No	Friend	Male	Coloured	<ul style="list-style-type: none"> <li>He wants to hurt me (emotionally or physically)</li> <li>He wants a relationship with me.</li> <li>I think he wants me to sit in a corner and feel sorry for myself</li> </ul>	Angry	Family member	Ignore him	<ul style="list-style-type: none"> <li>I did not take action because I did not know what to do</li> </ul>	No	<ul style="list-style-type: none"> <li>I hated going home to where the perpetrator was.</li> <li>I wanted to drink or take drugs to forget about it.</li> <li>I wanted to kill myself.</li> <li>I was always envious of other children who I saw as not experiencing sexual harassment and I longed for the lives they had.</li> </ul>
7	Home (and in the bushes or any-Where along the road)	1993-95	16-19	Touching, physical fondling or coming too close into personal space	A few times a week	No	Family member	Male	Coloured	<ul style="list-style-type: none"> <li>He thinks he had the right or the power to do so.</li> <li>He does not respect me.</li> <li>Because he was "sick"</li> </ul>	<ul style="list-style-type: none"> <li>Angry,</li> <li>ashamed/humiliated,</li> <li>confused,</li> <li>frightened,</li> <li>guilty,</li> <li>powerless,</li> <li>hurt</li> <li>hopeless</li> <li>full of hatred</li> </ul>	Family member	My mother confronted him	<ul style="list-style-type: none"> <li>Tried but he told me no one would believe me.</li> <li>Did not do more because                             <ul style="list-style-type: none"> <li>I was afraid that if I reported it I would end up losing something</li> <li>I would be blamed or made to feel guilty.</li> <li>Did not know what to do.</li> </ul> </li> </ul>	Yes	<ul style="list-style-type: none"> <li>I hated going home to where the perpetrator was.</li> <li>The harassment affected my relationship with my partner.</li> <li>I lost interest in activities normally enjoyed,</li> <li>I wanted to drink or take drugs to forget about it.</li> <li>I wanted to kill myself.</li> <li>I hated myself</li> <li>He destroyed my self-esteem, my humanity &amp; my self-respect.</li> </ul>
8	Home (one time at a week-end)	1999-01	40+	Physical force (sexual assault or rape)	Every now and again	No	Church Community leader	Male	Coloured	<ul style="list-style-type: none"> <li>He thinks he has the power to do so.</li> <li>He wants to hurt me.</li> </ul>	<ul style="list-style-type: none"> <li>Ashamed/humiliated,</li> <li>Frightened,</li> <li>I felt dirty – my human</li> </ul>	Church sister	At first she didn't know what to advise me but then	<ul style="list-style-type: none"> <li>Yes. I told the perpetrator's wife and my children about it. I then laid a case of rape with the police.</li> </ul>	Yes	<ul style="list-style-type: none"> <li>I hated going home to where the perpetrator was.</li> <li>the perpetrator tried to affect my social life (e.g. speaking badly of me to others)</li> </ul>

	camp and other times in his car)									<ul style="list-style-type: none"> <li>He finds me attractive.</li> <li>He wanted to humiliate me.</li> <li>He wanted revenge for something he blamed me for</li> </ul>	dignity was destroyed		she told me to phone his wife.		<ul style="list-style-type: none"> <li>I lost interest in activities normally enjoyed,</li> <li>I had trouble sleeping, eating, had nightmares, etc,</li> <li>Avoided places and people that reminded me of the harassment.</li> <li>I wanted to kill myself.</li> <li>No-one believed me – everyone turned against me.</li> </ul>	
9	Home	2002-06	Other age	<ul style="list-style-type: none"> <li>Invitation for drinks or eats</li> </ul>	Once off	Yes	Family member	Male	Coloured	<ul style="list-style-type: none"> <li>He is not a nice person.</li> </ul>	Frightened	Family member	Keep quiet	<ul style="list-style-type: none"> <li>Tried but he laughed at me.</li> </ul> <p>I took no further action because:</p> <ul style="list-style-type: none"> <li>I was afraid that if I reported it, I would somehow end up losing something</li> </ul>	<ul style="list-style-type: none"> <li>Other (not specified)</li> </ul>	
10	Home	2002-06	Other age	<ul style="list-style-type: none"> <li>Invitation for kissing, sex or oral sex</li> </ul>	Once off	Yes	An acquaintance	Male	Coloured	<ul style="list-style-type: none"> <li>He wants to have a relationship with me.</li> </ul>	Angry	Did not tell anyone		<ul style="list-style-type: none"> <li>I took no action because:</li> <li>I was afraid of him</li> <li>he threatened me</li> </ul>	<ul style="list-style-type: none"> <li>I hated going home to where the perpetrator was.</li> </ul>	
11	Home		Other age	<ul style="list-style-type: none"> <li>Physical force (sexual assault or rape)</li> </ul>	All the time/ almost everyday	No	Family member	Male	Coloured		<ul style="list-style-type: none"> <li>Angry,</li> <li>frightened,</li> <li>guilty,</li> <li>powerless</li> </ul>	Employer			<ul style="list-style-type: none"> <li>I hated going home to where the perpetrator was.</li> <li>The perpetrator tried to affect my social life (e.g. speaking badly of me to others)</li> <li>I had trouble sleeping, eating, nightmares,</li> <li>I avoided places and people that reminded me of the harassment.</li> <li>I wanted to kill myself.</li> </ul>	
12	Social setting (shebeen/pub/club)	1990-92	16-19	<ul style="list-style-type: none"> <li>Written suggestions of a sexual nature</li> </ul>	Once off	No	Community leader	Male	Coloured		Frightened	No.		<ul style="list-style-type: none"> <li>I wanted to but was too scared/embarrassed/ashamed</li> </ul>		
13	Social setting	2005	40+	<ul style="list-style-type: none"> <li>Remarks about dress or appearance</li> </ul>	Once off	No	Stranger	Male	Coloured	<ul style="list-style-type: none"> <li>He finds me attractive</li> <li>He wants to have a relationship with me</li> </ul>	<ul style="list-style-type: none"> <li>Confused</li> <li>shocked</li> </ul>	Family member	Told me to ignore him	<ul style="list-style-type: none"> <li>My family member told me to keep quiet because my husband is a difficult man who may have blamed me for the harassment but I took action and told the perpetrator to leave me alone.</li> </ul>	Yes.	
14	Social setting	2002-06	15	<ul style="list-style-type: none"> <li>Invitation for kissing, sex or oral sex</li> </ul>	Once off	No	An acquaintance	Male	Coloured	<ul style="list-style-type: none"> <li>He wants a relationship with me.</li> </ul>	Angry	No.		<ul style="list-style-type: none"> <li>Yes. Told him to stop.</li> </ul>	Yes.	<ul style="list-style-type: none"> <li>No it didn't.</li> </ul>
15	Social setting (school/church)	2002-06	15-16	<ul style="list-style-type: none"> <li>Remarks about dress or appearance</li> </ul>	Almost every day	Yes	Friend	Male	Coloured		Liked the attention	Family member	Report it	<ul style="list-style-type: none"> <li>Yes (did not specify)</li> </ul>	No.	
16	Social setting		16-19	<ul style="list-style-type: none"> <li>Physical force (sexual assault or rape)</li> </ul>	Once off	Yes	Friend	Male	Coloured	<ul style="list-style-type: none"> <li>He does not respect me.</li> </ul>	<ul style="list-style-type: none"> <li>Frightened.</li> <li>Other</li> </ul>	Family member	Report it	<ul style="list-style-type: none"> <li>Wanted to but was too scared/embarrassed/ashamed</li> </ul>	<ul style="list-style-type: none"> <li>I hated going home or to a social setting where the perpetrator was.</li> <li>The perpetrator tried to affect my home/social life (e.g. speaking badly of me to other family members/friends)</li> <li>I lost interest in activities normally enjoyed,</li> <li>I stopped drinking</li> </ul>	

## “Heard of” experiences of sexual harassment

81 females and 35 males were asked whether they knew of anyone who used to be, or currently was being sexually harassed or abused on the farm. 8 females and 1 male did not answer. 1 person did not specify their gender.

Chart 11. Knowledge of sexual harassment incidences on farms



- 22 females and 14 males answered that they knew of someone on their farm being sexually harassed or abused (30 % of females and 41 % of males)
- 46 females and 13 males answered that they did not (63 % of females and 38 % of males). The participant who did not specify gender reported that he/she was also not aware of anyone on the farm being sexually harassed or abused.
- 5 females and 7 males replied that they suspected but were not certain (7 % of females and 21 % of males).

It is interesting to note that more men know or knew of sexual harassment taking place on farms. Men were also more predisposed than women to suspect that sexual harassment was taking place.

## About the harassment

Participants who replied to knowing of persons who were or had been sexually harassed and/or abused; and those who suspected so but were not sure, were asked several questions as it pertained to what they had heard. Once again not all the participants replied to the questions.



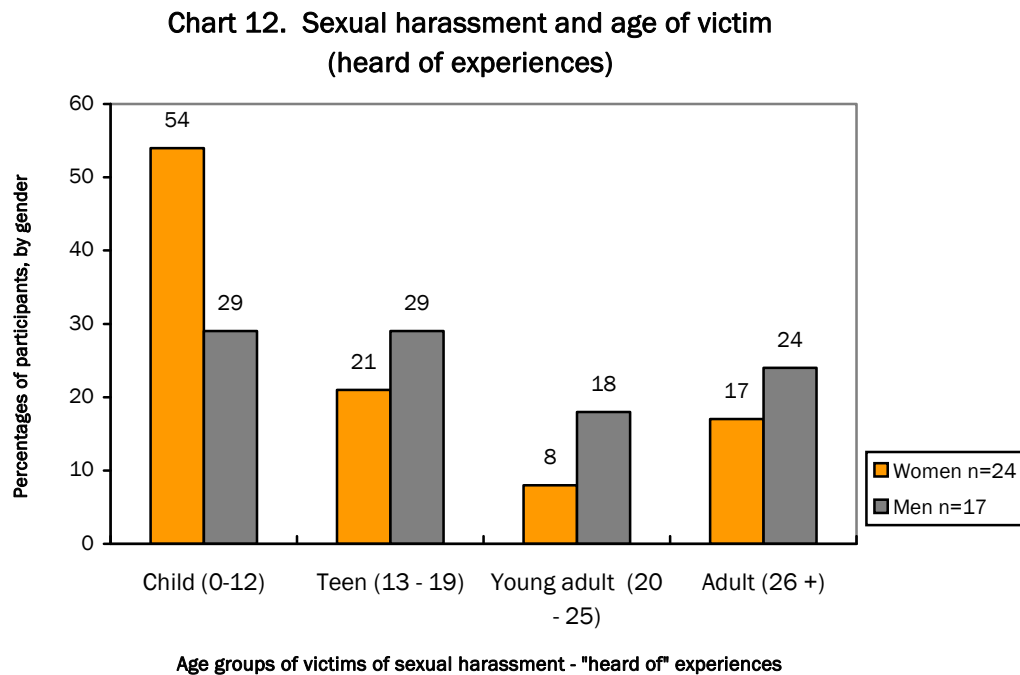
## “Heard about it” from where? <sup>32</sup>

- 1 female and 5 males said they witnessed it (3.9 % of females and 29 % of males).
- 9 females and 2 males said the person who was harassed told them about it (34.6 % of females and 12 % of males)
- 15 females and 10 males said they heard it from the community (57.7 % of females and 59 % of males).
- 1 female said she heard about it from farm management (3.8 % of the female sample)

This sample reveals that males seem to be the main persons witnessing sexual harassment while females are more often approached by the victims themselves. Almost equal percentages of males and females heard about the harassment from the community

## Age of the Victim

24 females and 17 males answered the question of how old the person was at the time of the harassment.



The categories were:

- Child (0 – 12 years of age): 13 females (54 %) and 5 males (29 %)
- Teenager (13 – 19 years of age): 4 females (21 %) and 5 males (29 %)
- Young adult (20 – 25 years of age): 2 females (8 %) and 3 males (18 %)
- Adult (over 25 years of age): 4 females (17 %) and 4 males (24 %)

In the questionnaire, participants were asked to provide more information on the gender of the victim and the type of harassment or abuse. The sample revealed that females are more commonly the victims and the type of abuse most often described was rape. One participant

<sup>32</sup> 26 females and 17 males responded to this question.

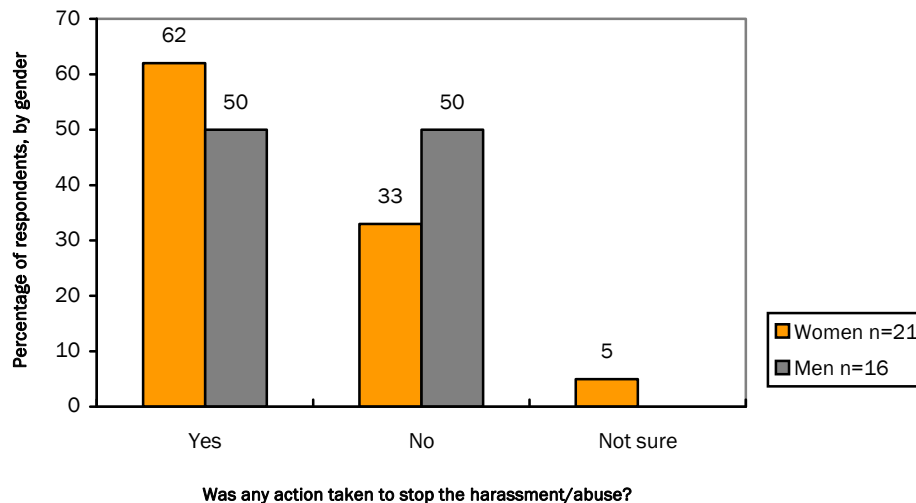
mentioned multiple cases of rape: a four yr old girl who was raped; two teenage girls who were raped by the same man but on different occasions and one 9 year old boy who was raped by another boy. Another case that stood out was that of a 14 year old boy who raped a four year old girl. Participants did not generally specify who the perpetrator was, but in three cases they were family members of the victims.

This sample clearly indicates that children are predominantly the victims of sexual harassment and abuse, in particular young children between the ages of 0 to 12 years. This is incredibly concerning but our research findings are not unique. Andrew Dawes, in research he conducted in 2006 for the Human Sciences Research Council, found that the sexual abuse of children under the age of 13, in areas such as the Cape Town metropole, Southern Cape and Karoo, is on the increase.<sup>33</sup>

### Action Taken

Participants were asked whether any action was taken to stop the harassment or abuse. 21 females and 16 males replied to the question:

**Chart 13. Action taken to address the sexual harassment or abuse**



- 13 females and 8 males answered that some form of action was taken (62 % of females and 50 % of males).
- 7 females and 8 males answered that no action was taken (33 % of females and 50 % of males).
- 1 female (5%) admitted that she did not know

The majority of female respondents were aware of action being taken to address the harassment. In the majority, but not all, of cases regarding rape there was some form of police intervention, either that the case was reported or that the perpetrator was arrested. In the case of the four year

<sup>33</sup> Cited in Powell, A. 2007. Child rapes 'an emergency', say researchers. The Cape Times: p.3, April 2. This article can also be extracted from the internet: [http://www.iol.co.za/index.php?set\\_id=1&click\\_id=15&art\\_id=vn20070402013644361C753283](http://www.iol.co.za/index.php?set_id=1&click_id=15&art_id=vn20070402013644361C753283)

old girl who was raped by a 14 year old boy, the participant states that the case was reported to the police and social services were also called in, but the boy remains on the farm. In another case of a boy who raped a small child, the participant replied that they (she did not specify who) tried to place him in a school for disobedient children. In two of the sexual harassment cases where participants heard of a woman being harassed at work, both reported that the farm owner had dismissed the perpetrator.

