

Community Organising and Training

Objective

Empower targeted communities to understand land and development issues and be able to effectively manage their own initiatives in an equitable and sustainable way.

This area of work is divided into four programmes: Community Organising; Gender Training, Training Community Leaders; and REFLECT.

COMMUNITY ORRGANISING

Objective:

The main objective for the project is the creation of a dynamic and critically aware land rights movement. Support for the establishment of structures and community actions will happen from the community level with land claims committees and other local structures up to a provincial level where Nkuzi is supporting the work of the Landless People's Movement and its affiliated structures in the different districts.

Main Activities:

- Facilitate discussions within communities and play an advisory role on the development of community organisations and activities
- Support, advise and monitor communities in taking their own initiatives to gain access to land
- Arrange inputs and facilitate discussions with community members to help them analyse and better understand the struggles they are part of
- Raise levels of awareness within Nkuzi' s staff through workshops and information dissemination
- Share Nkuzi 's own analysis, in community meetings, of the agrarian reform situation
- Plan and implement a programme of education workshops for community leaders and activists. This will include the promotion of the value of land and sustainable land use
- Supporting the establishment of district land forums and the running of the Land Rights Coalition in the Northern Province
- Organise exchange visits between communities in South Africa and other countries in order to share experiences and learn from the example of other countries (eg: Brasil)
- Plan and implement a programme of organisational skills workshops for community leaders
- Provide field support and follow up to training provided

Resources:

This is currently implemented by the existing field and management staff.

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Gender Training

To ensure that power imbalances and discrimination based on gender or other prejudices are challenged in the work of Nkuzi and the projects that Nkuzi supports.

Main Activities:

- Training of staff on gender issues and the incorporation of gender related objectives in planning, management and performance reviews
- Nkuzi staff making conscious efforts to encourage and allow women's active participation when facilitating meetings or workshops
- Invitations to workshops or meetings will insist on women's participation amongst representatives and reports of activities and events will include a gender analysis
- Run three provincial workshops for project members on gender and power issues to raise levels of awareness. Average of 25 people at each workshop
- Encourage the emergence of women's leadership in the Landless People's Movement and local forums
- Run three local workshops for women on women's rights and issues specifically affecting women. Average of 25 women per workshop
- Convene a women's conference on land for 100 women from land reform projects >
- Arrange exchange visits for women to learn from experiences of women organising in other organisations and areas

Resources:

- One of the field workers is a gender focus person, other field staff assist with the activities of the gender training programme.

TRAINING FOR COMMUNITY LEADER

Objective:

Equip community leaders with the skills to enable them to manage and lead land reform projects effectively in an equitable way.

Main Activities:

- Conduct community level workshops on a range of subjects including:
- Mediation and Negotiation skills
- Land reform processes
- Leadership skills
- Project planning and management; and
- Other training needs identified.
- Develop course materials
- Facilitate twelve workshops with an average of 25 participants in each
- Provide follow up support and train Nkuzi staff to equip them to be able to provide effective support

Resources: -The training is organised by field and management staff with other organisations sub-contracted to assist in facilitation and preparation of materials on specific subjects.