## Policies on sexual harassment

118 participants were asked whether their present employer has a policy or a “code of good practice” on sexual harassment. 27 participants did not answer. 14 were not applicable.

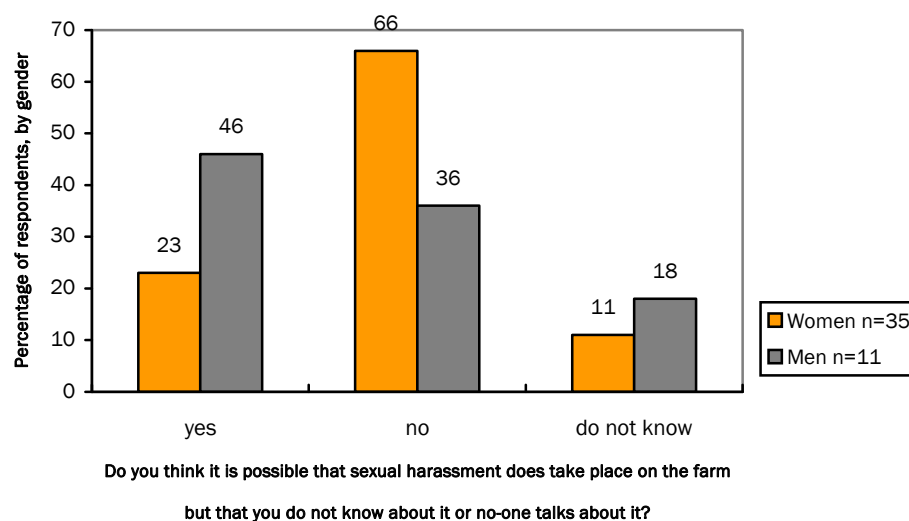
- 7 participants replied in the affirmative, 56 answered negatively whilst 14 participants admitted to not knowing.

It is clear that a majority of the farms do not have a policy or code of good practice on sexual harassment or abuse. This presents a clear lobbying area for further investigation and as a preventative measure to be employed on the farms

## General perceptions of the state of sexual harassment on farms

118 participants were asked whether they believed that it was possible that sexual harassment was occurring on their farm without their knowledge, or whether it was happening but no one was talking about it. 27 participants did not answer (21 females, 5 males, and 1 person who did not specify gender) and 44 were not applicable (25 females and 19 males). 35 females and 11 males answered the question. 1 person did not specify gender.

**Chart 14. Possibility that sexual harassment is happening more than revealed**



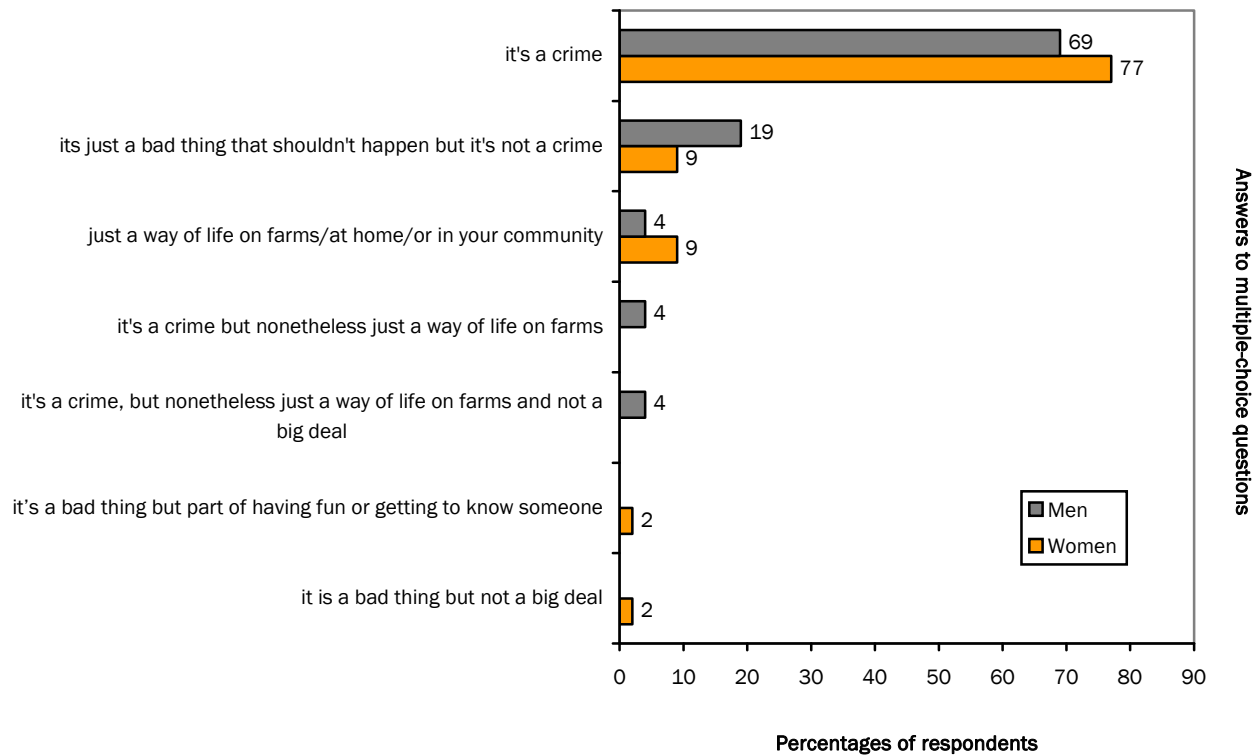
- 8 females and 5 males answered in the affirmative (23 % of females and 46 % of males),
- 23 females and 4 males (66 % of females and 36 % of males) answered negatively. The person who did not specify gender also answered negatively.
- 4 females and 2 males (11 % of females and 18 % of males) said they did not know.

Interestingly, the majority of females felt that sexual harassment was not happening on their farm, while a large majority of males believed it was. This was an unexpected result but considering that men in our sample were more aware of cases of abuse or harassment especially through the witnessing of such events, then it is very possible that it is in fact occurring more often on farms than expected or realized.

### Personal Opinions on Sexual Harassment

118 participants were asked their opinion on the seriousness of sexual harassment on farms. Participants were given several options and could tick as many as they felt were applicable. 37 females and 9 males did not answer. 1 female response was not applicable. Two persons answered the question but did not specify their gender. Of the remaining 43 females and 26 males, the sample revealed:

**Chart 15. Perceptions on the seriousness of sexual harassment on farms**



- The majority of participants (33 women and 18 men) believe that sexual harassment is a crime (77 % of females and 69 % of males). Of these 33 women, 10 were victims of sexual harassment and of these 18 men, 7 were victims of sexual harassment. The two persons who did not specify gender (and therefore are not included in the graph above) replied that they also believed that sexual harassment is a crime. 6 of these 18 men who replied to sexual harassment being a crime were victims of sexual harassment.
- 4 females, one of whom is a victim of sexual harassment, and 5 males replied that sexual harassment is just a bad thing that should not happen but is not necessarily a crime (9 % of females and 19 % of males)
- 4 females, three of whom were victims of sexual harassment, and 1 male, a victim of sexual harassment, said that sexual harassment is just a way of life on farms (9 % of females and 4 % of males).
- 1 female said that sexual harassment is a bad thing but not a crime. She further added however that sexual harassment is not such a big deal and she did not understand why people were making such a fuss about it. (2 % of the female respondents)
- 1 other female replied that sexual harassment is a bad thing but not necessarily a crime, and essentially was just a part of having fun or getting to know someone better (2 % of the female respondents)
- 1 male said that sexual harassment is a crime, but nonetheless it is just a way of life on the farm (4 % of the male respondents)
- 1 male, a victim of sexual harassment, responded that sexual harassment is a bad thing but just a way of life on the farms and not such a big deal (4 % of the male respondents)

### **Is Sexual Harassment a Female Problem?**

When asking participants whether they believed that sexual harassment was “a female problem”, in other words, did sexual harassment only affect women, only 41 females and 25 males answered the question. Two participants who did not specify their gender also replied to the question.

- 27 % of females and 12 % of males, including the one person who did not specify gender, replied that yes it was a problem that only affected women.
- A larger majority however, 73 % of females and 88 % of males, said that sexual harassment affected men too. 8 out of the 9 male victims of harassment all agreed that it affected both men and women (the remaining male victim of sexual harassment chose not to answer the question). One participant who did not specify gender also agreed that it affected both genders.

### **Who is the perpetrator?**

When asking participants who they thought was predominantly the perpetrator. 43 females, 25 males and two persons who did not specify their gender answered the question.

- The majority of females believed that the perpetrator is more commonly a male (51 % of the female sample). One of the participants who did not specify gender also agreed that the perpetrator is more often a male.
- The majority of males, on the other hand, believed both females and males could be the perpetrators of sexual harassment (60 % of the male sample).
- Out of the females 7 % thought that females were more likely the perpetrators while 4 % of males agreed with this perception. One person who did not specify gender agreed that females are more likely the perpetrators of sexual harassment/abuse.

Interestingly out of the sample of male victims of harassment (9), the two males who were harassed by a female perpetrator answered that males are predominantly the harassers. On the other hand, out of the two females that reported being harassed by other females, one of them replied that she believed that females are predominantly the perpetrators of harassment (the other female chose not to answer the question).

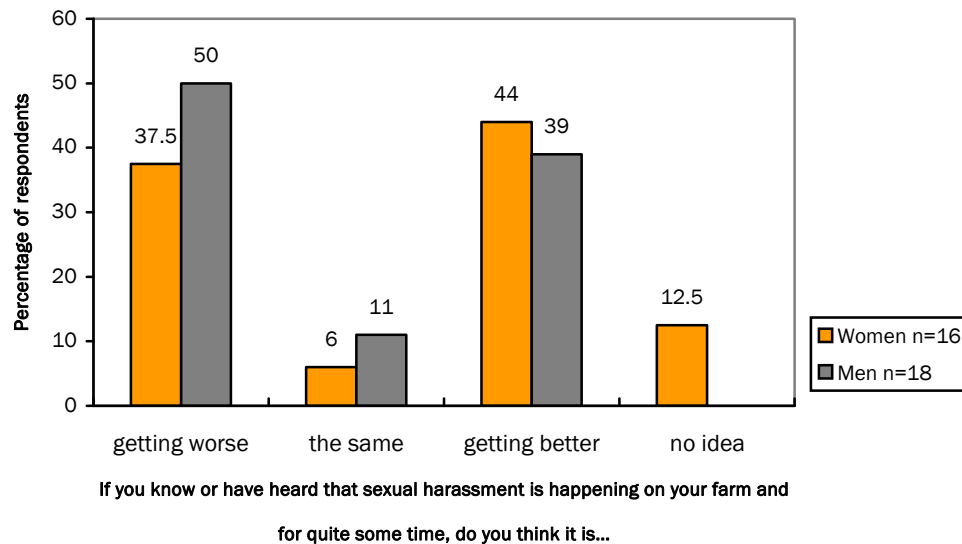
### Perception on the Current State of Sexual Harassment

We asked participants whether they believed that sexual harassment on farms was either (a) getting worse/happening more often; (b) occurring at pretty much the same rate; (c) getting better/happening less often: or (d) they had no idea.

From 118 participants, only 16 females and 18 males answered the question. From this sample the data revealed that:

- 6 females and 9 males answered that sexual harassment was getting worse or happening more often (37.5 % females and 50 % males)
- 1 female and 2 males said that it was occurring at the same rate (6 % females and 11% males)
- 7 females and 7 males replied that it was getting better or happening less often (44% females and 39% males)
- 2 females (12.5 %) said they had no idea

**Chart 16. Perception of current state of sexual harassment on farms**



**Table 7. Male victims of sexual harassment & their personal opinions on sexual harassment**

Case	Setting	Type of harassment	Frequency	Perpetrator		Who's more likely the victim?	Who's more likely the perpetrator?	How serious is sexual harassment on farms?
				Position	M/F			
1	Work (Current)	▪ Invitation for dinner & drinks	All the time/ almost everyday	Co-worker	Male	Both genders	Male	It is a crime
2	Work (previous)	▪ Invitations for kissing, sex or oral sex	All the time/ almost everyday	Co-worker	Female	Both genders	Male	<ul style="list-style-type: none"> <li>▪ It is just a bad thing that should not happen but it is not necessarily a crime</li> <li>▪ It is just a way of life on farms</li> <li>▪ It is not such a big deal and I don't understand why people are making such a big deal about it</li> </ul>
	Home	<ul style="list-style-type: none"> <li>▪ Remarks of a sexual nature,</li> <li>▪ Invitations for dinner and drinks,</li> <li>▪ Invitation for kissing, sex or oral sex,</li> <li>▪ Touching, physical fondling or coming too close into my personal space,</li> <li>▪ Written suggestions</li> </ul>	All the time/ almost everyday	Friend	Male			
3	Work (previous)							
	Social setting							
4	Home	▪ Remarks of a sexual nature	All the time/ almost everyday	Friend	Male	Both genders	Both genders	It is a crime
5	Home	▪ Remarks about dress/ Appearance	Once-off	acquaintance		Both genders		It is just a way of life on farms
6	Home	▪ Remarks about dress/ Appearance	Every now and again	Friend	Female	Both genders	Male	It is a crime
7	Social setting	▪ Physical force (sexual assault/ rape)			Male	Both genders	Both genders	It is a crime
8	Social setting					Both genders	Both genders	It is a crime
9	Social Setting (shebeen/ pub/club)	▪ Remarks about dress/ Appearance	Once off	Friend	Male	Both genders	Both genders	It is a crime

**Table 8. Female victims of sexual harassment & their personal opinions on sexual harassment**

Case	Setting	Type of harassment	Frequency	Perpetrator		Who's more likely the victim?	Who's more likely the perpetrator?	How serious is sexual harassment on farms?
				Position	M/F			
1	Work (current)	▪ Remarks of a sexual nature	A few times a week	Co-worker	Female	Both genders	Females	
2		▪ Remarks of a sexual nature	Once off		Female			
3	Work (current)	▪ Remarks of a sexual nature	Once off	Senior manager	Male	Both genders	Both genders	It is a crime
	Social setting/ Home	▪ Remarks of a sexual nature	A few times a week	Friend	Male			
4	Work/ Social setting	<ul style="list-style-type: none"> <li>▪ Remarks of a sexual nature</li> <li>▪ Invitations for kissing, sex or oral sex</li> </ul>	A few times a week	Co-worker	Female			
5	Home	▪ Remarks about dress or appearance	Every now and again	An acquaintance	Male	Both genders	Males	It is a crime
6	Home	<ul style="list-style-type: none"> <li>▪ Remarks of a sexual nature,</li> <li>▪ remarks about dress/ appearance,</li> <li>▪ Touching, physical fondling or coming too close into personal space,</li> <li>▪ Offered me money or some kind of benefit in exchange for sex</li> </ul>	Every now and again	Friend	Male	Both genders	Males	It is a bad thing but not necessarily a crime
7	Home	▪ Touching, physical fondling or coming too close into personal space	A few times a week	Family member	Male	Both genders	Males	It is a crime
8	Home	▪ Physical force (sexual assault or rape)	Every now and again	Community leader	Male	Both genders	Males	It is a crime
9	Home	▪ Invitation for drinks or dinner	Once off	Family member	Male	Females	Males	It is just a way of life on farms
10	Home	▪ Invitation for kissing, sex or oral sex	Once off	An acquaintance	Male	Females	Males	It is just a way of life on farms
11	Home	▪ Physical force (sexual assault or rape)	All the time/ almost everyday	Family member	Male			It is a crime
12	Social setting (shebeen/ pub/ nightclub)	▪ Written suggestions of a sexual nature	Once off	Community leader	Male	Both genders	Male	It is a crime
13	Social setting	▪ Remarks about dress or appearance	Once off	Stranger	Male	Both genders	Both genders	It is a crime
14	Social setting	▪ Invitation for kissing, sex or oral sex	Once off	An acquaintance	Male	Females	Both genders	It is just a way of life on farms
15	Social setting (school/ church)	▪ Remarks about dress or appearance	Almost every day	Friend	Male	Both genders	Both genders	It is a crime
16	Social setting	▪ Physical force (sexual assault or rape)	Once off	Friend	Male	Both genders	Both genders	It is a crime

Clearly there is no clear answer as almost equal percentages of people said it was either getting worse or getting better. Of the 15 who answered that the rate of sexual harassment was getting worse or happening more often, we asked why they thought so. Participants were given several choices of which they had to choose one answer that best fitted their perception. Participants were also given the option of voicing their own opinion. Answers cited:

- “sexual harassment is not seen as a crime” (4 females; 2 males)
- “there are a lack of laws to stop perpetrators from committing such offences” (1 female: 4 males)
- “even if/though there are laws against sexual harassment, perpetrators are not afraid of what might happen if they get accused of sexual harassment” (2 females: 1 male)
- “the perpetrator thinks it is a game” (1 male).<sup>34</sup>

### **If there is greater disclosure, what changed?**

118 participants were asked the following open-ended question: If you believe that in general people are speaking more about or disclosing cases of sexual harassment more often now than in the past, what do you think has brought about this change? 94 participants chose not to answer the question, 7 were not applicable and 2 replied that they did not know.

Reasons cited:

- “People realize they can get help” (2 females, 3 males)
- “People are receiving more education on sexual harassment” (2 females, 2 males)
- “People are realizing that HIV/AIDS is a reality and if people do not report sexual harassment, they can be exposed to it” (2 females, 1 male)
- “People now realize they do not have to be afraid of the perpetrator” (1 female)
- “People are realizing that harassing other people is a bad thing” (1 male)
- “People saw that the perpetrator was punished” (1 female)

### **If there is no disclosure, what’s stopping them?**

118 participants were asked the alternative: If people are still not talking about cases of sexual harassment, what do you think is stopping them? 88 participants did not answer the question, 2 were not applicable.

Reasons cited:

- “Fear of the perpetrator and/or his family” (7 females, 6 males), and “threats” (1 female)
- “People do not want to get involved” (4 females, 2 males)
- “People think that being sexually harassed or abused is something to be ashamed of” (4 females, 1 male)
- “People keep it a secret”(1 male)
- “People are scared that the perpetrators will be reported” (1 male)

### **Does something need to be done?**

118 participants were asked whether they thought something needed to be done on their farm regarding sexual harassment. 59 chose not to answer the question. 1 person was not applicable. Out of the 34 females and 24 males,

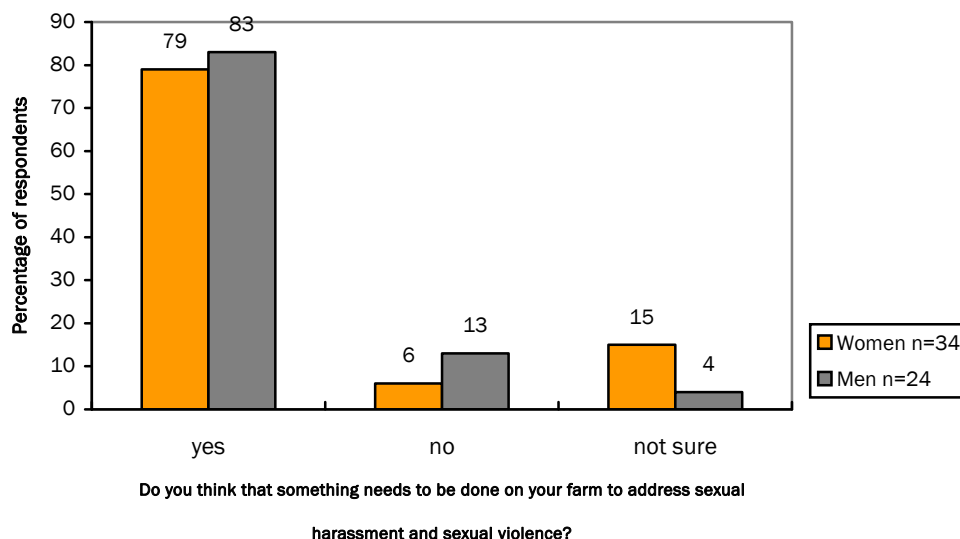
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<sup>34</sup> Own opinion.



- 27 females and 20 males said that yes, something needs to be done (79 % females and 83 % males)
- 2 females and 3 males said that it did not need addressing (6 % females and 13 % males)
- 5 females and 1 male replied that perhaps it needs to be but they were not sure (15 % females and 4 % males)

**Chart 17. Action needed to address sexual harassment/sexual violence?**



Clearly a great majority agree that sexual harassment needs addressing on farms. Participants, who answered in the affirmative, were asked to expound on their answer. The responses were:

- “Your children are also in danger”(7 females)
- “Education would be good so people know what to do” (4 females, 2 males)
- “Sexual violence is happening more and more on farms” (1 female, 4 males)
- “It affects people’s lives” (4 females)
- “The police must stop sexual harassment” (1 female, 2 males)
- “Sexual violence leads to people being killed” (2 females)
- “Perpetrators will continue their sexual abuse because they know nothing will be done about it” (1 female, 1 male)
- “Nobody has the right to touch another person’s body without permission” (1 female)
- “Information sessions must be held with teenagers so that they can tell if it happens to them” (1 male)
- “Perpetrators would know that they would be kicked off the farm if caught” and “victims would report more freely if they see action being taken against perpetrators” (1 male)
- “Victims should see that it is not their fault and nothing to be ashamed of” (1 male)
- “More community members would get together in the fight against sexual harassment & sexual violence” (1 male)

### **Should farm management be involved?**

118 participants were asked whether they believed that farm owners and management should be involved in addressing sexual harassment and sexual violence. 70 did not answer and 7 said they did not know. Of the 25 females and 16 males that answered, the data revealed

- 20 females and 15 males said yes (80 % females and 94% males)
- 5 females and 1 male said no (20 % females and 6% males)

Clearly, a large majority agreed that farm owners and management should get involved in action against sexual harassment and sexual violence on farms. Participants were asked to expound as to why they thought so. Of the 34, four did not specify. Reasons cited:

- “to help the community because it is their farm as well” (8 females, 8 males)
- “to refer you to people that can help you” (2 males)
- “to refer you to people that can help you and can give you advice” (1 female)
- “farm management needs to know what is happening on the farm, perpetrators would be aware of this and stop what they are doing” (2 females)
- “to see that workers get education on sexual harassment” (2 females)
- “the community must learn to respect one another on the farm” (2 females)
- “it can save my family” (1 female)
- “perpetrators of sexual harassment and sexual violence must be kicked off the farm” (1 female)
- “management must get involved because their families are also at risk” (1 female)
- “because sexual harassment and sexual violence is getting worse” (1 male)
- “management does not care about the communities problems” (1 male)
- “perpetrators must receive help” (1 male)

Two of the female participants who answered that management should not get involved, gave reasons for their answer: “community members must sort out their own problems”; and “management does not care about the communities problems”.

### **How should farm management get involved?**

72 did not answer, 12 were not applicable and 1 person did not know. Participants were given open reign to suggest ways in which farm management should get involved. Reasons cited were:

- “get more involved in the fight against sexual violence” (5 females, 4 males)
- “attend workshops/meetings with workers” (2 females, 4 males)
- “organize more workshops on the farm” (3 females, 1 male)
- “get closer to the people/communicate with the people” (2 females, 2 males)
- “listen to the community and give advice” (2 females, 1 male)
- “management must kick perpetrators off the farm” (1 female, 2 males)
- “organize community meetings where they listen to people’s problems” (1 female)
- “put workplace policies in place” (1 female)
- “put committees in place to deal with cases” (1 female)
- “provide more information to the community:” (1 female)

### **How should REACH get involved?**

Participants were asked what would be some good ideas or methods for REACH to address sexual harassment and sexual violence, and help victims who have been harassed or sexually violated. 79 participants did not answer, 7 were not applicable. Suggestions cited:

- “organize more workshops for workers” (4 females, 6 males)
- “monthly information meetings with workers and management” (3 males)
- “be there for the community when something happens” (3 females)
- “victims must talk about their feelings so that REACH can help them get counseling” (2 females, 1 male)
- “help put workplace policies in place” (2 females)
- “organize more workshops for workers and REACH must mediate cases of sexual harassment’ (2 females)
- “organize marches/campaigns so people can see communities are sick and tired of sexual harassment/violence” (1 female, 1 male)
- “advice workers”(1 female)
- “hold monthly information meetings with workers and management and victims must talk about their feelings so that REACH can help them get counseling” (1 female)
- “hold monthly information meetings with workers and management and REACH must mediate cases of sexual harassment” (1 female)
- “help victims and perpetrators and advise workers” (1 female)
- “REACH must mediate cases of sexual harassment” (1 male)
- “holding talks with teenagers about sexual violence” (1 female)

### **How should community members get involved?**

Once again participants were given free range to answer how they thought the community could get involved to address sexual harassment and sexual violence. 76 did not answer. 7 were not applicable. Suggestions were:

- “refer community members to REACH and assist REACH where necessary” (7 females, 5 males)
- “tell other people about sexual harassment information” (4 females, 4 males)
- “be the liaison between REACH, the police and the community” (3 females, 2 males)
- “report cases of sexual harassment and sexual violence” (1 female, 2 males)
- “get the community to stand together and to trust each other” (2 females)
- “help put workplace policies in place” (1 male)
- “be part of committees in place to deal with cases” (1 female)
- “participate in marches/campaigns so people can see communities are sick and tired of sexual harassment/violence” (1 female)
- “take children on weekend excursions so they can enjoy themselves” (1 female)
- “with the necessary training I will do counseling” (1 female)

Clearly a large majority of farm workers did not reply to these pertinent questions. Of those who did though there were clear calls for action to addressing sexual harassment and sexual violence on farms with the assistance of farm owners, police services, REACH and the greater community.

## Alcohol & Drug Use on Farms

Participants were asked various questions on the use of alcohol and drugs within their home as it related to themselves, their partner, their children or other persons living within their home. We wanted to find out just how regularly or frequently alcohol and/or drugs were consumed and did the participants believe that its usage posed a problem.

### Alcohol Use

Not all participants answered the questions posed to them but in general research revealed that

- Out of 60 women, 18 of the participants said they drank alcohol, 42 did not. 17 out of the 18 women who replied to how often they drank, 1 said a few times a week, 9 said every weekend, 7 said a few times a year on special occasions.  
Out of 26 men, 13 said they drank alcohol. 12 out of the 13 men who replied to how often they drank, 1 said a few times a week, 9 said every weekend and 2 said a few times a year on special occasions.  
One of the participants, who did not specify gender, answered that he/she did not drink alcohol.
- Out of 42 women, 22 said their partners did not drink, 20 said their partners drank. 19 of the 20 women answered the question of how often their partner drank. The majority (13) said every weekend, 1 said a few times a week, 1 said once a month, 4 said a few times a year.  
Out of 19 men, 10 men said their partners did not drink, 9 did. Of these 9, 7 said that their partners drank every weekend, 1 said a few times a week and another said a few times a year.  
The participant who did not specify gender said that his/her partner drank alcohol and did so every weekend.
- Out of 51 women, 16 said their children drank alcohol, 35 said their children did not. Of those 16, 2 said their children drank every day, 1 said a few times a week, 9 said every weekend, 2 said once a month and 2 said only on special occasions.  
Out of 16 men, only 1 replied that his child or his children drank every weekend.  
Interestingly out of all the participants who confirmed they had children and replied to the question, he was the youngest at 26 years of age.<sup>35</sup>  
The participant who did not specify age said that his/her children did not drink.
- Out of 49 women, 19 said that someone else that lives with them (e.g. mother, father, uncle, aunt, cousin, friend, etc) drinks alcohol. Of those 19, 2 said the person drinks everyday, 1 said a few times a week, 12 said every weekend, 1 said on a monthly basis and 3 said only a few times a year.  
Out of 21 men, 14 answered that someone else living with them drank alcohol. Of these 14, 3 said a few times a week, 8 said every day, 1 said on a monthly basis, and 2 said only a few times a year.

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<sup>35</sup> The questionnaire did not make provision to extract information on the age of participants' children. We can however assume that as this participant is still in his early twenty's that his child or children is/are more than likely still young. This is quite concerning - not only is alcohol detrimental to the growth of children but the fact that they drink so frequently poses additional problems to their overall well-being.

The participant who did not specify age said that no-one living with him/her drank alcohol.

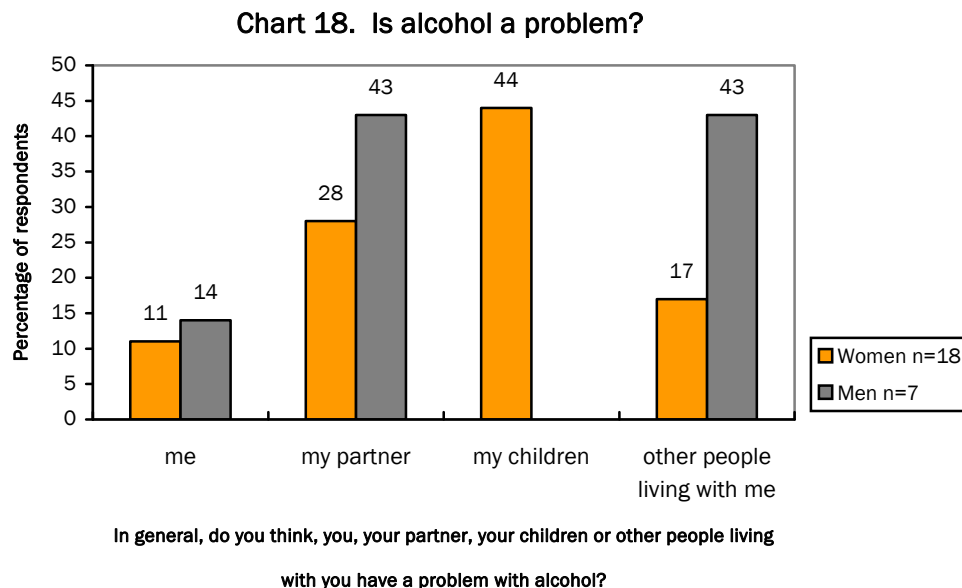
In summation, when comparing percentages, it was evident that a lot more men drank alcohol (50 % compared to 30 % of women) and drank more often than women (e.g. 75 % of men drank every weekend compared to 53 % of women). Equal numbers of men and women said their partners drank (47 %), although interestingly it appears that the partners of the male participants drink more often/more regularly than the partners of the female participants. It seems that the majority of people living with participants drink every weekend.

### Purchase of Alcohol

Out of the total sample of 103 participants, 27 did not answer and 17 were not applicable. When asking participants where farm workers buy alcohol: 33 said from a bottle store (liquor store); 14 said from a shebeen<sup>36</sup>; 2 said from someone else who works on the farm; 1 said from someone from another farm; 8 said from a bottle store and shebeen, and 1 said from a shebeen and from someone else who works on the farm

### Is alcohol a problem?

Out of the total sample, 59 did not answer and 18 were not applicable. 18 females, 7 males and 1 person who did not specify gender, answered the question of whether in general they believe that (a) they, (b) their partner, (c) their children, or (d) other people who lived with them had a problem with alcohol. When comparing percentages between males and females, the data revealed



- The majority of female participants believed their children had a problem with alcohol (44 %), followed by their partner (28 %); other people living with them (17 %) and 11 %

<sup>36</sup> Shebeens are unlicensed pubs/liquor stores, generally found either on farms or in informal settlements in towns.

admitted they had a problem with alcohol.

- Males on the other hand equally believed their partners and other people living with them had a problem with alcohol (43 %), followed by 14 % who admitted to personally having a problem with alcohol. Interestingly, no men believed their children had a problem.
- The person who did not specify gender said that he/she believes his/her partner has a problem with alcohol.

## Does alcohol cause problems in the community?

Participants were asked whether they believed alcohol was the cause of several problems in their communities. Out of the total sample of 103 participants, 37 did not answer, 4 responded that they did not know.

Participants were given the option of ticking several types of problem. The table below indicates the number of times that each type of problem was mentioned by gender. As there were unequal numbers of females and males that answered the question, percentages were calculated to allow better comparisons between the genders.

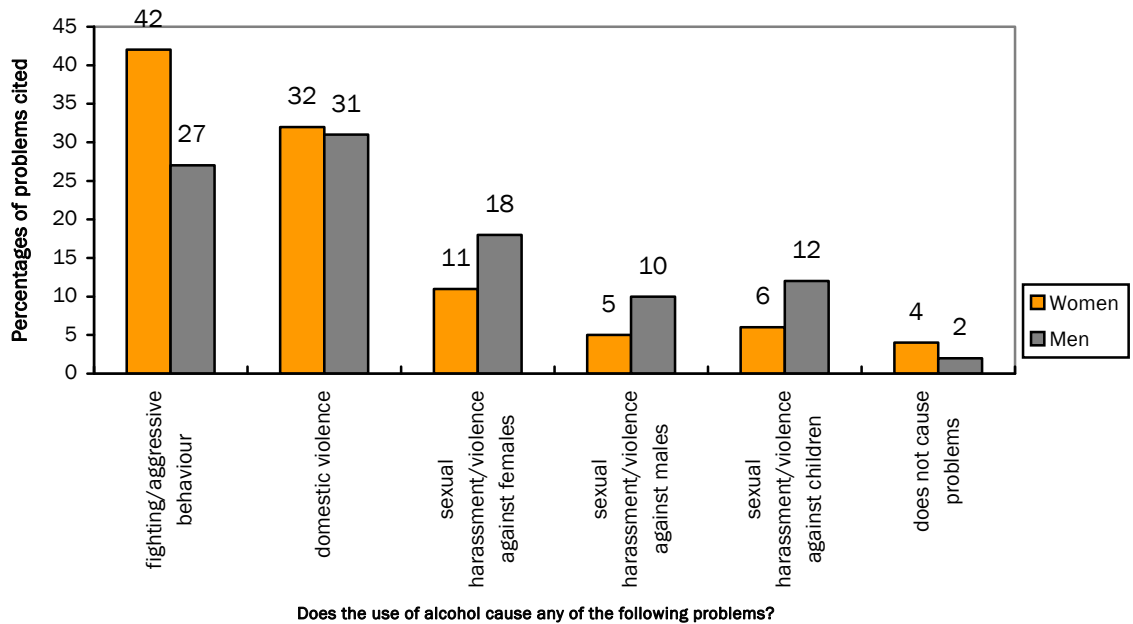
**Table 9. Is alcohol the cause of problems on farms?**

Type of Problem	Female		Male	
	Nr of times mentioned	Total percentage	Nr of times mentioned	Total percentage
Fighting/aggressive behaviour	33	42 %	13	27 %
Domestic violence	25	32 %	15	31 %
Sexual harassment/sexual violence against women	9	11 %	9	18 %
Sexual harassment/sexual violence against men	4	5 %	5	10 %
Sexual harassment/sexual violence against children	5	6 %	6	12 %
No problems	3	4 %	1	2 %
<b>Total</b>	<b>79</b>	<b>100 %</b>	<b>49</b>	<b>100 %</b>

As indicated by the table above:

- Fighting or aggressive behaviour amongst the female participants was mentioned more often (33 times), followed by domestic violence (25 times). Sexual harassment or sexual violence against women was sited 9 times, followed by sexual harassment or violence against children (5), and then males (4). Only 3 female participants from a total of 39 said that alcohol did not cause any problems in the community.
- Amongst the male participants however, domestic violence was sited more often than any other category (15), followed closely by fighting or aggressive behaviour (13). The same pattern emerged amongst the male participants as it did in the female participants. Sexual harassment or sexual violence against women was mentioned more times (9), followed by sexual harassment or violence against children (6), and then males (5). Only 1 male said that alcohol did not cause problems in the community.
- The participant who did not specify gender replied that alcohol only causes the occurrences of domestic violence on farms

Chart 19. Alcohol causes problems on farms



When comparing the percentages, it appears that men are in the majority of citing alcohol causing sexual harassment or violence against women, men and children. Women are the majority in citing alcohol causing fighting or aggressive behaviour. Almost equal numbers of men and women believe that alcohol causes domestic violence.

## Drug Use

103 participants were asked several questions relating to drug usage on farms.

- Out of 72 females, 21 did not reply as to whether they used drugs. Of the 51 that answered, 0 answered in the affirmative. Out of 29 males, 3 did not answer. Of the 26 who did answer the question, only 2 admitted they used drugs – 1 did not reply as to how often he used drugs while the other said only a few times a year on special occasions. One person who did not specify gender, reported to not using drugs.
- Participants were asked whether their partners (e.g. wife/husband/girlfriend/boyfriend) used drugs. Out of 72 females, 27 did not reply, 11 said they did not have partners. 7 females said their partners used drugs. 1 female said her partner used drugs a few times a week, 2 said every weekend, 2 said a few times a year and 2 did not answer. Out of 29 men, 7 did not answer and 2 did not have partners. Out of the 20 who answered, 4 said their partners used drugs. 1 said every day, 1 said a few times a year and 2 did not answer. One person, who did not specify gender, answered that his/her partner used drugs but did not specify frequency of usage.
- When asking participants whether their children used drugs. Out of 72 women, 28 did not answer, 1 was not applicable and 7 said they had no children. Of the 36 women who did

respond, 4 women said their children used drugs. 1 said every day, 2 every weekend and 1 said a few times a year.<sup>37</sup>

Out of 29 males, 7 did not answer, 2 were not applicable and 4 had no children. Of the 16 males who responded to the question, 0 said that they had children who took drugs.

One person, who did not specify gender, answered that his/her child or children do not use drugs.

- Participants were asked whether anyone living with them in their house used drugs. Out of 72 women, 28 did not answer, 1 was not applicable. Of the 43 who answered, only 6 females responded that someone living in their home uses drugs. 4 said every day and 2 said every weekend.

Out of 29 men, 10 did not answer, 1 was not applicable. Of the 18 who responded, only 2 males said someone living with them took drugs, 1 every day and 1 a few times a week. 1 male said he was not sure.

The one participant who did not specify gender, answered that no-one living with him/her used drugs.

When comparing percentages, we found that almost equal numbers of men and women said that their partners used drugs (21 % females, 20 % males). None of these participants who reported on their partners use of drugs actually use drugs themselves. In comparison to alcohol however, there is very little drug consumption on farms.

### **Purchase of Drugs**

Out of the total sample of 103 participants, 52 did not answer and 40 were not applicable. When asking participants where farm workers buy drugs from, 1 said from a shebeen, 3 said from a nearby town and 7 did not know.

### **Are drugs a problem?**

When asked whether in general participants believed that (a) they, (b) their partner, (c) their children, or (d) other people living with them had a problem with drugs, 57 did not answer and 40 were not applicable.

Only 1 female said her partner had a problem (using drugs every weekend), 1 female said her child had a problem (using drugs every weekend), 2 males and 2 females said that someone living with them had a problem with drugs (using drugs every day or a few times a week).

Although it once again appears that drug use is not a big problem on farms, what is of particular concern is the increasing numbers of “tik” (crystal methamphetamine) users in the Western Cape which has now spread to the surrounding rural areas. Tik, as it is called on the streets, is easily affordable, easily accessible and incredibly addictive, and symptoms include psychosis, aggressiveness, and violence. Our police “informant” in Grabouw, one of the towns where the study was conducted, says there has been a major increase in tik-related crimes in her area. Children as young as 10 are using tik on a daily basis! If young children have such easy access to it, then it is only a matter of time before drugs take a greater hold on our farming communities. We can only imagine that there will be an even greater increase in social problems, sexual violations and abuses.

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<sup>37</sup> These women are all over the age of 42 so it is difficult to estimate just how old their children are.



## Does drug use cause problems in the community?

Participants were asked whether they believed drug use was the cause of several problems in their communities. Out of the 103 participants, 62 did not answer and 6 responded that they did not know. 26 females and 9 males answered the question.

Participants were given the option of ticking several types of problem. The table below indicates the number of times that each type of problem was mentioned by gender. As there were unequal numbers of females and males that answered the question, percentages were calculated to allow better comparisons between the genders. As indicated by the table below:

**Table 10. Are drugs the cause of problems on farms?**

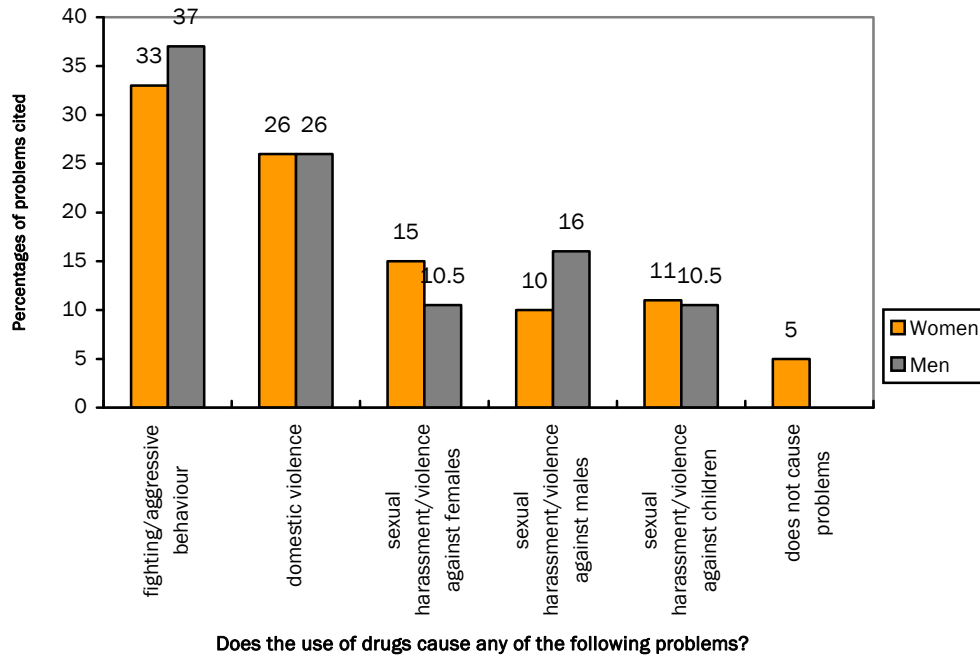
Type of Problem	Female		Male	
	Nr of times mentioned	Total percentage	Nr of times mentioned	Total percentage
Aggressive behaviour/fighting/vandalism	20	33%	7	37%
Domestic violence	16	26%	5	26%
Sexual harassment/sexual violence against women	9	15%	2	10.5%
Sexual harassment/sexual violence against men	6	10%	3	16%
Sexual harassment/sexual violence against children	7	11%	2	10.5%
No problems	3	5%	0	0%
<b>Total</b>	<b>61</b>	<b>100 %</b>	<b>19</b>	<b>100 %</b>

- Fighting, aggressive behaviour or vandalism amongst the female participants was mentioned (20 times), followed by domestic violence (16 times). Sexual harassment or sexual violence against women was cited 9 times, followed by sexual harassment or violence against children (7), and then males (6). Only 3 female participants from a total of 26 said that drugs did not cause any problems in the community.
- Amongst the male participants fighting or aggressive behaviour was also cited the most often (7) followed by domestic violence (5) and sexual harassment or violence against men (3). Sexual harassment/sexual violence against women and children were mentioned twice respectively. 0 men believed that drug use did not cause problems in the community.

When comparing the percentages, it appears that men are in the majority of citing drugs causing fighting, aggressive behaviour or vandalism, and sexual harassment and violence against males. Women are the majority in citing drugs as a cause of sexual harassment and sexual violence against females and children (although the difference in the children category was not major). Women were also in the majority in believing that drugs do not cause problems. Once again equal numbers of females and males believed that drugs caused domestic violence.

These are interesting statistics considering that it did not seem that drug use was a problem on farms and therefore one could erroneously believe that drug use was not perceived by the participants as causing problems in the community.

**Chart 20. Drugs cause problems on farms**

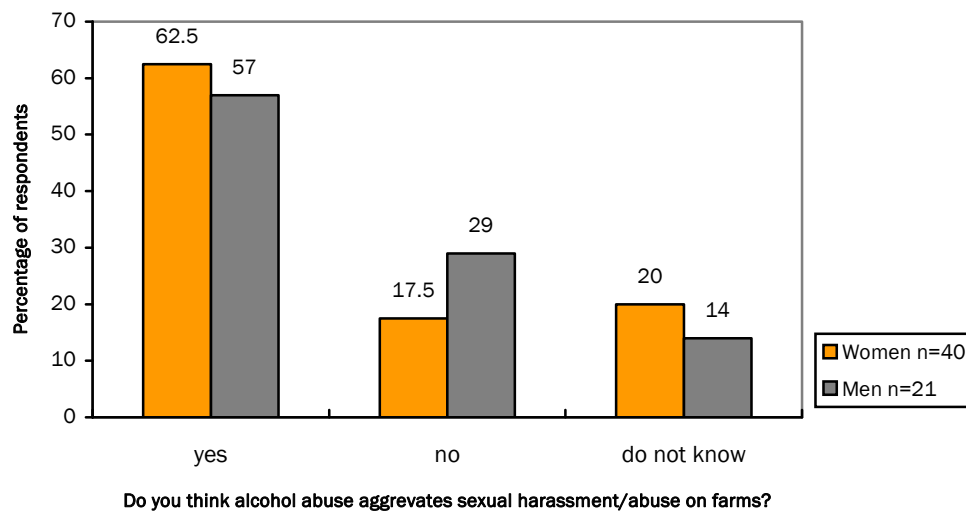


### Alcohol and Drug Use aggravating Sexual Abuses?

When asked whether participants believed alcohol aggravated sexual harassment or sexual abuse on farms, 41 persons did not respond. Of the 62 who answered the sample revealed

- 12 males replied that alcohol use does aggravate sexual harassment or sexual abuse on farms, 6 males said that it did not and 3 said they did not know. 25 females agreed that alcohol aggravates sexual harassment or sexual abuse on farms, 7 said that it did not, and 8 did not know
- 1 person who did not specify gender, replied that he/she did not believe that alcohol aggravates sexual harassment or abuse

**Chart 21. Sexual Harassment/abuse on farms aggravated by alcohol abuse**

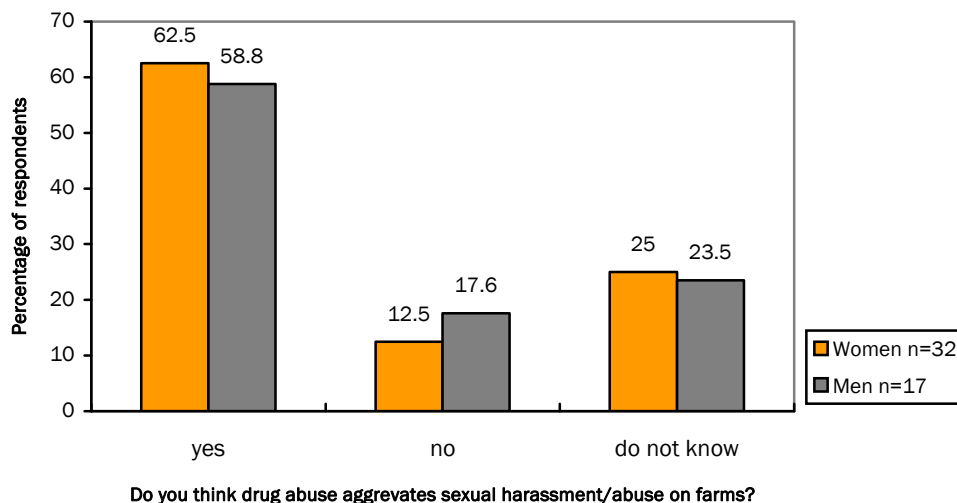


When comparing the percentages between male and female participants, 62.5 % of females and 57 % males, agreed that alcohol aggravates sexual harassment or abuse on farms; 29 % males and 17.5 % females answered negatively and 14 % males and 20 % females said they did not know. Clearly a majority agree that alcohol is an interlinking factor when it comes to sexual harassment or abuses on farms.

103 participants were asked whether they believed that drugs aggravated sexual harassment or sexual abuse on farms. 54 persons did not answer. 32 females and 17 males did.

- 10 males agreed that drugs do aggravate sexual harassment or abuses on farms, 3 said that it did not, while 4 admitted that they did not know. 20 females believed that drugs do aggravate sexual harassment or abuses on farms, 4 said it did not, while 8 females did not know.
- When comparing percentages, the majority 62.5 % females and 58.8 % answered in the affirmative, whilst 12.5 % females and 17.6 % males answered negatively and 25 % females and 23.5 % males said they were unsure.

**Chart 22. Sexual Harassment/abuse on farms aggravated by drug abuse**



### Assault under the Influence?

When asked whether participants had ever been beaten or sexually assaulted while they were under the influence of alcohol or drugs, and/or whether they have been beaten or sexually assaulted while the perpetrator was under the influence of alcohol or drugs the results were:

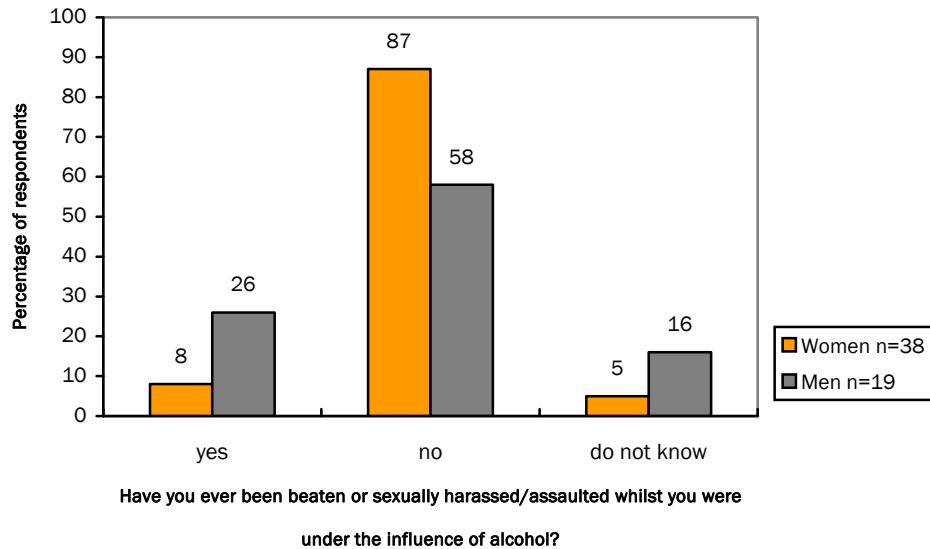
45 participants did not answer whether they had ever been assaulted whilst they were under the influence. 38 females and 19 males answered the question. 1 person did not specify gender.

- 5 males said that they had, 11 said they had not and 3 said that they did not know. 3 females said they had, 33 females said no and 2 said they did not know.

The 1 participant who did not specify gender replied that he/she had never been sexually harassed or assaulted whilst under the influence of alcohol.

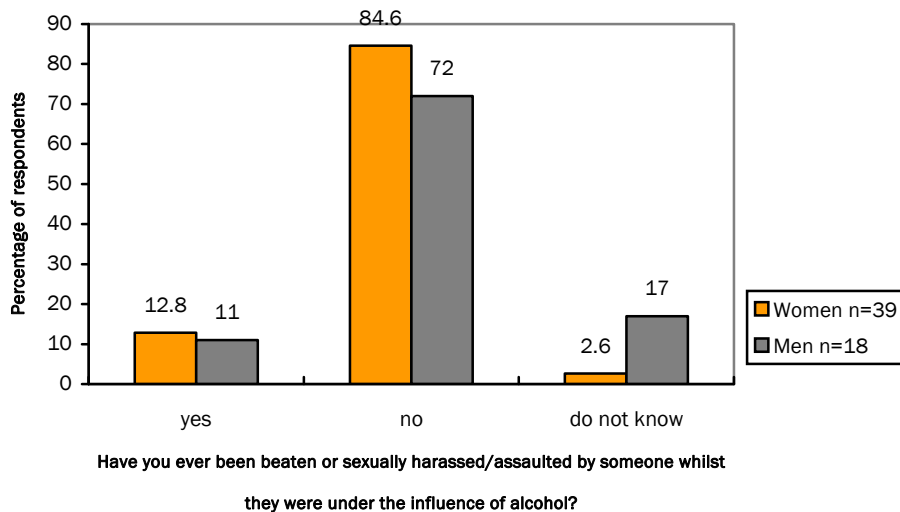
When comparing percentages between males and females, only a small percentage said that they were assaulted whilst they were under the influence of alcohol (females: 8 %; males: 26 %) although in this category men were in the majority in comparison to women.

**Chart 23. Assault whilst under the influence of alcohol**



Out of 103 participants, 45 chose not to answer whether they had been beaten or sexually harassed/assaulted (e.g. raped) whilst a perpetrator was under the influence of alcohol. Of the 39 females, 18 males and 1 person who did not specify gender, the results were:

**Chart 24. Assault whilst perpetrator under the influence of alcohol**

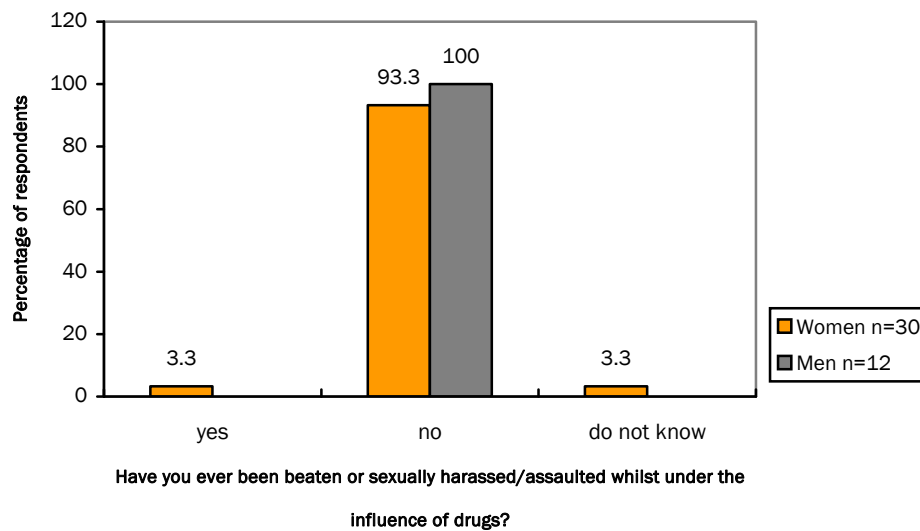


- 2 males said they had, 13 said they had not and 3 said that they did not know. 5 females said they had, 33 females said no and 1 said they did not know. The 1 participant who did not specify gender replied that he/she had never been sexually harassed or assaulted whilst a perpetrator was under the influence of alcohol.

When comparing percentages between males and females, another small percentage (females: 12.8; males: 11) affirmed that they had been assaulted or sexually harassed/abused while the perpetrator was under the influence of alcohol, although this time, women were in the majority.

Of the 103 participants, 60 chose not to answer whether they had ever been assaulted or harassed whilst under the influence of drugs, 30 females and 12 males did. 1 person did not specify gender.

**Chart 25. Assault whilst under the influence of drugs**

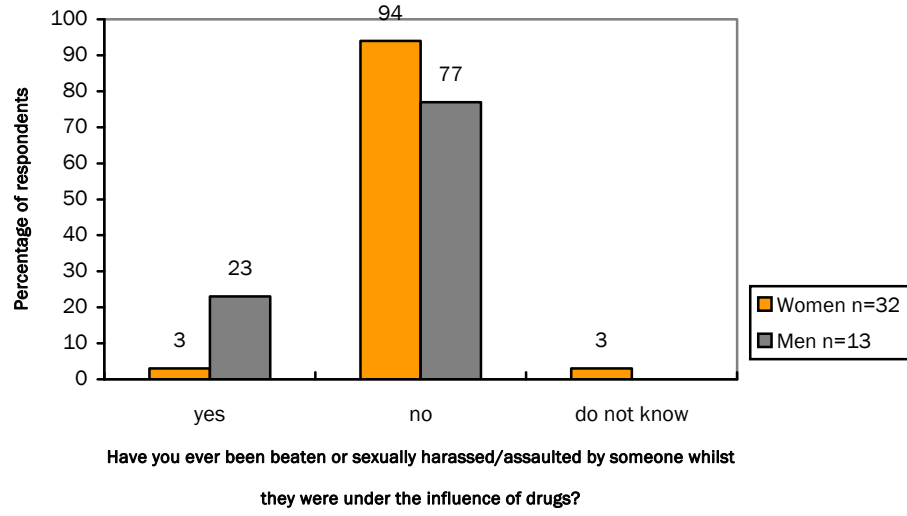


- Of the 12 males who answered this question, all said they had not. 1 female said she had, 28 females said they had not, and 1 female said she did not know. The participant who did not specify gender replied that he/she had never been sexually harassed or assaulted whilst under the influence of drugs.

Of the 103 participants, 57 chose not to answer whether they had ever been assaulted or harassed whilst a perpetrator was under the influence of drugs. 32 females, 13 males and 1 person who did not specify gender answered the question.

- 1 female and 3 males (3 % and 23 %) answered that they had been assaulted by a perpetrator under the influence of drugs, whilst 30 females and 10 males (94 % and 77 %) answered that they had not (including the person who did not specify gender). 1 female (3 %) indicated that she could not remember.

**Chart 26. Assault whilst perpetrator under the influence of drugs**



# HIV/AIDS

## Understanding of HIV/AIDS Transmission

Out of a sample of 103 farm workers, 51 females and 21 males answered the question of how they thought people get HIV/AIDS. 31 participants chose not to answer this question.

Participants were given the option of ticking several possibilities: (a) unprotected sex (vaginal, anal, oral) with someone who has HIV/AIDS; (b) shaking hand or sharing food with someone with HIV/AIDS; (c) blood (blood transfusions, etc); (d) HIV+ mother to child (during labour, etc); (e) mosquito bites; (f) I am not sure; (g) I do not know what HIV/AIDS is.

**Table 11. Transmission of HIV/AIDS**

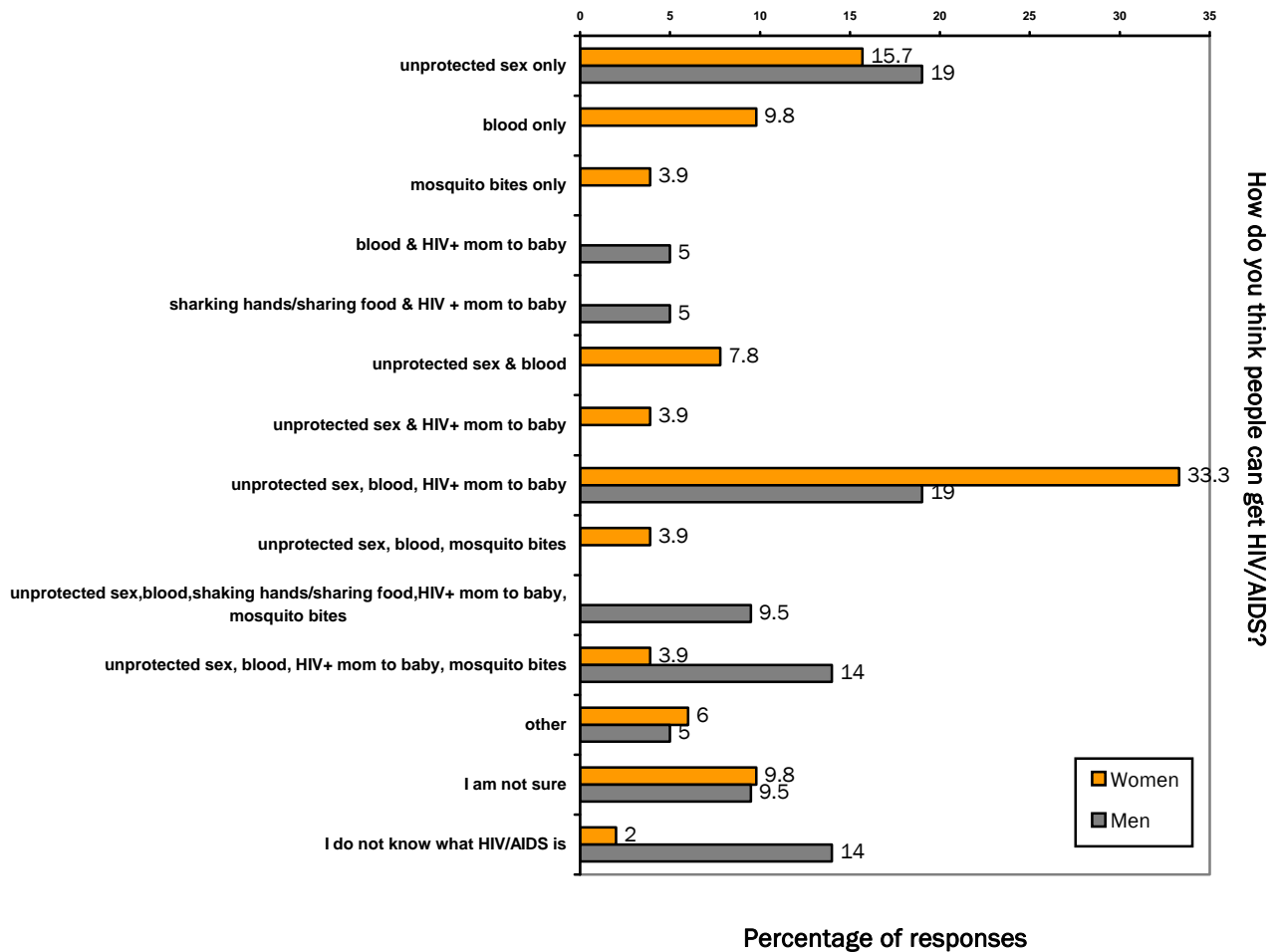
How do you think you can contract HIV/AIDS?	Female		Male	
	Nr of participants	%	Nr of participants	%
Unprotected sex only	8	15.7	4	19
Blood only	5	9.8	0	0
Mosquito bites only	2	3.9	0	0
Unprotected sex & blood	4	7.8	0	0
Unprotected sex & HIV + mom to baby	2	3.9	0	0
Blood & HIV+ mom to baby	0	0	1	5
Unprotected sex, blood, HIV+ mom to baby	17	33.3	4	19
Shaking hands/sharing food, HIV+ mom to baby	0	0	1	5
Unprotected sex, blood, mosquito bites	2	3.9	0	0
Unprotected sex, blood, HIV+ mom to baby, mosquito bites	2	3.9	3	14
Unprotected sex, shaking hands, blood, HIV+ mom to baby, mosquito bites	0	0	2	9.5
Other	3	6	1	5
I am not sure	5	9.8	2	9.5
I do not know what HIV/AIDS is	1	2	3	14
<b>Total</b>	<b>51</b>	<b>100</b>	<b>21</b>	<b>100</b>

- It is clear from these findings that the majority of farm workers agree that people get HIV/AIDS from unprotected sex (oral, vaginal or anal) with someone who is infected with the virus; blood (transfusions, needle pricks, etc) and HIV+ mom to baby (33.3 % of females and 19 % of males)
- All-in-all it seems that females are better educated than men on the transmission of HIV/AIDS, although there is definitely no clear separation between the two.
- Of the most educated in the transmission of HIV/AIDS, comparisons were made between the farms. More or less a ¼ of each farms participants were well educated in HIV's transmission (15 % Farm A, 26 % Farm C, 14 % Farm D, and 25 % Farm E). There was no particular age (ages ranged from 16 – 70) or education discrepancy.
- Quite a few farm workers admitted to not knowing how one contracts HIV (10 % of both the female and male participants), while a few admitted to not even knowing what HIV/AIDS is (2 % female and 14 % males).
- What is most concerning is that all the participants who admitted to not knowing what HIV/AIDS is, were from the same farm and were young people (ages 12, 29 and two were

31).

- Of those who were not sure, there were equal numbers of people from four farms. The ages were 14, 25, 31, 36, 43, 47 and 57. Of these 2 had no education, 2 were still in school, and of the rest the most educated marked the below highest grade high school (secondary school) category.
- It is disconcerting to note that there are still misconceptions about the transmission of HIV like shaking hands or sharing food with someone who is HIV+, and mosquito bites.

Chart 27. Understanding of HIV/AIDS transmission



- Taking all these factors into consideration, there remains a definite need for awareness raising and training on HIV/AIDS on farms.

### Farm Workers with HIV/AIDS

Out of the 103 farm participants, 48 women, 25 men and 1 participant who did not specify gender replied to the question of whether they knew or had heard of anyone on their farm with HIV/AIDS. When comparing percentages between females and males the data revealed that:



- 19 % of females and 12 % males answered in the affirmative,
- 79 % females and 72 % males answered negatively and
- 2 % of females and 16 % of males said they were unsure. The person who did not specify gender, replied that they did not know of anyone on their farm

A large percentage of participants replied that they did not know of anyone with HIV/AIDS on their farm. Although a smaller group replied in the affirmative, it is interesting that each farm, who took part in questionnaire two, were part of this sample. In fact, 8 out of the total 12 who said they did know of someone with HIV/AIDS were from the same farm (farm E) – essentially 50 % of that sample as only 16 participants from that farm filled in our questionnaires. The remaining 4 participants who answered in the affirmative, 2 were from farm A; 1 from farm C; and 1 from farm D.

The fact that we had a small sample of people who knew of someone with HIV/AIDS does not indicate that the prevalence of HIV/AIDS on farms surveyed is low. It is more likely that more people are infected with HIV on each and every farm.

## Reaction from Management

Out of the sample of 12 farm workers who replied in the affirmative of having heard of a farm worker with HIV/AIDS, 4 did not answer and 1 was not applicable when replying to the question of how management reacted to the HIV infected farm worker.

- 3 females indicated that management behaved sympathetically,
- 1 female and 1 male indicated that they got medical assistance for the worker,
- 1 male indicated that management dismissed the worker and
- 1 female indicated that she did not know.

It appears that management was overall sympathetic and concerned for the person's well-being. It was however worrying to hear that in one instance the farm worker was dismissed.

## Reaction of Co-Workers

Out of the sample of 12 farm workers who replied in the affirmative of having heard of a farm worker with HIV/AIDS, 1 did not answer and 1 was not applicable to the question of how the co-workers reacted to the farm worker with HIV/AIDS. Out of the 10 valid replies:

- 5 females were sympathetic,
- 1 female and 1 male tried to find out more about the HIV/AIDS virus,
- 1 female got medical assistance for the worker,
- 1 male avoided contact with the worker and
- 1 female indicated that she did not know.

Once again it seemed that predominantly farm workers were sympathetic and pro-active.

## Workshop & Research Findings per Farms



This section of the research report provides a brief qualitative report-back from open and focus group discussions during workshops where participants were given free-reign to talk of particular problems on their farms. An analysis was then done on their answers to the questionnaire.

## Farm A

The greatest problems on this farm were alcohol abuse, domestic violence and rape. Participants spoke of numerous accounts of domestic abuse taking place on weekends following heavy alcohol binging sessions at local shebeens on the farm. During one of the tea breaks, a woman, clearly distressed, called us aside as she wanted to talk to us in private.<sup>38</sup> She told us that her husband, when heavily intoxicated, physically forces himself on her. She cannot take it any longer and admitted to hiding a knife under their bed which she intends to use the next he rapes her.

Another tale of distress was accounted by some of the community participants. A few years ago, a man was accused and arrested after raping a young girl on the farm. After spending a few years behind bars, he returned to work on the same farm. The victim has had to deal with seeing him on a daily basis which is thoroughly traumatizing not only to her but her family too. The situation has seen rise to incidents of physical assault between the victim's family and the perpetrators family. The community has also been drawn into this conflict causing a drift between those who support the victim and want the perpetrator off the farm and those who believe the perpetrator has a right to continue working and living on the farm. Those who support the victim expressed their anger with farm management for re-employing him following his return from prison. They feel that management should take responsibility for the situation that has arisen.

The analysis of this farm revealed that 12 out of 31 participants (8 females and 4 males) knew of someone who had been or was being sexually harassed on their farm. This makes up a third of all the reported cases of "heard of" experiences. An additional five suspected so but were not sure. 6 of these 12 were children between the ages of 0 – 12 years. Of these, three said they had been told by the child victim and the other three said they heard about it from the community. Four of the "heard of" experiences were teenagers between the ages of 13 – 19. One had witnessed it, two had heard about it from the victim and one heard about it from the community. Five of the participants from this farm reported that they had personally experienced sexual harassment. Two had been harassed in their teens and three classified their age under "other". There were no rape victims on this farm. Three of these victims were harassed in the home, while one person answered "other". Interestingly only one of these people said that sexual harassment was a crime, the other three said it was just a way of life on farms.

The majority who said they drank admitted to drinking every weekend this included their partners. Five participants out of a total of 28, other than those who did not respond to the question at all (13) and four who were not applicable, said their partner had a problem with alcohol; two said their children had a problem; and two said someone living with them had a problem. When questioning whether alcohol caused certain problems on farms, 16 admitted that it did while three did not know. Aggressive behaviour/fighting was mentioned most often, followed by domestic violence (cited 9 times). Four persons admitted to being beaten/sexually harassed while under the influence of alcohol (two said they did not know), while three said it had happened while the perpetrator was under the influence. When questioning drug use, four said someone living with them had a problem and one person said their child had a problem with drugs. Domestic violence in relation to drug abuse was mentioned five times. One female said she was beaten/sexually harassed while she was under the influence of drugs. One male said that this happened to him by someone who was under the influence.

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<sup>38</sup> Her husband was also a workshop participant and she did not want him to hear that she was confiding in us.

When asking participants whether farm management must get involved in the fight against sexual harassment and sexual violence on farms, other than those who did not answer (8) and who were not applicable (2), only 2 people said no. The reason most often cited in the group that said yes, was that management should get involved because it is their farm too (3); because sexual harassment and sexual violence is getting worse (1); and because management does not care about the community.

Only five people had accurate knowledge of the transmission of HIV/AIDS, four said they were not sure, eight did not answer. Unprotected sex was mentioned most often. One person said that you could get infected with HIV by shaking hands with someone who was infected. Two people knew of someone on the farm with HIV/AIDS.

In summation, 39 % of this farm knew of someone who had been sexually harassed. 83% said this had happened to children below the age of 19. 16 % of farm workers on this farm admitted to being harassed. Roughly about 50 % of participants who answered the questionnaires drank alcohol, but very few admitted that it was a problem. Despite us noticing, and being told, that alcohol abuse on this farm was rife, answers to the questionnaire clearly did not reflect this. Clearly participants do not see that drinking every weekend may constitute a problem. With respects to HIV/AIDS, although not everyone had in-depth knowledge of its transmission, at least a great majority, of those who answered, replied that you could get infected by having unprotected sex with someone who is infected. However, it remains clear that education on HIV/AIDS and drug abuse is needed on this farm including awareness and intervention strategies on gender-based violence.

## **Farm B**

REACH was contacted by the community leader from this farm after having heard about our organization. He invited us to hold a workshop with the farm workers at a local school hall to address sexual harassment but more importantly, HIV/AIDS. His daughter died last year from AIDS, and it was through his involvement in previous workshops conducted by the Executive Director in 2003 on HIV/AIDS, that empowered him to openly speak out about his daughter's death.

What is of great concern to him is that the man who lived with his daughter (previously a contract worker who stayed on as a permanent worker) is suspected of also being HIV positive. Despite already being in another relationship, he blatantly continues to have unprotected sex with a number of seemingly unsuspecting young girls on the farm. This situation is becoming increasingly serious. We were later informed by the community leader that this man had actually been present at the workshop and left once he heard what the workshop was about.

Promiscuity is certainly a large concern on this farm. It was so bad at one point that farm management moved the contract workers living quarters to a separate section on the farm, physically fencing them off from the permanent farm working residents. Regardless of this divide and parents attempts at barring their female children from having close contact with contract workers, promiscuous sex continues. Young people on this farm simply do not seem to believe that HIV/AIDS is a deadly virus and a real concern.

In the workshops that we have done thus far and in discussions with other stakeholders and role players we have realized that HIV/AIDS is still very much a taboo subject in these communities. Workshop participants would rather say that people from their communities are dying of Tuberculosis than of AIDS. In other instances people truly believe that this can be the only

explanation as this is what they have been told by local doctors and nurses, even though following his or her death, the death certificate states that the person died of AIDS.

Most unfortunately, farm B did not complete questionnaire two which focuses on drug and alcohol abuse and HIV/AIDS. However, from questionnaire one, we found that out of seven participants, five said they were aware of sexual harassment and sexual violence happening on their farm. 1 additional person said that he suspected so but was not sure. Although three persons did not specify the persons age, two of them said it had happened to teenagers between the ages of 13 – 19. One person said it happened to an adult. One person had witnessed the harassment of a teenager, while another two said they had been told of the harassment by the victim. When describing personal experiences, four participants out of the seven replied that they had. Two people did not answer and only 1 person said outright that he had never been sexually harassed. Three people said they had been harassed in the workplace – of these three, two added that they had also been harassed in a social setting while another was harassed in the home as well. One female said she was harassed in a social setting. All the people who were harassed and who specified their age, all were in their twenties and older when the harassment occurred. Of those who were harassed in the home or in a social setting, one was 16 – 19 when the harassment occurred and the other two were in their late twenties. One of these persons was raped.

Out of all the 7 participants, 5 said that sexual harassment was a crime. One person said that it was not necessarily a crime - just a way of life on farms and it was not such a big deal. Three of the farm participants believed that sexual harassment was getting worse on their farm, while two said it was getting better. All 7 said something needed to be done on their farm with respects to sexual harassment and sexual violence, and all but one said that farm management needed to be part of the solution.

In summation, 86 % of farm workers who answered the questionnaire knew of sexual harassment cases that had occurred on their farm (this includes the one who was not sure but still answered all the questions on the incident. 57 % of these farm participants admitted to having been sexually harassed, taking into consideration that another two persons did not answer the question, one could assume that there may be more victims. A great majority of these participants said that something needs to be done on their farm to address sexual harassment and sexual violence with the inclusion of farm management.

## **Farm C**

There is great distrust amongst community members on this farm - when we asked participants whom they would tell if they were being sexually harassed or raped, or in general who they would confide in with their problems, people firmly said they did not trust anyone but themselves. The reason they provided was that there is a lot of gossiping on the farm, often for some their only source of social interaction/enjoyment. Their fears were that that should they confide their secrets to someone on the farm, then everyone would know. The community leader on this farm goes to great lengths to ensure workshops are being held on the farm to encourage people to speak out and learn to trust each other.

While very few of the participants completed the section on sexual harassment in the questionnaires, we overheard, during focus group discussions, people talking about young girls and some married women offering sex at shebeens in exchange for alcohol and other favours. Participants were mostly of the opinion that women were asking to be raped by how they chose to dress.

What people freely talked about though, was the rate that women workers were being retrenched from the farms or their working conditions made difficult in order to lead to constructive dismissals. In this circumstance though we noticed how supportive they were of each other in their quest to win back or keep their jobs. People also complained about their living conditions being unsanitary. People are forced to use outside toilets which has led to recurring gynecological infections. There was also great fear of being raped especially at night when many women and children are forced to use these toilets.

Whilst we were asked by the women for assistance on dealing with this particular situation we made it clear that our role there was not to enter into labour issues but we would be willing to assist, even if indirectly, where these conditions infringe on peoples basic rights to healthy living conditions. In this regard people agreed that the community leader should raise this issue with management and would call on us for assistance to back their request for toilets being installed inside their homes. We trust that this situation is being resolved as we have not heard anything since about that situation from our representative on the farm.

Out of 31 participants who answered questionnaires on this farm, only one person said that they were aware of someone being sexually harassed on their farm and another two suspected so but were not sure (8 did not answer). Of these, one was in their teens, while another was in their early twenties. No-one was told of the harassment by the victim but two had heard about it from the community and one from farm management. No-one answered whether any action was taken to stop or address the harassment. When asked whether, of those who were not aware of any sexual harassment cases, it was possible that sexual harassment was happening on their farms only four said yes, sixteen said no. Two females said they were not sure. The rest did not answer the question. Only two people out of 31 participants on this farm had experienced sexual harassment – one was harassed at work and another was harassed in a social setting. The participant who had been harassed at work did not answer any of the questions pertaining to the harassment. The other participant, who at first stated that she was harassed in a social setting answered to being harassed at her workplace between the ages of 16 – 19. She also briefly answered questions as to her being harassed in a social setting.

When asking community participants their personal opinions on sexual harassment, 11 said it was a crime, the rest did not answer the question. Only one person answered that sexual harassment was getting better on their farm despite her saying that she had no knowledge of sexual harassment cases on the farm and had never personally experienced it either. The only two people who answered as to why no-one talks about sexual harassment specified that it was because people do not want to get involved and another said that people think it is something to be ashamed of. None of these persons had heard of cases nor experienced personal cases of sexual harassment. Only four persons said that something had to be done on sexual harassment – answers specified (1) children are in danger and the other said “perpetrators would know that they would be kicked off the farm if caught” and “victims would report more freely if they see action being taken against perpetrators”.

A large majority of participants on this farm did not drink or do drugs. Of those who recognized an alcohol problem, four said their children had a problem, 1 said their partner and another said someone living with them had a problem with alcohol. Only 1 person said their partner had a problem with drugs. The majority (8 persons) of those who answered the question as to whether alcohol causes problems on farms stated that it had a direct impact on domestic violence. Only one said sexual harassment and sexual violence against women. Interestingly, on this farm, participants felt that drugs were more responsible to causing problems of sexual harassment against women, children and men than alcohol. 10 persons were well informed with regards to HIV/AIDS transmission (in specifying unprotected sex, blood and mother to child transmission).

13 did not answer the question, one person admitted to not knowing what HIV is and another said that she did not know how it is transmitted. Of the remainder who did not at least specify unprotected sex as a means of infection, three said HIV was only transmitted through blood. Another two believed that mosquito bites aided transmission. In summation, despite this being the biggest farm we worked on, very few participants were aware of sexual harassment happening on their farm. This was an interesting finding too considering that persons said there was a lot of gossiping on farms and should harassment be taking place, one would expect that more people would have been aware of it. However, of the few participants who admitted to knowing of a case, no-one said that they had heard about it from the victim, the majority heard about it from the community. Participants were also not convinced that alcohol aided in causing sexual harassment on farms. Taking into consideration that participants admitted that trust was a big issue on this farm, it may be possible, although we have no clear way of proving it, that sexual harassment is in fact taking place more often than participants were willing to admit to for fear of it spreading. Gaining the trust of participants is a big step to addressing problems in the community. With respects to HIV/AIDS, there is a definite need for more education.

## Farm D

As reported by the farm owner, alcohol abuse and Foetal Alcohol Syndrome (FAS) is prominent on this wine farm. During open discussions on alcohol use and abuse, one participant said that: “ek drink want die wyn is hier” (“I drink because the wine is here”).

With regards to sexual harassment and sexual violence, participants during group discussions reported that they had heard of at least two girls being raped, one of whom was murdered following the assault. Participants were adamant that the perpetrators were not from the farm. This may be true on this farm but in general we have come to realize that denial is often symptomatic of a close-knit family like relationship where people fear being ostracized or victimized for speaking out about such issues.

On this farm, there also appears to be a racial divide between black and coloured workers (more so than on any other farm that we worked on). One man openly told us during the workshop that he does not like the black people on the farm because they walk around like bosses while the coloured people work hard.

Community leaders and farm management though are doing a great deal to encourage community development on this farm. Basic adult education, computer lessons and other social uplifting programmes are constantly scheduled and organized.

When analyzing the questionnaires, out of the total of 22 participants who participated in this study, six said they had heard of someone who was sexually harassed. Two said they suspected so but were not sure. Three of these were said to happen to children between the ages of 0 – 12, the other four were to persons in their late twenty’s. Six said they heard it from the community, 1 said from the victim and another said they witnessed it. Three persons said they had personally been harassed - one in the workplace, one at home and another in a social setting. One of these, one participant was raped on a daily basis by a family member.

Out of the 22 participants, nine did not answer but twelve said that sexual harassment was a crime, while one said it was a bad thing but not necessarily a crime. Of the people who answered whether they thought sexual harassment was getting better, staying the same or getting worse, three said it was getting worse, 1 said better and 3 admitted to not knowing. Of the people that

said it was getting worse, two replied that they thought this was the case because there are no proper laws to stop people from sexually harassing others. Eight participants said that something had to be done on their farm to combat harassment and sexual violence. Only one person said no, the rest did not reply. Only five participants out of 22 said that management must get involved.

The majority of persons on this farm who admitted to drinking alcohol said they drank every weekend, the same applied to their partner and persons living with them. On this farm no farm workers said their children drank alcohol. When asking participants whether they thought anyone had a problem with alcohol, two said they personally had a problem and another two said their partner had a problem (one of these added that someone living with them also had a problem). Only four persons did not reply as to whether they thought alcohol caused problems on farms, the rest believed it did. Only one person said their partner used drugs on this farm, they did not however classify it as a problem.

Three persons on this farm did not know what HIV/AIDS is, two admitted to not knowing how one contracts HIV/AIDS. Only one person said they knew of someone who had HIV but did not reply as to how management and other colleagues felt about it.

In summation, 27% of participants were aware of sexual harassment cases happening on their farm, while 25 % admitted to having personally been harassed. With respects to alcohol abuse, few said that they recognized it as a problem, although two admitted that they personally had a problem (this was quite a finding considering that among all four farms who answered to the question of having a personal problem, only three participants in total said yes). It was clear that participants recognized the problems that alcohol causes on farms. In starting the description of this farm, we noted that FAS seemed prominent. There is no certainty of this statement: we have no data to back this up and said so with mere supposition in recognizing symptoms and signs of FAS. However, noting that some participants recognized alcohol as a problem, which therefore indirectly states a need to address that problem, we would suggest that awareness and education on FAS form part of that solution. Further awareness-raising on gender-based violence and HIV/AIDS is also recommended.

## Farm E

No sooner had we started the workshop when participants told us about the high incidences of child abuse taking place on their farm, incidences where not only adult males were the perpetrators, but also young boys. Recently two 12-year old boys had raped a 9-year-old boy.<sup>39</sup> One of the accused had also raped his 4-year-old niece. These cases had been reported to the police, and children had been taken for counseling although participants suspected that it had soon ended. Participants also recalled a story where a teenage girl had been lured into a room and raped by a man that she knew. Although the community widely discussed this case, no action was taken against the perpetrator. He currently still works and lives on the farm.

Some of the participants, in particular the older women, were also concerned about the high spate of teenage pregnancies on their farm. One woman accounted how she, upon a trip to the local clinic, astonishingly watched a 12-year girl proudly strutting around a heavily pregnant belly. She said that amongst teens it was almost seen as a privilege to fall pregnant.

Participants' verbal accounts as to the problems they were encountering on the farm were also relayed through the answers to the questionnaires. 12 of the 18 participants who answered the

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<sup>39</sup> Participants even pointed out the perpetrators as they walked past us during a tea break.



questionnaires, reported to having “heard of” experiences of sexual harassment.<sup>40</sup> 1 person suspected so but was not sure and another person replied “other”. Of these 12 persons, 9 said it happened to children between the ages of 0 – 12. Two had witnessed it; two had been told by the child and five said they had heard of a child being harassed from the community. Of the children who had been harassed, 7 participants out of the 9 reported that action had been taken to address the situation.

9 participants from this farm said they had personally been sexually harassed either in the home or in a social setting. 5 of these persons were between the ages of 16 – 19 at the time of the harassment. Two of these incidents were rape (1 male and 1 female). The male was raped when he was between the ages of 16 – 19 by another male. He did not specify who this person was. The female, who was over the age of 40, was raped quite frequently by someone seen as a community leader on the farm.

The majority of the victims of sexual harassment confided in a family member. None of the victims were told to report it or confront the perpetrator. Equal numbers of people were told to ignore the perpetrator, keep quiet or “other”. Two of the victims knew of someone else being harassed by the perpetrator. 8 out of the 9 victims of harassment believed that sexual harassment is a crime.

Out of the participants on this farm who reported to knowing of other sexual harassment cases on their farm and those who personally had experiences of sexual harassment, 3 said that sexual harassment was getting worse/happening more often on their farm, 4 said it was getting better/happening less often, 4 admitted to not knowing and 1 said it was happening at pretty much the same rate. 2 participants replied that people are not talking about harassment because they fear the perpetrator and his/her family; 2 said the community does not want to get involved; 2 said that people think it is something to be ashamed of; 1 said that people are scared that the perpetrator will be reported; and 1 person said that the community will gossip about the victim.<sup>41</sup>

Only one person admitted that their partner had a problem with alcohol, two said their children had a problem and three said that the problem lay with someone living with them. Domestic violence was rated quite often with respects to alcohol causing problems on farms. Sexual harassment against women, men and children was also mentioned but not as often. No-one said drugs were a problem on their farm, although aggressive behaviour and domestic violence was once again equated as being a problem associated with drug use/abuse. This farm was far more educated on HIV/AIDS, only two out of a total of 16 participants said they did not know and one did not answer. 8 people on this farm know of someone living with HIV/AIDS.

In summation, it is clear that verbal accounts equate to those of the questionnaire. 67 % of participants knew of someone being harassed, 50 % of these cases happened to young children. Unfortunately, questionnaires did not make provision for disclosing the age of perpetrators, but one cannot ignore the verbal accounts of child on child abuse and rape made by participants during the workshop. This phenomenon does not seem unique as research (a study in 2006 by the Simelela Centre in Khayelitsha) has found that children are increasingly becoming the perpetrators of sexual abuse and rape, the youngest of which was barely a toddler.<sup>42</sup>

Despite a majority saying that sexual harassment is a crime, when it came to personal accounts of sexual harassment there was a tendency not to take action - generally based on either fear of the

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<sup>40</sup> This is exactly a third of the total sample of participants who reporting to knowing of incidences of sexual harassment on farms.

<sup>41</sup> It is rather interesting that one of the participants replied that it was due to fear of the perpetrator being reported for the harassment. This more than likely indicates that a perpetrator is known to the participant.

<sup>42</sup> Cited in Powell, A. 2007. Now even children are committing acts of rape. The Cape Times: p.1, April 2. This article can be extracted from the internet: [http://www.iol.co.za/index.php?set\\_id=1&click\\_id=125&art\\_id=vn20070402091338806C128409](http://www.iol.co.za/index.php?set_id=1&click_id=125&art_id=vn20070402091338806C128409).

perpetrator and his/her family, or out of fear of the community's reaction to knowing of the harassment. The fact that there is such unacceptable direct and indirect sexual advances on young children may explain why (a) children themselves are becoming abusers, and (b) there's an abundance of teenage pregnancies, either as direct results of such harassment or of children being brought up with age-inappropriate knowledge and ideas of sex and sexuality. This may also account to there being more HIV infected persons on this farm than any of the other three farms in this study. Once again, education, awareness-raising, and other serious types of intervention are needed on this farm to address all these issues.

## Case studies

### John <sup>43</sup>

John is 29 years old. Within the last three years he has been sexually harassed by a woman and a man.

In his questionnaire he describes how a female colleague would on a daily basis make remarks and comments of a sexual nature when she was around him – the remarks were generally an invitation for sexual intimacy. She also told him she loved him. He says that he felt confused by the harassment. He also felt ashamed, guilty and powerless. The sexual harassment interfered with his work: he detested going to work and wanted to resign in an effort to stop the harassment from happening. When questioned whether he told someone about it, he responded that he told a male colleague who suggested that only he could decide how to address the situation. The only out, he replies, was to give in to her demands. He had sex with her to, in his words, “get rid of her”.

About the same time, John was also being sexually harassed by a close, personal male friend. This person would on a daily basis comment on his dress or appearance; would invite him out for drinks; would pester him for sexual intimacy; would physically fondle him and also offered him money or some kind of benefit in exchange for sex. John once again felt ashamed, humiliated, confused, guilty and powerless. However, unlike the sexual harassment he was experiencing at work by his female colleague, he admits that he enjoyed this attention that this man was giving him. However, he once again asked a friend for help.

His friend advised him to keep quiet about the harassment as the perpetrator was married and this would only exaggerate the problem should he confront him about it. However, John says that he did attempt to take action but these were either ignored by the perpetrator or John was told that he was overreacting. At the same time however the perpetrator jibbed that no-one would believe him should he try to tell someone about the harassment. Despite this verbal warning, the perpetrator at one point told John’s wife that he and John were having an affair. John says this affected his marriage but did not elaborate further.

Eventually John decided to keep quiet; he also believed that people would say he was lying. He was also afraid that people would place the blame on him and make him feel guilty about the harassment. The harassment severely affected him: he had trouble sleeping; he had recurring nightmares; he avoided places or people that reminded him of the harassment and avoided places or situations where he would need to be in the same company as the perpetrator. He says he drank to forget about what was happening to him and even considered killing himself. The harassment continues to this day.

John admitted that at the time he did not know that the perpetrators behaviour was sexual harassment and had no idea as to how to resolve the problem. When questioned on his personal opinions of sexual harassment, he states that he does not think sexual harassment is a crime - it is merely a bad thing that should not happen but is a way of life on the farm. He believes that sexual harassment is on the increase on his farm and thinks this is because people do not consider it a crime or that perpetrators do not fear the consequences of their actions. He does however believe that people are speaking about it more often now-a-days due to HIV/AIDS being such a problem on farms.

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<sup>43</sup> Not his real name.

## Genevieve <sup>44</sup>

Genevieve is 52 years old. A few years ago, following the death of her husband, she drew great support from a local church community leader who became the male figure in the household... until the day he began raping her. She says that he raped her regularly over a period of 6 months, sometimes at her house, once on a weekend camp and other times in his car while they were on the way to or coming back from church functions. She believes there are several reasons why he raped her: he found her attractive, but at the same time wanted to humiliate and emotionally hurt her. He was also seeking revenge for something that he blamed her for. She also added that he raped her because he thought he had the right or the power to do so. She felt ashamed, humiliated and frightened. She describes how dirty she felt and how her human dignity was completely destroyed.

At first she was too embarrassed to talk about it. She was also scared because she felt that she was in some way responsible. She did however eventually confide in a church sister who at first did not know how to advise her but later suggested that she contact the perpetrator's wife. She followed the advice but not only told his wife about the rapes but also her children. She also reported the case to the police.

The affects that the rape had on her were tremendous but it is unclear whether it was worse for her before or after she confided in people and reported the case. She had trouble sleeping and had recurring nightmares about the rapes. She hated going to social gatherings and church because it felt like everyone could see through her. The perpetrator managed to influence everyone – no-one believed her and everyone, including her family, turned their backs on her. She wanted to kill herself. When asked whether she knew of anyone else being harassed by the perpetrator, she admitted to thinking that he was molesting a young girl but did not give any more details.

She believes that sexual harassment is getting worse as she accounts several rapes of children that have happened on her farm. She also knew of a few other cases of boys sodomizing each other. She says that sexual harassment is becoming a bigger problem because people do not see sexual harassment as a crime, and regardless of the existence of laws, perpetrators are unafraid of the consequences should they be accused. She adds that victims do not talk about it because they feel disgraced and community members do not want to get involved out of fear. Something definitely needs to be done to address sexual harassment because children are not safe in the community. She suggests that management should get involved by holding general meetings and developing disciplinary codes, she adds though that should they chose not to get involved then the least they can do is to dismiss/evict perpetrators from the farm. She would like REACH to hold more workshops, especially with parents so they can understand the seriousness of sexual harassment and the affects that it has on their children. She would also like REACH to be called in to mediate cases of harassment.

Towards the end of the questionnaire we ask participants whether there is anything else that they would like to share with us. She wrote that only after her case did she find out that two of her children were molested when they were little girls (one as young as 8 years old). What is most hurtful is that one of her daughters blames her for what happened to her when she was a child. Genevieve ends off by saying she feels guilty because she did not know...

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<sup>44</sup> Not her real name.

## So what has happened since 2003?

It is difficult to make direct comparisons between this research and the initial research that led rise to the birth of REACH. For one, the sample of participants is vastly different. What this section will attempt to do however is compare overall assessments or findings of the 2003 research with the findings/assessments of this research.

### Education

- In 2003 it was found that overall females had lower education levels in comparison to men or boys. Female participants were in the majority of having no formal education (17.1 % compared to 10.4% of males), although a great portion of the female sample, in comparison to the male sample, were still in school (33% compared to 13%). Men had higher levels of education in all categories and in fact only men had any tertiary education.
- In 2006, REACH found that unlike 2003's sample, females had higher levels of education than men. However like 2003's findings, REACH also found that females were still in the majority of having no formal education (19% females compared to 16% males). Men were the only ones to have tertiary education. In our sample however only females were still in school (7% of the female respondents).

In general, it seems that education amongst women is fared more importantly than it had three years ago. We can however not declare this a certainty as there may be varying differences as to why men appear to have lower levels of education, for example it may suggest that men are not as interested in education as women are or it may actually mean that men are taken out of school, earlier than women, and sent to work for the family.

### Type of Work

- In 2003 it was found that predominantly both men and women were employed as general workers. Men were however employed in higher paying jobs in comparison to women – jobs such as drivers and machine operators.
- In 2006, REACH found the same scenario. Almost equal numbers of men and women were employed as general workers, with men being employed in higher paying jobs such as drivers and machine operators.

### Weekly Earnings

- In 2003 it was found that in general women earned less than men with the greatest portion (53 %) earning only between R101 – 250 per week. The highest earning for women in the sample was R451 – R750 per week, whilst the highest for men was in the R1001-1500 category.
- In 2006, REACH found once again that women earned less than men with the greatest portion (78 %) earning between R101-250 per week. The highest earning for women was R251-450 per week, whilst the highest for men was R1001-1500 per week. The lowest earning for men however was in the below R50 category.

Clearly, women continue to earn lower salaries than men. This is possibly determined by the type of work they are employed to do. Men, in being the majority of holding higher ranking jobs, are therefore more likely to earn higher salaries. However, just as the research of 2003 questioned, could this really be the primary reason as just as great a portion of males as females are employed as general workers? Is it possible that employment equity remains a problem on farms?

Women continue to find themselves in this lower social income bracket, be it due, as mentioned earlier, to gender inequality/power imbalances and/or less opportunities for training. There should however be no logical reason as to why women cannot be trained to hold higher ranking jobs unless they chose not to be. The research did not present opportunities to question this but this would certainly be of great interest to providing a clearer picture of labour relations on farms and how these factors may contribute to gender-based violence.

### **Personal Experiences of Sexual Harassment**

- In 2003 it was found that out of a sample of 55 women and 60 men, 18.2 % of women and 8.3 % of men had personally experienced unwanted attention of a sexual nature. 70.9 % of women and 83.3 % of men replied in the negative and 10.9 % of women and 8.3 % of men said they were unsure.
- In 2006, REACH found that out of a sample of 54 females and 31 males, 32 % of both men and women had experienced unwanted attention of a sexual nature. 61 % of women and 68 % of men replied in the negative and 7 % of women said they were unsure.

Although there is a minor difference in the number of female participants and a greater difference in the number of male participants between the two studies, the research nevertheless points to an increase in the reported incidences of sexual harassment.<sup>45</sup> The research also indicates a decrease in the number of people who replied that they had never experienced unwanted attention of a sexual nature and a decrease in the number of people who were unsure.

In summation, there certainly appears to be a major increase in incidences of sexual harassment. However, one also needs to consider whether in fact it may not suggest an increase but rather an increase in the number of reported cases. Are people more willing to talk about it now?

### **“Heard of” Experiences of Sexual Harassment**

- In 2003, out of a sample of 50 women and 54 men, 26 % of women and 35.2 % of men reported that they knew of someone on the farm who had experienced sexual harassment. 70 % of women and 63 % of men responded in the negative and 4 % of women and 1.9 % of men said they were unsure.
- In 2006, REACH, out of its sample of 73 females and 34 males, found that 30 % of women and 41 % of men reported that they knew of someone on the farm who had experienced sexual harassment. 63 % of women and 38 % of men said that they did not, and 6 % of women and 21 % said they were unsure.

Once again there appears to be an increase in the number of people who know of others experiencing sexual harassment on their farm. There is also an increase in the number of both men and women who are unsure. In these circumstances it generally indicates that there are suspicions but not enough to confirm assurance.

What is also interesting is that in both studies, men were predominantly more aware than women of sexual harassment occurring in the community.

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<sup>45</sup> Even if one were to divide the number of participants that reported in the affirmative of experiencing sexual harassment in 2006's studies by the sample of female respondents in 2003, the results still indicate an increase of about 7 %. In doing the same with the number of male respondents that replied in the affirmative (10) by the number of male participant sin 2003's study (60), the results would still indicate an increase of about 8 %.

## Ages of Victims of Sexual Harassment

- In 2003, it was found that, other than those who responded they did not know the age of the victim, the great majority (32 % of women and 25 % of men) reported that sexual harassment affected children (mainly girls) under the age of 16. This was then followed by persons between the ages of 20 – 25 (12 % of women and 21 % of men). This sample however included both personal experiences and “heard of” experiences.
- In 2006, REACH found that young children (mainly girls) between the ages of 0 – 12 years are the main victims of sexual harassment in the “heard of” experiences of sexual harassment (54 % of women and 29 % of men), followed by teenagers (13 – 19 years) (21 % of women and 29 % of men). Of those who personally experienced sexual harassment most females were harassed between the ages of 16 – 19 and men between the ages of 26 – 30.

As there were differences in age group classifications between the two studies, we decided to group the “less than 16 years” and the “16-19 years” of 2003’s age categories together in order to compare it more clearly with our sample.<sup>46</sup> The results indicated that in 2003, 36 % of females and 42 % of males said that children under the age of 19 had experienced sexual harassment compared to 2006’s sample where 75 % of females and 58 % of males reported that children under the age of 19 had experienced sexual harassment.

It appears once again that there is an increase in sexual harassment and that children especially the girl child, are seen to be the greatest victims of sexual harassment on farms.

## Alcohol and Drug Abuse

- In 2003, when asked whether participants had alcohol or drug problems in their family, 24 men and 30 women answered the question. 10 men and 2 women admitted to having a problem (42 % and 7 % of the sample). 11 women and only 1 man said their partner had a problem (37 % and 4 % of the sample). 7 men and 8 women said their children had problems with drugs or alcohol (29 % and 27 % of the sample). The large majority emphasized that the problem was alcohol and not drug abuse.<sup>47</sup> 2003’s findings also suggested that alcohol was particularly a problem amongst men.
- In 2006, REACH found that, out of sample of 18 women and 7 men, 14 % of men said they had a problem with alcohol compared to 11 % of women. 43 % of men and 28 % of women said their partner had an alcohol problem. 44 % of women and 0 % of men said their children had a problem. In our sample only 1 female said her partner and 1 female said that her child had a problem with drugs.

Clearly the numbers of participants who answered the questions between the two samples were vastly different. We cannot therefore entirely rely on these comparisons to be a true and accurate reflection. Regardless however our sample revealed that alcohol problems were no longer discriminatory of gender as it appeared that both men and women were equally affected by it. Alcohol remains a greater problem on farms than drug abuse.

- In 2003, 90 persons answered the question of whether drug or alcohol abuse made the problems of violence and sexual abuse on farms worse, all but 13 said it did. About half of the participants said that domestic violence was a problem in their community.

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<sup>46</sup> Our sample was compared by joining our “0 – 12 years” and “13 – 19 years”.

<sup>47</sup> Percentages in brackets were calculated by REACH in order to compare it with our sample.

- In 2006, REACH asked a similar question: did alcohol or drugs cause problems on farms such as aggressive behaviour, domestic violence and sexual harassment/violence against women, men and children. Out of 128 people who answered with respects to alcohol, all but 4 said it did. Out of 76 who answered with respects to drugs, all but 2 said it did.

Clearly, we found that a lot more people were willing to admit that alcohol and drugs causes problems on farms. In our sample domestic violence was also cited as one of the biggest problems contributed by alcohol abuse.

## HIV/AIDS

- In 2003, 168 respondents were questioned on their knowledge of HIV/AIDS: whether they knew what it was; did not; or were not sure. 28.8 % of males and 22.7 % of females said they did not know what HIV/AIDS was. 16.3 % of males and 11.4 % of females said they were not sure. Of the 63 participants who answered on their understanding of transmission of HIV/AIDS, the majority replied through “unprotected sex”, followed by “needles”, “blood transfusions” and “blood products”. A small percentage responded through “mother to child during birth” and “open sores”. About the same percentage replied that a person could contract HIV/AIDS through “french kissing” (about 5%) and “mosquito bites” (10 %)
- In 2006, 72 respondents were questioned on their understanding of HIV/AIDS transmission. 9.5 % of males and 9.8 % of females said they were not sure. 14 % of males and 2 % of females said they did not know. Our questionnaire however made provision for participants to select a number of responses. A largest portion of our sample responded that a person could get HIV/AIDS through “unprotected sex, blood and HIV+ mom to baby”. 4 % of the female sample however replied that a person could get HIV/AIDS from mosquito bites.

It is difficult to compare the two samples because of the differences in mode of questioning. However, if one merely compares the percentages of participants who did not know what HIV/AIDS was or were not sure, it appears that the participants of 2006’s study fared better. Hopefully, this indicates that people are generally better informed than they were three years ago although it remains concerning to hear that there are still erroneous beliefs about its transmission. There remains a need for further education and awareness on HIV/AIDS.

- In 2003, out of 59 participants who answered to the question of whether they had heard of someone on their farm with HIV/AIDS, 3.8 % of males and 6.8 % of females said “yes”. 6.3 % of males and 3.4 % of females said they were not sure. Of those who were aware of HIV infected farm workers, 3 said that management was sympathetic, 2 said medical assistance was provided and 3 said that the worker was dismissed or badly treated. 1 said that management was not aware of the situation until the farm worker died.
- In 2006, out of 73 participants who answered the same question, 19 % of males and 12 % of females said “yes”. 16 % of females and 2 % of males said they were not sure. Of those who knew of someone infected with HIV, 3 participants said management was sympathetic, 2 said that medical assistance was provided, 1 said that the worker was dismissed and 1 said that she did not know.

It appears that people are now more aware of persons infected with HIV/AIDS than in the past. Could this indicate that HIV/AIDS is on the increase, as the majority of statistics in South Africa reports to? Or is it becoming less stigmatized? Taking our experiences of addressing HIV/AIDS on farms, we believe that the former is true. With respects to farm management’s reaction, it was



interesting that participants pretty much answered in the same manner and in almost equal proportions. It was however still disconcerting to hear that farm management continue to dismiss workers infected with HIV/AIDS.

## Recommendations

The following are recommendations that arose when analyzing research findings. Participants' recommendations were also included.

- Both men and women experience some form of sexual harassment. Therefore projects, campaigns and other advocacy and lobbying interventions need to be varied in addressing the problems in respect of both sexes
- Of great concern, are the high incidences of sexual harassment and other violations of children (both teenagers and young children, but in particular those below the age of 12). REACH should form partnerships with organizations like Childline to join strategies on addressing this. Parents, teachers and other community leaders also need to be included in these strategies.
- Women are more often confided in by the victims of sexual harassment than men. Women would therefore be prime candidates when initiating any proactive measures. This certainly falls in line with one of REACH's objectives: the training of community leaders on farms with basic counseling and paralegal skills.
- On the other hand men are more often the "witnesses" of sexual harassment. They are therefore prime candidates with respects to preventative strategies – being educated on sexual harassment and how to intervene in such cases. It would also be interesting to conduct research as to why more men witness such incidents. This would be helpful, for example, in determining exactly what type of intervention would be needed.
- Overall though both men and women need to be included in preventative and proactive strategies.
- More workshops to educate farm workers on sexual harassment and sexual violence need to be conducted. Farm workers need to know strategies to addressing and dealing with experiences of sexual harassment. In knowing, for example, that it is not always necessary for police intervention may reduce fears of speaking out about the harassment. Stigmas also need to be broken down so that victims are not blamed but are supported by their communities.
- Much like 2003's research recommendations, relevant service providers, such as the local police, health care workers, and teachers for example, need to be trained on sexual harassment and domestic violence and how to deal with victims of such cases.
- The issue of farms not having proper codes of good practice on sexual harassment, or other preventive documents in place needs to be addressed on all farms who participated in this study. Over and above this, further research needs to be done across various farming sectors in determining whether such policies are in existence and pending outcomes, lobbying initiatives for their installment should follow.
- Alcohol and drug usage, although not always directly stated as a problem amongst participants within their familial and personal living environment, is considered a problem within the community in causing social problems such as aggressive behaviour; domestic violence; sexual harassment and sexual violence against women, men and children. It therefore becomes imperative, to ensure that education and training addresses all these problems while highlighting the obvious downfalls of drinking alcohol and drug use

inasmuch as it pertains to negative behaviour associated therewith. In that REACH does not currently have the experience, resources or the capacity to focus greatly on this, we should look at forming partnerships with organizations that do.

- There seems to be an overall knowledge of HIV/AIDS but it is clear that a lot more education is required. REACH needs to continue conducting HIV/AIDS workshops on farms while exploring where misinformation on HIV/AIDS transmission and stigma's are being disseminated from.
- Women also appear to remain discriminated against as a result of their gender in respect of work positions and earning power. Gender imbalances and inequalities need to be addressed, to ensure that economically and psychologically women are better equipped to changing the current status quo of dependency and disempowerment. This is by no means an easy task and greater collaboration between all relevant stakeholders and role players is a requirement if we are to cause even a minor shift.
- REACH needs to set up a committee made up of several community leaders on farms to report; discuss and find alternative means by which to deal with sexual harassment, domestic violence, HIV/AIDS, and alcohol and drug abuse currently affecting their communities. This committee should also include farm owners, local police officers, health care and social workers and other relevant role players so that there is direct communication and greater trust built between all parties – those who have direct knowledge and those who have the power to influence greater action.<sup>48</sup>
- Monthly open forums with participation of both farm owners and workers would provide platforms to voice problems on farms and seek solutions.
- Multipurpose centers inhabiting various non-profit organizations – essentially a “one-stop-shop” - would enable greater access of services to farm communities while also reducing the emotional, capacity and resource burden that is often placed on organizations and other service providers when faced with multiple problems affecting communities.
- The establishment of shelters or places of safety for women and children in towns is paramount to ensuring the overall well-being of the vulnerable members of our society. For example, places of safety would ensure that women and children are safe from domestic violence and other abuses during weekends where alcohol usage is at its highest and aggressive behaviour and violence is a common factor.
- There is a need for a more in-depth research study that can span over a greater period of time and over a grander geographical scale. REACH would like to invite both local, and international funders, such as the International Labour Rights Fund, who have an invested interest in eradicating sexual harassment and violence against women, to consider funding such a study that will heighten the awareness of gender-based violence and other social problems affecting rural farming communities while sourcing greater support for the fight against such abuses.

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<sup>48</sup> REACH is already exploring means to set up and fund such a committee.